



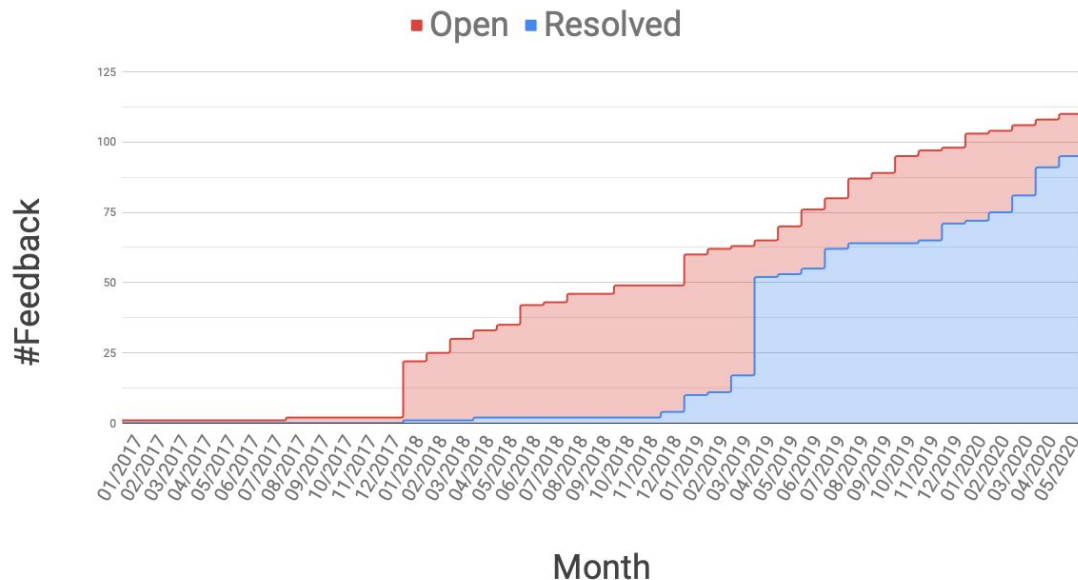
Quality of Life Sub-Committee Report

UEC Meeting
12. May, 2020

Oliver Gutsche, Yuanyuan Zhang

Feedback Overview

UEC Feedback



(*) Includes items we don't publish

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Resolved since 17. Apr 2020

COUNT of Comment # Category	Responsible	
	QoL	Grand Total
QoL	4	4
Village	1	1
Grand Total	5	5

New since 17. Apr 2020

COUNT of Comment # Category	Responsible	
	QoL	Grand Total
QoL	3	3
Grand Total	3	3

Feedback Overview

(*) Excludes items we don't publish

Resolved

COUNT of Comment #	Responsible				
	Government Relations	QoL	UEC	Users Meeting	Grand Total
Bathrooms:Village			2		2
Bathrooms:WH			5		5
Bikes		1			1
Cafeteria:Hours		2			2
Communication		2			2
Computing		1			1
Facilities		1			1
Facilities:Village		2			2
Facilities:WH		7		3	10
Food		5			5
Global Services		1		1	2
Library				1	1
Mail		1			1
Metrics	1				1
Parking:WH		4			4
Policy				3	3
QoL		20		1	21
Rental Car		3			3
Site		5			5
Taxi		4			4
UEC				2	2
UEC talks				1	1
User Registration		1			1
Users meeting				4	4
Village		1			1
Visa		1			1
Grand Total	1	69	11	5	86

Open

COUNT of Comment #	Responsible		
	QoL	UEC	Grand Total
Bikes	1		1
Computing	1		1
Facilities:Village	1		1
Facilities:WH	1	1	2
Food	1		1
Policy		1	1
QoL	5		5
Site Access	1		1
Grand Total	11	2	13

Resolved feedback since 17. April 2020

- I would like the piano practice room in the village laundry building to be opened up to non-village-resident users and employees. Unlike every other village resource (tennis courts, pool, gym, baseball fields, soccer fields, users center), use of this particular resource is limited to village residents alone. It is an underused resource, and is mostly standing empty and unused. Some of us live in apartments where we cannot rehearse, or are living here temporarily and can't have a piano with us. It would be very good and useful to open this resource to other Fermilab badge holders.
 - Anyone with an active badge is now allowed to use the piano. Please contact the housing office for key access/check out. Note though that the piano is not maintained at this moment because of funding limit.
- Since its tornado season, and the lab is closed due to COVID, it has made it difficult to find a tornado shelter for the employees who do not have basement in their houses. It would have been nice if the lab would let employees get in for tornado shelters in case of a tornado watch/warning. Thank you.
 - We talked to ESH about this item. They replied that taking the time to get to the lab and shelter is more hazardous and would put the person at risk. ESH put out an article on Fermilab today and included instructions about determining the safest place for a person who is teleworking.
<https://news.fnal.gov/2020/04/sheltering-during-a-tornado-or-other-severe-weather/>

New feedback since 17. April, 2020

- 4/30 - feedback item 107
 - As the lab will begin to bring employees back to work, it makes a lot of sense to ask that work that could be done remotely, _should_ be done remotely. And Department heads will have some freedom to start bringing employees back to work as "essential". I have heard from some users that they are really struggling with mental health issues while isolated at home. The lab has developed and made available to users some mental health resources, and that is excellent. But some people are getting really anxious, especially recently when the stay at home order was extended for a month, and this ordeal could last a lot longer. For some people some human contact would be very meaningful and helpful. I would just suggest that the lab keeps this concern in mind. Maybe Department heads could have some leeway to allow some users (that make specific request) back to work even if they don't have essential work that requires their physical presence, even if they only have work that could be done on their laptop at home. Or some other means through which these issues could be addressed.
- 5/1 - feedback item 108
 - Regarding the slow recovery from the current COVID situation, and getting back to a safe and effective working environment at the lab I wanted to voice some views. Currently only essential personnel who are involved in the hardware activities for different experiments are being considered to be added slowly to access the lab over next few months. The rest of Fermilab employee and users are being asked to stay home and work remotely on different software projects for an indefinite amount of time. I wanted to express my concern about that. It is being assumed that such workers will be fully productive working from home. But in reality, as from my personal experience and from the experiences of my friends shared with me, we are seeing that by trying to work continuously from home for about two months, our productivity is going down continuously, we are feeling depressed and not motivated, losing morale day by day. Just having a computer and writing code is not always optimal. Zoom meetings are working fine for now, but many times troubleshooting/brainstorming over zoom just does not work. I feel that the lab should consider allowing employees/users (who are willing to come to work) at least for 2 days in a week, maybe for some limited hours without running the cafeteria. Being able to sit at the desk, using all the tools that we use regularly (such as a big monitor) will help keep the morale up and the productivity will increase that way. Maybe the lab could also start shifts for people who want to come work at their desks, that way the number of people at the same time on a given floor will be limited. We should all wear masks, temperature monitored (maybe while entering a certain building). I think even if people who have computers and can work from home, should be given the opportunity to come back if that helps improve their mental health/productivity. I highly appreciate the first step the lab is taking to slowly bring back the people who are involved in hardware installations and tests. But being stuck in home for about 18 months or more until a vaccine is out, and stay productive over such a long period seems highly unlikely. The mental health of the community is also something to consider, maybe not at the first step but afterwards.
- 5/4 - feedback item 109
 - It would be great if the lab takes any step to get back the workers into Wilson Hall slowly after resuming work. It's Really depressing to work continuously from home and the productivity has been going down. So it will be helpful if we can access the lab (go to WH and access our desks) at least once a week, following all the safety measures (6ft, masks etc).
- Reply From Kate Gregory, Continuing on next page...

New feedback since 17. April, 2020

- From Kate Gregory

- Thanks for your email and I hope that you and your families/friends are doing okay. I know this is a tough and stressful time.
- I appreciate your sending me the concerns and expressing the desires of employees to return to the site. I've received similar feedback from many others and understand the concerns about health and work. As you know, we're working on our plan to return to onsite work which has to be done in accordance with DOE guidance and aligned with the intent of the Governor's Order. Our intent is to return to normal operations as safely and quickly as we can. We have indicated to DOE that employees are very eager to return to the site, even in a limited fashion. However, we are required to get DOE approval before we increase the number of people or functions at the lab. At this point, the guidance is that we must limit access to things needed to maintain the site and prepare to restart mission-related work. We talk with DOE multiple times a day about returning to onsite operations as quickly as DOE and our safety requirements will allow.
- I know this is a very difficult time and is impacting people's personal well-being and professional productivity, but we are limited in who can access the site and what work they can do. We're hopeful that as conditions improve we'll be able to begin increasing the functions and personnel allowed on site. As conditions change, Nigel will continue to provide updates through all-hands and other lab communications. In the meantime, the "Virtual Care Package for Remote Work" website has a lot of resources, ranging from virtual training opportunities to resources for emotional and psychological wellness. . <https://hr.fnal.gov/wdrs-virtual-care-package-for-remote-work/>
- I am very sorry that we can't make the site more open at this time, but will keep you advised as things change. Please let me know if you have any questions, and please stay well.

Global Services Webpages review

- Global services asks a limited number of people to review their new webpages:
 - 1 User → Marguerite (?)
 - 1 UEC appointed person → Yuanyuan sent in feedback
 - 1 FSPA appointed person → Maria sent in feedback

Global Services
<ul style="list-style-type: none">• Global Services Newsletter• Immigration Alerts• Contact Global Services• Life at Fermilab
Badging Office
<ul style="list-style-type: none">• Lost ID• FAQ• Contact the Badging Office
Housing Office
<ul style="list-style-type: none">• Onsite<ul style="list-style-type: none">>I want to live onsite>I already live onsite• Off site• FAQ• Contact the Housing Office
Recreation Office
<ul style="list-style-type: none">• Fitness• Bike Share• Language Classes• FAQ• Contact the Recreation Office
Users Office
<ul style="list-style-type: none">• New User Access• Renew Access• FAQ• Contact the Users Office
Visa Office
<ul style="list-style-type: none">• What to put here?• FAQ• Contact the Visa Office

Global Services Updates

- Changes to the badging office hours
 - Badging Office by appointment only.
 - Details -- <https://get-connected.fnal.gov>
- May is Mental Health Awareness Month
 - Visit the website for Mental Health Awareness at <https://hr.fnal.gov/may-is-mental-health-awareness-month/>
 - These tools and strategies can be impactful now more than ever during the COVID-19 pandemic.

Badging Office

Contact Information

Badging Office email, badgingoffice@fnal.gov

Dave Andersen 630-840-4506

Jessica Jensen 630-840-2647

Hours

By appointment only. [Contact us](#) to make an appointment***

PEMP Goal 7 and commuting resources -- from Daniel Bowring

- Trying to determine what specific actions can be taken to improve our PEMP score in 2020.
 - The relevant issues are lab infrastructure (including parking), commuting resources, education/public outreach, and workforce development.
 - Interested in ways in which the lab's Facilities impact our community engagement, our recruitment and retention of students and staff, and the general quality of life for our employees.
 - Relevant parties: FSPA, UEC QoL, commuters, EPO

Action items

- Need to provide information about the UEC to be added to the “New Employee Orientation” (which is also now available for users as a pilot)
 - See draft poster [here](#)
 - Aim to finalize after next UEC meeting
- Housing rental agreement for users to get driver's licence.
 - Reminder
- Rude user to service desk -- Service desk received rude replies from a user, that didn't read instructions clearly and mis-operated on a wrong item, and then got annoyed when getting multiple reminders on the item they missed.
 - Reply from communication office Deborah Sebastian --> need to provide text
 - All communications must go through a rigorous review process
- taxi schedule
 - Still waiting for the online schedule to be updated
- Keep Batavia road gate open after hours
 - Should make a petition form --> Shelve till September?
- The users center no longer lets one order food for snacks on Fridays.
 - Shelve till September?
- indico.fnal.gov does not allow conferences without FNAL employee participation in organizing committee
 - Do we have sufficient information to close?
- “I am pretty shocked at the state of the housing on site. Compared to similar sized labs (e.g. CERN, KEK, J-PARC) it's very poorly organised”
 - Reminder.