

Indiana University Bloomington



Physical Plant PERSPECTIVE

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Removing barriers for the disabled

The Americans with Disabilities Act (ADA) Title II became effective in 1992, requiring all publicly- owned

programs to be fully accessible to all individuals, regardless of disability, by January 1995. For the past two years, ADA Coordinator Jim Zink has helped to open IU's doors to disabled students, staff and visitors. Zink has coordinated efforts on all the IU campuses (except IUPUI) to meet ADA requirements. At IUB Zink consults with Physical Plant and Architect's Office staff on renovation plans so that they meet ADA specifications. He gathers information about campus buildings, proposes changes, reviews renovation plans and educates the public about why changes are needed.

Creating a foundation for change

Zink and a team of hourly workers from Physical Plant evaluated every IUB building for accessibility problems. The resulting database allows him to determine changes that need to be made in specific buildings, and keep track of the progress of renovations.

Zink gathers ADA information and distributes it among many people involved in ADA issues: He discusses ADA issues with ADA coordinators at other universities. He created an Internet "Listserv" bulletin board for ADA issues. He also has brought together people from regional IU facilities departments to discuss their ADA concerns.

Education is essential

Steve Morris, IUB Director of Disabled Student Services, has seen the changes ADA education has made. The challenge in implementing ADA legislation is as much educating everyone as it is funding. Many people simply are not aware of how sometimes simple things create barriers for individuals with disabilities. As we talk, more people become more educated and aware of how they can help.

What has to change is people's understanding of what constitutes a disability, not sight problems or mobility problems alone, stresses Jim Kennedy, Assistant to Vice President - Administration Terry Clapacs. Hearing, mental illness, et cetera, are just a few of the other forms of disability. A focus on structural change alone is not what the law is about.

Zink has put much effort into educating the public and IU staff about how ADA affects them. Education remains his top priority. I'm willing to sit down and talk to anyone about ADA, says Zink. ADA is here. It is not just for a few students. It lets people outside of IU know they should have no fears about coming to IU or of being discriminated against.

You can help be aware!

Promoting awareness of ADA is necessary for IU's efforts to succeed. When students, staff and faculty understand the obstacles faced by disabled people, watch for situations that may obstruct access to buildings or programs, and report those obstacles, the problems can be removed.

Jim Zink's position has to help this institution, says Morris. It is my hope that as more people become aware of who Jim is and what he is trying to do, we will continue to improve accessibility throughout the University. This includes not just physical accessibility to buildings, but to programs, services and activities, as the law requires. I

know Jim is committed to making us all aware of our responsibilities in this regard. But we cannot rely on Jim Zink or Jim Kennedy or Steve Morris or a few select others to solve IU's accessibility and disability problems. We all have to work together as faculty, staff and students to improve the campus for everyone.

For more information

If you or someone you know has concerns about the ADA, contact Jim Zink at 855-0454 (phone), 855-7906 (fax) or jizink@indiana.edu (e-mail). For student concerns, contact Steve Morris at 855-7578. For general concerns contact Jim Kennedy, at 855- 6316.

Here are a few things to look for in your area:

- Are aisles, pathways and hallways free of obstacles and protruding objects for mobility- and vision-impaired individuals?
- Are water fountains, telephones, hand dryers and sinks low enough for wheelchair users to reach?
- Is an entrance accessible for mobility-impaired individuals?
- Are there signs designating handicapped-accessible areas?
- Do restroom sinks have lever faucets rather than standard handles?
- Do doors have lever handles rather than knobs?

Communications Tips

Dial 9-1-1 in an emergency from ANY payphone

Many people aren't aware that in a life-threatening situation they can pick up any payphone and dial 9-1-1 for free! Payphones can connect you with help in an emergency without fumbling for a quarter. Here's a list of payphones nearest to IUB offices and parking areas.

In an emergency you can call 9-1-1 for free from any payphone. Here's a list of payphones nearest to IUB offices and parking areas.

- On 3rd in front of Rawles Hall
- At 3rd & Jordan
- In front of Ballantine Hall
- In the parking area behind Morrison Hall
- Behind Jordan Hall
- West side, Franklin Hall
- IMU/Whittenberger Entrance
- IMU//Commons Entrance
- In front of Lilly Library
- On 7th below Library Parking lot.

Physical Plant Profiles

Building Services: Larry Marion

Larry Marion has been the Group Leader on the Building Services Day Mobile Crew for three years. He started working at IU in 1983 as a custodian, and he was promoted to group leader in 1984. Over the past ten years he has been a group leader in many areas, first on the night mobile crew, then in Area II and Area III. In 1992, he got his current position and what he describes as a normal schedule. His main job duty is supervising the four people who maintain Assembly Hall. On the weekends he is on call for nearly 300 buildings, and the basketball and volleyball seasons keep him especially busy. There are four custodial routines at Assembly Hall, and I fill in as needed on those routines during peak periods, or if someone is absent, Marion says. As a leader, I am responsible for ordering all supplies for my area, as well as for the entire Day Mobile Crew. Marion also locks and unlocks buildings, inspects cleaning routines, records and checks equipment conditions, and keeps track of his crew members time cards. The busiest time of the year for us is Commencement. We do special cleaning projects to get Assembly Hall ready, and it has to be immaculate from top to bottom, Marion says. After Commencement, we've received letters and memos from the President and others thanking us for how well the building looked. The hardest part of my job is that the work has changed in the past twelve years. We have less staff, but we do have more equipment and better equipment than we had in the past, so we are able to take care of more areas with fewer people. We're all working smarter, not harder. What I enjoy most is working with people and the variety of people and tasks we have to do for our customers.

Building Services: Eric Thompson

Eric Thompson has worked as a custodian at Physical Plant for thirteen years. He has worked on the afternoon mobile crew for seven years, and currently works in buildings at Jordan Avenue and Seventh Street that house the Office of Admissions, the Student Academic Center, the Center for Latin American and Caribbean Studies and the Honors Division. Thompson works from 3:15 p.m. to 11:15 p.m., vacuuming, dusting, taking out trash and recycling and picking up litter inside and outside the buildings. Because he is on the mobile crew, he also works on large projects such as cleaning the Ora L. Wildermuth Intramural Sports Center after Drop and Add, and cleaning IU Memorial Stadium press boxes, bathrooms, concourses and box seats before a game. Thompson also does seasonal cleaning. This fall he has been battling the leaves that get tracked into his buildings. I joke that I need a rake instead of a broom so I can rake the leaves out of the carpets, says Thompson. At the beginning of his shift, Thompson's buildings are full of people. He pays close attention to classroom schedules to make sure he can get in. I wait for a class to end and I run in and get the trash and run right out before the next one begins. After working in Building Services for thirteen years, three years in his current area, Thompson has become familiar with his co-workers and customers. The thing I like most of all is the friends I've made among Physical Plant workers and the people I clean for. It's kind of like a family. Thompson believes the most important parts of being a custodian are paying attention to details and prioritizing jobs. With the force reduction, time is tight, and many jobs have to fit into it. He adds, The people in the buildings have helped a lot. They have been more

flexible on their demands. Their cooperation has been really helpful.

Campus Division: Bruce Cabanaw

Bruce Cabanaw has been the Nursery Assistant at the IUB nurseries for ten years. He works at the three IUB nurseries that supply plants and trees for all the regional campuses. Cabanaw and two other nursery staff members maintain the nurseries, which have a combined area of 50 acres. The nursery contains trees, shrubs and perennials, and supplies topsoil, mulch, gravel and sand. They also recycle plant waste, such as used annuals, into compost, which nursery workers use to enrich the soil in later plantings. At the nurseries Cabanaw delivers nursery stock, maintains the greenhouses, mows the nursery grounds and cultivates trees and perennials. Around campus he plants the trees and perennials, landscapes around new buildings and even hangs holiday decorations. In addition, he helps other Campus Division workers with their heavy workloads when needed. You've got to like getting dirty and you've got to care, says Cabanaw. It's really hard work, but you feel really good when you get it done. During summer Cabanaw and summer hourly workers keep the trees watered and prepare thousands of chrysanthemums for fall planting; this summer they grew over 6,000. They spent two weeks filling pots with soil before the mums arrived in June, then Cabanaw and the others potted them immediately. After several months of pinching, fertilizing and shaping them, Cabanaw planted almost all the mums himself in September and October. Spring and fall are the planting seasons, the busiest of the year. I like the planting and landscaping. When you start, there is nothing there, but when your done, you've made an impact. Some of the landscaped areas Cabanaw has planted include the area around the Sample Gates at Indiana Avenue and Kirkwood Avenue, and around the upper pond of the Arboretum. Most recently he planted trees around the new School of Education building and the new stone wall that runs along Seventh Street in front of the Indiana Memorial Union.

Engineering: Barb Fisher

Barb Fisher joined the Engineering Department two years ago as an hourly Electrical Designer. This June she was appointed to a fulltime position as one of two electrical designers for all the regional campuses. Fisher has been designing for ten years. She began working as a clerk for an electrical engineering firm. After a few weeks she began drafting, and eventually learned all of her drafting and designing skills on the job. Fisher enjoys the work environment at Physical Plant. I really like being able to get out and see projects and work on them hands-on, says Fisher. At my other jobs I drew and drew and never got to see what was going on. Fisher's work begins when a customer requests some type of electrical remodeling. Fisher meets with the customer and looks at the space to be renovated. She estimates the cost for the customer. Then she drafts the construction blueprints using computer- aided drafting and designing (CADD) software. She also chooses the parts and fixtures for the project. Once her plans are complete and approved by the engineers, they are sent to the craft shops and the renovation begins. Some of Fisher's most challenging projects are updating electrical systems in old buildings. They are also her favorite projects. I love working on the old buildings. I like going into creepy basements and seeing the old foundations. It's really interesting. In designing electrical renovations in the Woodburn House on College Avenue, for example, Fisher learned that it was a stop on the underground railroad, which was a secret network of people who would hide runaway slaves on their property and help them escape to the abolitionist northern states. She was even able to see where the secret passage in the basement, once used to hide slaves, had been

blocked off. Many times Fisher teams with the mechanical designers and the University Architects to work on a project together. When we're all finished, it's nice to go in and turn on the lights and have something that looks really nice.

Building Maintenance: Paul Aydt

Paul Aydt came to the Physical Plant five years ago to join the IU Apprenticeship Program. Aydt decided to go into Carpentry because he enjoys the variety of skills it involves. He graduated from the program last year and now works in the Carpentry shop. Aydt is one of thirty workers in the Carpentry shop. You picture a carpenter as a guy with a big nail pouch full of nails, but we don't drive very many nails out here on a daily basis. It's not a typical carpentry job, says Aydt. He and his co-workers craft a variety of wood items like cabinets and bookshelves. They also build larger structures like molding and frames of houses. They work with materials other than wood in projects like hanging ceilings, setting floor tiles and forming concrete walks and ramps. Occasionally Aydt and co-workers build an entire building from the ground up. This fall they built a new research facility for the Botany Department. The campus is filled with distinctive buildings that present special challenges for Aydt. Often older buildings have settled and the joints aren't exactly square anymore. He has to create special structures to fit those buildings. He also is faced with the challenge of matching his work to the original woodwork of buildings, which may contain intricate designs or have a unique style. Aydt has enjoyed working with his co-workers and learning from them. The guys that I work with are very knowledgeable. It seems like each one of them has an expertise at one aspect of the job. And it's interesting to work with them. They can show you some of the ins and outs of doing that particular job that you usually wouldn't get into.

Building Maintenance: John Lettelleir

John Lettelleir joined Physical Plant seven years ago as an Elevator Electrician Apprentice. He graduated from the IU Apprenticeship Program in 1991 and became an Elevator Electrician for Building Maintenance. He is one of seven Journeyman Elevator Electricians. Lettelleir works in eleven buildings in Zone Six, including Mathers Museum, the Health Center, Briscoe Hall and Tulip Tree Apartments. He is responsible for wheelchair lifts, conveyor belts, one trash lift and twenty-two elevators. His major task is maintaining the elevators. Servicing an elevator takes one to two weeks to complete. People dread to see me come. They don't like to lose their elevators, says Lettelleir. He cleans and maintains each elevator's equipment and shaft on a regular basis. The first area he checks is the machine room on top of the elevator shaft. It contains most of the elevator controls. He then gets on top of the elevator to clean the inside of the shaft and doors on each floor. The next area he cleans is the pit at the bottom of the shaft. Lettelleir has pulled out everything from keys and jewelry to a Shaquille O'Neal basketball card and a garbage can. Lettelleir finds satisfaction in repairing elevators because it is often a complicated task. It is extremely challenging to find the problem. There are thousands of parts in the elevator. It's amazing what little things will stop it. Something as small as a penny stuck in the track of the door will stop an elevator. Lettelleir has encountered some unusual problems in his elevators. At Briscoe a group of thirty-one people, which was beyond the posted maximum capacity, tried to ride an elevator. The motor gave out and they were stuck in the cramped elevator until Lettelleir arrived. He has remedied some less obvious problems also. One of his elevators stopped because a hickory nut was stuck beneath a cable. I still haven't figured out how it got there.

Utilities: Tim Hoard

Tim Hoard joined Physical Plant six years ago as a part-time worker in the Paint Shop. He worked there for a year, then moved to an hourly asbestos removal position. After working there for a year and a half, he joined the IU Apprenticeship Program for high voltage electricians. He graduated in September 1994 and is now working as a journeyman Electrician on the Utilities High Voltage Crew. Hoard and three other high voltage electricians maintain all the campus high voltage lines, power distribution centers, transformers, emergency generators and outdoor lighting. Hoard repairs electrical equipment ranging from 120 volt lights to 12,470 volt power lines. Hoard enjoys the variety of his job and the familiarity of working in a small crew. Working with a smaller group of guys makes work nicer, says Hoard. I like it real well. In addition to completing everyday maintenance requests, each electrician is on call for two week shifts. One of their on-call duties is working at IU football and basketball games in case of an emergency. For large projects, the whole crew pulls together. This summer the crew replaced about 7,000 feet of cable that supplied power from the switching center near the Service Building to Assembly Hall. Safety is a major concern for high voltage workers. When working in manholes they make sure they have proper ventilation and do not interfere with other utility lines. When working around live lines, they wear special protective clothing. The electricians also attend classes on the Occupational Safety and Health Act to learn the latest safety guidelines. Hoard has learned a lot from his experienced co-workers. The guys I work with know their work forwards and backwards. They have a lot of knowledge of the campus and high line work, he says. Compared to them, I've still got a lot to learn.

Working Safely

The ergonomic advantage

Sprains, strains and other physical injuries can happen to almost anyone on the job. If you take the time to analyze the physical aspects of your job (or the job of other workers you supervise or team with), you may avoid injuries. The science of ergonomics is advancing, and it offers lots of ideas on how to care for our bodies as we do physical work. Here are some of those ideas.

In general...

When you hold your body or a part of your body in one position for more than a few seconds, your muscles will strain to remain contracted in a static position. Prolonged and excessive static work will weaken joints, ligaments and tendons, which can give you more pain and injuries. It takes muscles more than 12 times longer to recover from fatigue doing static work than from fatigue caused during dynamic work. Dynamic work allows muscles to contract and relax during the work cycle, so muscles are more resistant to fatigue and injury. So try to design and perform jobs to minimize static postures. You can also

- provide supportive arm rests where needed

- allow for postural changes
- provide adjustable chairs, workbenches, computer stands and other equipment

In particular, for...

Hands and wrists, where nerves and tendons can be easily damaged by awkward postures:

- use properly designed equipment
- consider arranging work areas to keep the wrist in a neutral position
- ensure the worker is at the proper height in relation to the task

Shoulders, where the complex structure decreases its stability, and where arm extension accelerates muscle fatigue:

- minimize reaching above shoulder height
- eliminate reaching above the head
- keep elbow close to the body and bent 90-100 degrees
- provide adjustable chairs and workstations
- move all work items to within easy reach

Heads/necks, where the head inclines more than 20-30 degrees or the neck is extended:

- tilt or raise the work piece if fine vision is required
- enlarge the print of what is being read
- adjust the height of chairs and workbenches
- schedule frequent, short rest breaks
- use a document holder at the same vertical and horizontal location as the computer

Backs, where a neutral spine position during sitting, standing or working is needed to avoid injuries:

- put all materials and controls in front of the worker and at the proper height
- provide chairs which swivel and adjust for height
- provide adjustable-height workbenches
- eliminate twisting and lateral bending
- minimize bending the torso forward

Chairs

If you spend a large part of your work day in a chair, see how it measures up to these guidelines:

- Chair height should be easily adjustable preferably pneumatically
- Back rest should be separate from seat pan
- Back rest should have independent height and tilt adjustments
- Seat pan should tilt forwards and backwards
- Backrest should provide support and encourage proper lumbar posture

- Front edge of seat pan should have waterfall design
- Seat pan should be wide enough to accommodate all users
- Seat pan should be deep enough to allow use of back rest
- Back rest should not restrict movement of torso or arms
- Back rest should be spring loaded so it follows body movement and maintains support
- All controls should be easily reached and operated while sitting in the chair
- Chair must swivel.
- Chair should have 1-2 inches of padding with breathable fabric
- Chair should be equipped with safety casters when needed
- Chair should have arm rests whenever feasible

New mechanical designer looks to long career at IU

Lee Walters is a new addition to Engineering's design staff. She began working as a mechanical designer in October. She coordinates with Physical Plant architects, electricians and mechanics to design heating and air-conditioning systems for any remodeled or new buildings on IU's eight campuses. Walters comes to the Physical Plant with a degree in Computer Aided Drafting (drawing building systems or architectural plans on a personal computer) and an excellent knowledge of heating and air conditioning systems; in fact, she taught several heating and air conditioning classes at IVY Tech while she was pursuing her degree there. After she finished her degree, she began working as a designer for Ratio Architects in Indianapolis. But when the Physical Plant called her about a job opening, she jumped at the chance to move back to her home town. Walters spends about ten percent of her time at job sites, and fifty percent doing research: looking up old building plans, finding out about new changes to systems, doing cost estimates and talking to suppliers. The rest of her time is spent turning her knowledge into blueprints at her drawing table and computer. Since the Physical Plant's new CAD system isn't yet operational, she spends much of her time doing sketches and drawings by hand. Walters enjoys the challenge of learning new things and mastering her work. To work in this job, you have to be able to absorb a lot from a lot of different people. I enjoy people the best, because everybody's positive and they give me good feedback. I can see my job only improving, because the more I learn the better it will be. I can see myself here 20 years from now, very content. This is what I've always wanted to do.

Freddie Schoonderwal

Recently, Freddie Schoonderwal, a former Building Services worker, passed away at the age of 73. Freddie worked for 25 years before his retirement in January 1986. A native of Indonesia, Freddie served in WWII as a member of the Dutch Royal Indonesian Army and survived four-and-a-half years in Japanese prison camps. After the war, he served with the Dutch Red Elephant Squadron. Indonesia's 1955 revolution forced him to leave for Holland, his father's homeland. In 1960, he came to the U.S. through sponsorship by the late Dr. Herman J. Muller, a Nobel Prize winner. During his years with Building Services, Freddie had many different job assignments, and he was known throughout the Physical Plant as a dedicated and conscientious worker. The pride he took in his work set a fine example for all our employees. I was proud to have known Freddie, says

Building Services Area Coordinator Jay Owens. He was a valued employee who I always knew I could count on to get the job done. When Freddie retired from Building Services, he left a vacuum that could not be filled, added Building Services Office Coordinator Kay Lee. Freddie will be missed by all.

New battery recycling program

Batteries represent 88% of the heavy metals found in landfills. To help reduce that amount, Building Services and the IU Recycling Steering Committee have organized a household battery recycling program on campus. Greg Fichter, Assistant Director for Building Services and Chair of the IU Recycling Committee encourages everyone to recycle batteries from home or work. The program accepts any battery, size D or smaller. You can drop your batteries into containers marked household batteries at major academic and administrative buildings on campus. Most containers are near building loading docks for quick and convenient drop-off. For more information about the program and where you can recycle batteries, contact Greg Fichter at 5-3121 (GFICHTER@Indiana.edu) or contact the Building Services Supervisor of your building.

New Joint Safety Manual

Working safely requires knowledge of safe practices and procedures, use of personal protection equipment, and an attitude of carefulness. Each of these requirements can be addressed in different ways. The new Joint Safety Manual for SM/FS Staff and Supervision is one way of delivering information on safe practices and procedures to IUB staff. The manual is really a handy guide (3 1/2 X 8 1/2) for easy reading and easy reference. It has four main sections, each one subdivided as follows:

Part I: Introduction

Foreword The Joint Safety Committee Mission Applications Unsafe Working Conditions OSHA Inspections Toxic Substances

Part II: Responsibilities

Supervisor's Responsibility Employee's Responsibility

Part III: Personal Protection

Employee's Personal Safety Eye Protection Fire Prevention & Safety Protective Clothing & Equipment Hearing Protection

Part IV: General Rules

Vehicle Safety Color Coding & Signs Equipment Care & Use Housekeeping Trash Disposal Moving & Lifting Elevators Receiving & Storing Operations Chemical Storage & Handling High Pressure Cylinder Storage Ladders Scaffolds Electrical Safety Light Fixtures Trenching, Shoring & Excavation Glass, Tile & Metal Handling Painting & Paint Storage Plumbing Welding & Soldering Confined Space Entry Asbestos Lead Paints & Materials Hazard Communication & MSDS Lockout & Tagout Americans With Disabilities Act The manual provides a much-needed update of the previous one. It was prepared by members of the IUB Joint Safety Committee. The current Committee consists of representatives of the IUB administration and AFSCME Local 832 (see sidebar). The mission of the Committee is to work toward eliminating workplace injuries and illnesses. It does that in several ways:

- increasing attention to training and to the capability of the supervisor and worker to identify and deal with workplace health and safety hazards
- increasing employees understanding and awareness of safety and health hazards associated with their jobs
- maintaining and updating the Joint Safety Manual
- investigating and responding to reports of unsafe working conditions that are brought to its attention
- studying job safety and health analyses of tasks causing the most serious and frequent injuries and illnesses
- making written reports of recommendations to the IU Administration and AFSCME Local 832

All service maintenance (SM) and food service (FS) employees will receive a copy of the manual. The Committee urges each person to read the manual completely. Supervisors may wish to hold meetings with their staff to discuss the contents of the manual, and to reinforce each person's safety responsibilities on the job. And of course the most important thing is for all employees to apply the information in the manual to what they do in the workplace.

Current IUB Joint Safety Committee Andy Barrow, Physical Plant George Bull (Alternate), Physical Plant Kevin Caron, Halls of Residence David Groves, Physical Plant Hugh Jessop, Health Center Mike McGinnis, Physical Plant Don McMasters (Chair), Environmental Health and Safety Mike McQueen, Physical Plant Charles Sheppard, Physical Plant Maurice Smith (ex officio), Human Resources Jack Spencer, Auxiliary Enterprises Larry Stephens, Risk Management

Jim Burks: 1994 SM/FS award winner

Physical Plant is proud to have one of its staff members win the annual SM/FS staff award. Jim Burks, a 25-year IU staff member and 17-year Refrigeration Mechanic located in Zone Five (School of Education), received the 1994 outstanding staff member award from Vice President Kenneth R.R. Gros Louis. Burks competed for the award with employees from Halls of Residence, Food Service, Printing Services, MAXI, Central Stores and the IMU. Entrants were judged on job performance and special efforts to improve the University, beyond the normal job duties. The Vice President presented Burks with a plaque and \$500 at a reception held in November. Congratulations to this outstanding employee!

Physical Plant Supports United Way carnival

The 1994 United Way fundraising campaign in Monroe County, including IU, recently ended, reaching its annual goal. Part of that campaign was the IU United Way Carnival on September 27th at the Fine Arts Plaza. Physical Plant workers contributed their time, energy and money to support this event. Moving & Set-ups staff provided tables and chairs, and moved everything from equipment to trash. Electronics staff made sure that PA systems were working. Plumbers quieted the bubbling sounds of Showalter Fountain. A Campus Division grounds crew cleaned the area after the event. Even administrators Gary Kent and Hank Hewetson joined in to support the fund-raising for United Way. Nine areas of Physical Plant were recently recognized for exceeding their unit's goal over last year's contribution. Each area received a certificate of recognition from the United Way. Many of us know people who have been helped by a United Way Agency. We may even have been helped ourselves by one or more of the 25 agencies it supports. Ninety percent of all monetary contributions go to community agencies, while the remainder pays for the campaign, United Way Office expenses, planning and review of community needs. A hearty thank you to all who supported the 1994 United Way Campaign.

Physical Plant a success at Y Corporate Challenge

Over 125 Physical Plant staffers from every division joined in the 1994 Corporate Challenge, our fourth year of participation. This year Physical Plant placed second in its division out of five corporations. The Physical Plant bowling team won their tournament. Team members were from Building Services and included: Sherry Meadows, Jim Sims, Charmaine Terry and Rick Whiteside. Second-place finishes went to the Non-Competitive Volleyball team and the Basketball team. This is the third time the volleyball and basketball teams have finished in the top three spots for the entire tournament. Jeanette Bogren of the Training & Communications Office designed the team t-shirts and won a pizza, from Director Gary Kent's own pocket, for her efforts. Congratulations to everyone who participated!

Four new apprentices

On September 1st, four Building Services custodians moved from custodial tasks to Building Maintenance tasks, marking the first time Physical Plant has hired new apprentices solely from our Custodian-to-Craftworker (CTC) program. The CTC program assigns staff members temporarily to a craft shop during peak periods. Participants work daytime hours, and receive increased wages and training in new skills. While in the CTC program participants earn points that can later help them in applying for open apprentice positions. These points credit them for the time they spend on-the-job and in job-related-classes after work. Tim Eads and Andy Barrow are new Sheet Metal Apprentices, and David Fowler and James Miller are new Heating Apprentices. They have now begun their four-year apprenticeship, which includes on-the-job training and job-related instruction. This brings the apprentice program to fourteen current apprentices.

Quarter century club members

Steve Hamm, Charles Clark and Jim Burks all reached membership in the Quarter Century Club this fall. They are all employed in Physical Plant's Building Maintenance division as craftworkers. Steve Hamm, a plumber, began working at Physical Plant in August, 1969. Charles Clark, a heating mechanic, began his career in June, 1969. Jim Burks, a refrigeration mechanic, began working at IU in March, 1969, and joined the Physical Plant in 1977. Bloomington's Physical Plant Department has 70-plus employees who are members of the Quarter Century Club who are recognized on the employee wall of fame near the front door of the Service Building. We congratulate these dedicated employees for their 25 years of hard work.

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Note to IUB readers only: Our version of Mosaic does not have e-mail capability; if you are using Netscape, you can send e-mail directly from this page, but if you are at a UCS cluster you need to enable your mail program first. Go into your Options: Preferences: Images, Network and Mail menu and change your Mail (SMTP) server from mail.not.allowed to indiana.edu and also please type in your name and e-mail address so we can respond to your concerns.
