



HARDHAT DIGEST

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Your Commercial Project People

UNM Library Archives Receives Upgrade

Richardson & Richardson was recently contracted to perform upgrades for the University of New Mexico's Library Archives. Spanning two different projects, R&R contracted a library materials storage shelving system and fire protection upgrades at the University Library's South Campus Repository. The archive was planned for a location within the existing UNM Press building, and the warehouse-type area designated needed new storage for materials and fire system upgrades to protect it.

To get the building ready to be an archive space, we removed the old fire system and installed a new, ESFR system that includes an oversized fire pump. This now accommodates the new shelving system, effectively making the space able to be used as a book depository. These aren't just any shelves, either! The new high-bay, high-density system was manufactured by SpaceSaver Storage systems, installed by Erectall, Inc. out of New Jersey, and will hold a staggering 1.4 million books when filled!



R&R Project Manager Bob Peterson performs the final walk-through of the shelving system at the UNM Library's South Campus Repository.

Has Your Business Changed? We Can Help!

Richardson & Richardson knows that enabling your workspace to conduct business in the age of COVID-19 was, and continues to be, a challenge. You probably had a good idea of how to adjust to our "new normal" and quickly implemented solutions. Now that we are a year into the pandemic, you may have temporary fixes that you would like to address.

We can help with improvements including dedicated entrance and exits, built-in sneeze guards for reception areas, and new surfaces for easier disinfecting. Some businesses have moved operations outside—perhaps it's time for the rented tent to become a new patio. You may

want to upgrade your traffic flow barriers and signage to a more permanent solution to help employees and customers navigate your space. Hand sanitizer stations look more elegant than a bottle on the counter, and no-touch waste receptacles, bathroom fixtures, and doors can help reduce the spread of germs.

As the social flow of your workday has changed, you may have noticed a need to remodel your break room, conference room, or common areas. You might need partitions or cubicles so people have six feet of space for proper social distancing. A few new handwashing stations can add convenience and encourage good virus

hygiene. The CDC and OSHA recommends locking up any cleaning materials, and these new rules require additional items in the workspace. Businesses may consider having storage upgraded for disinfectants, hand sanitizer, and mask/PPE storage.

As general contractors for the past 71 years, we excel in managing tight schedules on remodels and improvements. We are able to assist with these changes that will increase convenience and safety, and we know our experience will have you up and running with minimal cost and time. If you have a temporary fix that you would like to turn into a permanent solution, call us today!



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Speaking Our Language

Dogs understand words at the level of a 14-month-old child, a recent study has found. According to the *Science Focus* website, scientists in Budapest studied brain activity in dogs using electroencephalography, playing recordings of words the dogs knew, along with similar-sounding words and nonsense words that sounded completely different.

The brain readings showed that the dogs could distinguish between words they knew and the nonsense words, but their brains didn't differentiate between familiar words and similar-sounding words—"sit" and "sut," for example. Dogs, like very young humans, don't pay attention to all the sounds of a word. In children, this short attention span disappears as they learn to process different words and expand their vocabulary, at 14–20 months of age. Dogs, however, never progress beyond this point, and learn only about 165 words during their lifetimes.

SPEED BUMP

Dave Coverly



Follow These Not-So-Secret Secrets For Success

A successful career takes hard work, but the secrets aren't very mysterious. You can reach your goals with focus and determination—and this advice from *The Seattle Times*:

- **Pick one positive quality to emphasize.** Assess your strengths and decide which one suits you best. Choose tasks and assignments that let you show off that aspect of yourself. People will associate you with your strongest ability and call on you when they need it.
- **Always have a Plan B.** Not all of your plans will succeed. Although you've got to make your best effort, don't assume everything will go right. Anticipate obstacles and have a fallback option. This will help you stay one step ahead of potential setbacks.
- **Be reliable.** Always finish what you commit to, without excuses. People want to depend on you, and when they know you're going to follow through, they'll call on you more often.
- **Act ethically.** When you're asked to do something unethical or dishonest, decline politely but firmly. Most people will back off in the face of a clear "no." If not, you may be in the wrong job or working with the wrong people.
- **Treat everyone with respect.** From the janitor to the CEO, show everyone the same degree of respect you expect for yourself. You never know whose assistance you'll need, and being nice to people is a good investment in your future.
- **Don't be afraid to ask questions.** If something is unclear, ask for clarification. You'll get in more trouble for making mistakes due to misunderstanding an instruction than by asking questions up front.

"Don't let anyone rob you of your imagination, your creativity, or your curiosity. It's your place in the world; it's your life. Go on and do all you can with it, and make it the life you want to live."

—Mae Jemison

Keep Older Loved Ones Engaged During Difficult Times

We worry about our children during the pandemic, but that doesn't mean we should forget our older loved ones. Many are isolated and lonely, which can lead to depression and other health problems. Here's what *NPR* says to keep their spirits up:

- **Stay in touch.** Call them as often as possible. Talk about what you're doing, what makes you happy or sad, and what they're up to. Ask for their advice. This lets people know you're thinking about them.
- **Have a virtual dinner.** Schedule a shared meal via Zoom or another app. Cooking and eating together, even in different houses, can create a feeling of togetherness. Try watching TV shows together, too.
- **Connect to their interests.** Find out what they like to do and share it. If an older loved one likes books but has eyesight troubles that make reading difficult, offer to read a book to him or her, or set up a deal for audiobooks they can listen to.
- **Ask for help.** Just because people are older doesn't mean they're helpless. Often they have useful skills. Ask for recipes of family favorites. Encourage them to sew masks for the family.
- **Go for a walk or drive.** If they're able to go out, take a weekly walk together, or go out for a drive—with proper precautions like masks and social distancing, of course.

Decrease Financial Stress For The New Year

As we begin the new year and the COVID-19 pandemic continues, most of us are worried about money. It's a stressful time, but you can take steps to ensure your financial survival. The *CNB Select* website has this advice:

- **Make minimum payments.** You don't have to pay off debts in whole while your situation is uncertain. Low-priority debts like credit card and student loan bills won't have an immediate impact on you or your family if not paid off right away. Just remember to make the minimum payment to stay current and keep your credit rating healthy.
- **Find new forms of comfort.** Get out of the habit of buying things to make yourself feel better. Find new routines that help you feel in control of your life—making the bed each morning, dressing as if you're going to work even if you're working from home, exercising, doing artwork, or chatting with friends via Zoom. You'll reduce stress while also cutting your outgoing expenses.
- **Enhance your financial savvy.** Use the pandemic as an opportunity to manage your money better. Take a look at what you're spending and find expenses you can eliminate, like that latté from Starbucks every morning or all those cable channels. Once you have a better handle on your spending, you'll make better decisions and be able to save money for your emergency fund.

"You have to be odd to be number one."

—Dr. Seuss

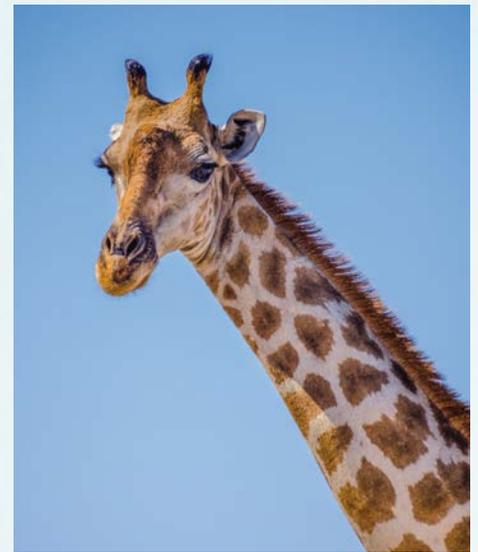
Bringing Top Talent To The Table

Hiring the right people is essential to your organization's long-term success. You have to be picky. Here are the people to look for, according to *Forbes*:

- **Fierce negotiators.** Candidates who know what they're worth and are capable of making a case for themselves usually turn out to be powerful performers. Don't shy away from them. You want confident employees on your team.
- **Self-aware individuals.** Good employees know how they come across to other people and where they fit into the workplace and culture. Look for evidence of attention to others, empathy, and a willingness to encourage people.
- **Courageous people.** You want people who are comfortable taking risks, who choose courage over comfort. Ask about challenges they've confronted, obstacles they've overcome, and problems they've solved, as well as failures they've had to deal with. This should give you a good idea of their desire not to always play it safe.
- **People who add to your culture.** Go beyond looking for a "good fit." Seek out candidates who bring something different and new to the table. They may come from different backgrounds or have unconventional experience, but the best people will contribute to your organization in new and exciting ways.
- **Curiosity seekers.** Your organization needs creativity and innovation, so target candidates who ask lots of questions about your organization and industry and who don't blindly accept the status quo. The best questions include, "Why are we doing this?" and "Why don't we try that?"

"Some failure in life is inevitable. It is impossible to live without failing at something, unless you live so cautiously that you might as well not have lived at all—in which case, you fail by default."

—J.K. Rowling



Brain Teasers

Q: According to Greek mythology, who was the first woman on Earth?

A: *Pandora*

Q: Which singer's real name is Stefani Joanne Angelina Germanotta?

A: *Lady Gaga*

Q: Where were the Declaration of Independence, the Constitution, and the Bill of Rights stored during World War II?

A: *Fort Knox*

Q: Which two U.S. states don't observe Daylight Savings Time?

A: *Arizona and Hawaii*

Q: Which mammal has no vocal cords?

A: *The giraffe*

Q: What was the first toy to be advertised on television?

A: *Mr. Potato Head*

Q: Which of William Shakespeare's plays is the longest?

A: *Hamlet*

Q: Before the Beatles were formed, John Lennon, Paul McCartney, and George Harrison were originally members of which group?

A: *The Quarrymen*

Q: What country won the very first FIFA World Cup in 1930?

A: *Uruguay*

Q: Which two countries share the longest international border?

A: *The United States and Canada*

Q: How many hearts does an octopus have?

A: *Three*

—Thought Catalog

Happy Trails!

All of us at Richardson & Richardson would like to extend hearty congratulations and best wishes to two of our colleagues at the University of New Mexico. **Maria Probasco**, Project/Construction Manager and a good friend, retired this past January from the UNM's Department of Planning, Design, and Construction. We have worked on many projects for Maria throughout the years, and we will miss her. **Ed Padilla**, who was with Facility Services for College of University Libraries and Learning Sciences, also retired early this year. We really enjoyed working with Ed on the UNM Archive project and wish him the best. Happy trails to both of our UNM friends!

Hap's New Hobby

We have heard a lot about people trying something new during the pandemic. From sourdough starters to knitting, bingeing a show or trying a new recipe, many of us have found ourselves with a little extra time and a need for something new. After a few viewings on Netflix of the painter Bob Ross, Hap decided he'd like to give that a go. He collected some supplies and set up an art studio in a corner and got busy painting some "happy little trees." To the right is a preview of his first work of art. And, just like Bob Ross, we will let you know when he adopts a squirrel!



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Richardson Becomes COVID Safe Certified

Early in the pandemic, the State of New Mexico's Tourism Department released an initiative that allowed businesses to take a COVID-19 Safety Pledge. This was to help businesses gain awareness of best practices, and to foster a feeling of safety and consumer confidence in our state. Richardson & Richardson were early "pledgers" when the program began. In the months since, the program has expanded to industry-specific training modules and an online database of trained businesses. We are proud to announce we have finished the Construction module and earned our New Mexico Safe Certified badge. You can find out more about our state's safety efforts at <https://nmsafecertified.org>.



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