

The Challenge

Sierra Army Depot, Herlong, Calif.

July 2009

Vol. 65 No. 7

Army tradition brings new leadership, ideas to Sierra Army Depot

By Lori McDonald
Public Affairs Officer

Two years ago, Sierra Army Depot welcomed a new leader that was ready and eager to accept a new challenge entrusted to him.

On July 7, during a change of command ceremony, SIAD again welcomed a new leader, Lt. Col. Joseph G. Dalessio, while at the same time bid farewell and many thanks to Lt. Col. Lee H. Schiller, Jr., for the outstanding work he accomplished during his tenure.

The ceremony which is a time honored tradition began with children from the Child Youth School Services presenting flowers to the spouses of the incoming and outgoing commanders. The depot was honored to have members from the 11th Armored Cavalry Regiment Horse Detachment out of Fort Irwin presenting the colors. Mr. Robert Picco, depot training officer, gave the benediction, followed by Ms. Lynette Hall singing the National Anthem.

Joining Dalessio and Schiller as part of the official party, and host of the ceremony was Major General Scott G. West, TACOM Life Cycle Management Commanding General. Upon completion of the formal exchanging of responsibilities, the official party returned to the podium for remarks to the audience.

West began by saying there is a great TEAM at Sierra. He also reminded everyone that a change of command is not only about the transfer of responsibility from one person to another, but a continued commitment to the success of an organization. West said, "I have called on this team more than once. I call it the Army of the West."

He continued his remarks by praising Schiller for his accomplishments. On a humorous note, West told Schiller he was now going to tell
See DALESSIO on Page 5



Secretary Geren reviews troops in farewell

By Alex McVeigh

FORT MYER, Va. (Army News Service, July 20, 2009) -- Secretary of the Army Pete Geren was given a farewell review July 17, by Secretary of Defense Robert Gates and Army Chief of Staff Gen. George W. Casey Jr. at Fort Myer's Conmy Hall.

Geren will actually continue to serve as secretary until the new appointee is confirmed and reports for duty, according to his office. Congressman John M. McHugh of New York has been nominated for the position.

Before becoming secretary, Geren served as a member of the U.S. House of Representatives for Texas' 12th Congressional District from 1989 to 1997, and came to work at the Pentagon to serve as a special assistant to the secretary of Defense in 2001.

He was appointed acting secretary of the Air Force in 2005 by former President George W. Bush, a position in which he served until November of that year. He assumed the post of undersecretary of the Army in February 2006, and became the 20th secretary of the Army March 9, 2007.

The farewell began with a pre-ceremony concert by the U.S. Army Band "Pershing's Own," followed by the march on of the 3rd U.S. Infantry, the Old Guard's Delta, Hotel and Honor Guard

Companies, the Continental Color Guard, the Commander in Chief's Guard and the Fife and Drum Corps.

Col. David P. Anders, regimental commander of the Old Guard, led Geren on his final inspection of the troops, as they made a quick lap, with Anders saluting and Geren placing his right hand over his heart as they passed the colors at the center of the formation.

Then Geren and his wife Beckie were called to the floor, where they were given several awards.



Col. David P. Anders, regimental commander of The 3rd U.S. Infantry Regiment (The Old Guard), leads Secretary of the Army Pete Geren on a final inspection of the troops at Fort Myer's Conmy Hall, July 17.

Geren was awarded the Bronze Palm, U.S. Army Leadership Award and the Outstanding Civil Service Award from Gates. Beckie Geren was given the Commander's Award for Public Service, as well as a bouquet of flowers from the men and women of the United States Army. His three daughters Tracy, Annie and Mary were also given bouquets.

Casey took the podium first, and he praised Geren for his emphasis on so many programs designed to improve the quality of life for Soldiers, including warrior care improvements, suicide prevention programs and sexual harassment education.

"We in the military pride ourselves on being quiet professionals, doing the right thing, and doing it well ... because it is the right thing to do. And there is no better way to describe Pete Geren," Casey said. "Pete made a huge impact on our Soldiers, families and civilians ... [which] was underpinned by his genuine belief that our people are the strength of the Army."

"Pete Geren grabbed a hold of tough issues and wouldn't let them go until he was satisfied that everything that possibly could be done was done," Casey said. And Pete, we're a better Army for it. Soldiers and their families will be better served in the decades to come, because of what
See GEREN on Page 8

Commander's View

Thank you to everyone for extending a warm welcome to me and my family and moreover making this such a seamless transition. My family and I have been looking forward to the move to Sierra Army Depot since we were first notified of my new assignment over a year ago. We finally made it here and we love it. I would like to extend my gratitude to all of you who worked so hard to make the change of command ceremony such a memorable event.

To the Team SIAD workforce, I salute you. I am absolutely impressed and inspired with your unmatched work ethic and untiring efforts in support of the warfighter. No matter the requirement or task at hand, I can say with utmost certainty and confidence that our servicemen and women will get a quality product on time! In addition to our day-to-day operational



Lt. Col. Joseph G. Dalessio

mission workload, other critical depot initiatives (such as Operation Golden Cargo, our transition to LMP, our VPP star journey, ISO 9001/14001/18001 certifications, End of First Life Cycle Center, ongo-

ing Lean events etc...) continue to take flight and make commendable progress. Keep up the great work and more importantly, BE SAFE! Remain vigilant and proactive in enforcing the depot's established safety practices and procedures (continue to execute daily risk assessment and risk mitigation to standard).

Remember, you are this organization's most valuable resource.

I will share with the workforce my command philosophy at a Town Hall Meeting we tentatively have targeted for the first week of September. In closing, let me say how proud and honored I am to be a member of this team. I sincerely hope that you will share with me your experiences, input and counsel. I look forward to meeting and talking with each of you as I make my daily rounds in and around the depot. PRIDE IN EXCELLENCE!

New Hires at SIAD

The following are new employees that have joined the team since last month:

- John Blevins
- Aaron Cowan
- Kirsten Dillingham
- Gary Duncan
- Darlene Dwenger
- Gary Harris
- Lisa Gunter
- Loren Mahanay
- Dennis McLaughlin
- Shirley Paxton-Young
- Bill Randolph
- Joann Ritchey
- Terence Sterba
- Charles Tong
- John Trigero



The Union's Position - AFGGE Local 1808

I would like to take this time to applaud the efforts of all who are involved in the A-76 study, and the implementation of the new MEO (Most Efficient Organization).

It has been a tough year for the organizations that are effected by these changes. However we are still engaged in the complete assessment of this new MEO.

I would ask all organizations effected by this new structure to be patient with the day to day operation of fulfilling work orders. Much of the resources involved in the operation of this new MEO are trying diligently to perform there duties with the utmost care and consideration for the distribution of timely and effective service to there valued customers.

Please be understanding during this trying time, for our important Sierra Team members, DPW and DOIM organizations. I thank you for



your continued commitment to the support of Sierra Army Depot and its employees.

Do you know how to receive a mid point evaluation? Here are few tips for my brothers and sisters in local 1808 regarding there mid point evaluations.

In order to be rated by your current supervisor you have to be under there supervision for no less then 120 days. If that is not the case, which ever supervisor you had before, must

either rate you or give you a letter of appraisal to guide your next supervisor in determining your current and most probable evaluation.

During your midpoint it is good to ask your supervisors how you can achieve the infamous 1 on your evaluation. This goal should not be impossible but attainable. Mid point evaluations are a good time to ask about your future as a government employee in regards to training and career planning,

It is the responsibility of your employer and yourself to determine the path of your future. Is there any training that can be provided to progress your career goals or future career path? These are question that you as employees should be asking.

Finally your performance appraisals should be based on your performance and not your personality. Training and other career goals

should be annotated on your performance appraisals before you sign. Make sure the original copy of your evaluation is given to you before you leave your supervisors office. Keep the copy of your evaluation for possible future deliberations in this matter.

These evaluations are very important and must not be taken lightly; remember these evaluations will follow you for the remainder of your career as a government employee, lets make them count.

If you have any labor questions feel free to call me at 827-5375. AFGGE Local 1808 has regular scheduled meetings the first Tuesday of the month. Please come and participate in the shaping of your future Union.

The Challenge

Depot Commander/Publisher _____
Public Affairs Officer/Editor _____
Photographer _____

Lt. Col. Lee H. Schiller, Jr.
Lori K. McDonald
Lloyd Gubler



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Taking the myths out of energy consumption

By Don Juhasz, PE, CEM
Chief Army Energy Programs
HQ-DAIM-FDF

The following myths, routinely held as fact, inhibit cost-saving practices. Significant utility savings with very little effort or inconvenience are possible when the workforce is educated about energy saving practices.

Energy myths:

Myth: The Army does not have to pay for utilities, so it does not matter how much is used.

Besides, it is a perk — a fringe benefit.

Fact: The Army is one of the largest utility customers, spending over a billion dollars a year on utility costs. A 10-percent decrease in utility consumption will lower the government's expenditures more than \$100 million dollars a year.

Myth: It uses less energy to maintain a facility at a constant temperature because the heating or cooling unit would have to work harder to bring the building back to a comfortable temperature.

Fact: Not only do the laws of physics disagree with this widely held belief, but actual studies have proven it to be incorrect. The savings for every eight hours that a building is at a re-set (non-occupied) temperature can be approximated at 1 percent per degree of set-back for heating.

If 15 degrees offset is used for the re-set temperature, 15 percent savings is achievable for each eight-hour period. A higher percentage will occur if more than eight hours a day is used, and

especially if weekend, holidays and other non-use days — when 24 hours of savings are possible. Savings of 30 percent are well within the realm of reality when all non-occupied hours are considered. The impact is doubled for cooling. The savings for every eight hours that a building is at a re-set (non-occupied) temperature for cooling can be approximated at 2 percent per degree of re-set (higher set point).

Myth: It takes more energy to turn lights on and off than to just leave them on.

Fact: It does require a surge of energy (up to 300 percent) for one-half of a cycle (one-half of one-

sixtieth of a second) after which the energy flow becomes steady state for florescent with electronic ballast. Human reaction time in turning a switch off and on exceeds this about 15 times. Therefore, a person could stand flipping the switch off and on, and the off-time would offset any energy increase from the on-cycle.

Lamp life, is in fact, decreased with on and off switching, but because of the time the fixture is off during switching, the overall time between bulb replacement is actually increased by one second for every one second that the light is off, so that it takes at least the normal life hours (20,000 hours for a good florescent) to decrease its life to half by constantly switching it off and on. Bottom line: it saves utility cost if lights are turned off when the room is unoccupied, even for 1 second.

Myth: Computers and peripheral equipment last longer if left on all the time.

Fact: Computers are similar to lights and have an inrush of energy on start-up. However, contrary to popular belief, research has also demonstrated that turning computers and peripherals on and off as needed is not detrimental to the equipment.

Buildings with computers routinely use significantly more electrical energy than those without.

A computer system with peripherals rated at 300 watts at 5 cents per kilowatt-hour will cost \$131 a year to operate 24 hours a day ($300/1000 \times .05 \times 365 \times 24$). If the computer system is needed only eight hours a day, 365 days a year, then there would be a savings of \$88 a year (67 percent of \$131). This is a relatively small reduction when measured against the inconvenience of having to reboot every morning, but when multiplied by the number of computer systems on an installation, the savings add up significantly. For 1,000 computers, the savings would be \$88,000 a year, a big bang for a minor inconvenience.

Myth: Batteries and film need to be refrigerated.

Fact: The only items by regulation that require refrigeration are some Aviation Life Support Equipment (ALSE) special batteries, not the 9-volt or off-the-shelf ones, and a few medical items and medical specimens. Regular, off-the-shelf

batteries and film will cost more to refrigerate than any increase in shelf life that results from maintaining them at a lower temperature.

It costs less to replace the batteries slightly more often than to maintain the number of refrigerators in supply rooms and individual offices with the justification of battery storage.

Refrigerators also cost several hundred dollars a year to operate and are needed only in break rooms and conference rooms for support of employees and meetings. Personal room refrigerators for the personal convenience of only one individual are not authorized per Army Regulation and Policy.

Myth: Outside-building and motor-pool lighting is required to be on during all hours of darkness per security regulations.

Fact: Only the bunker lights at an ammunition supply point are required to be on during all hours of darkness. All other security lighting is at the discretion of the commanding general of the facility.

It has been proven that pilferage and vandalism has decreased at military facilities and on school grounds where the lights have been turned out. The intruders then have to bring their own light and can be more easily spotted by security forces.

Myth: Use of low-mercury tubes (ECO or green tip tubes) will put less mercury into the environment.

Fact: Mercury is used as part of the process of illumination. When the mercury is expended, the ends of the tubes turn black. Low-mercury tubes do not last as long as regular tubes, despite the manufacture's claim that they are comparable.

The low-mercury tubes cost more. A larger number has to be purchased because they do not last as long. As a consequence, nearly the same amount of residual mercury is put into the environment in expended tubes because more tubes are used, and the cost is nearly four times higher. Their initial cost is nearly twice as much per tube; they last a little more than half the time, and so they need to be replaced almost twice as often. Their recycle cost is the same per tube so there is no financial and very little environmental value in using them.

Other interesting points:

Comfort levels vary: To feel comfortable, women, on average, need room temperatures higher by about 3 degrees F than men. Age, regardless of gender, also plays a role. For adults over age 30, we prefer warmer room temperatures by an average of 1 degree F per every 10 years over thirty.

Conclusion: Any common areas or shared areas will not be comfortable to everyone. The change of an occupant will normally require an airflow adjustment to meet the new person's comfort level. The temperature that is comfortable to the majority will be 72 degrees F plus or minus one degree.

Personal resistance heaters. Although not currently authorized by AR 11-27, they are the only way in some areas to solve personal comfort issues. They are authorized by the Interim Energy Policy signed Dec. 27 that reflects the upcoming changes in AR 420-1, Chapter 24, which is the revised AR 11-27.

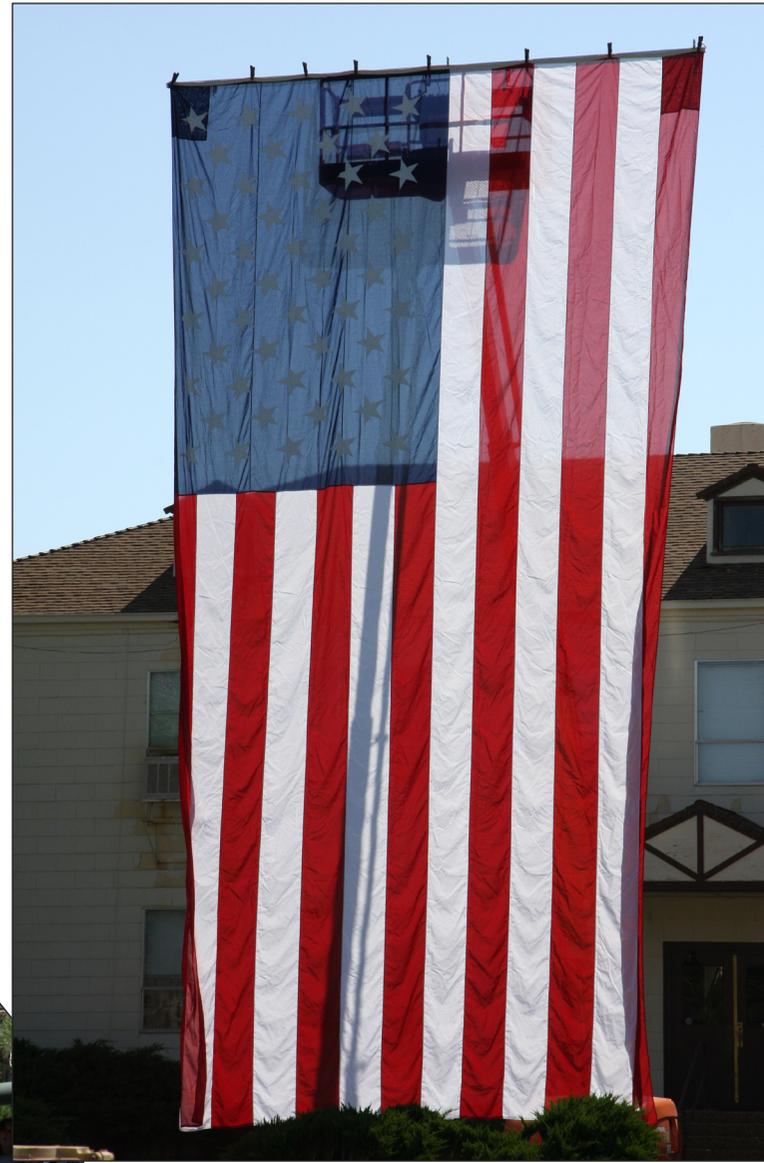
The problem with alternative heating and cooling devices is that they are not monitored, nor is there any accountability for the users or managers. If left on when no one is present, they continue to maintain the space at a certain temperature using electricity, a more expensive energy type, defeating any savings from the use of non-occupied set-backs. The devices also present significant fire hazards.

Conclusion: Resistance heaters and other supplemental environmental climate control devices should be authorized by exception in writing by the area supervisors. Individuals and supervisors should be held accountable for monitoring and turning off such devices when not needed.

Power strips that have occupancy sensors are available and go a long ways toward solving the problems with resistance heaters. Placed near a desk or in an office, they will turn off an appliance when a person is not present.

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Lt. Col. Joseph G. Dalessio becomes 3



7th Commander of Sierra Army Depot

DALESSIO (From Page 1)

the depot employees some of the little things that were discussed in private.

West went on to say that Schiller placed all the blame on the employees at Sierra for everything that went RIGHT. A few of those areas included - every unprecedented production scheduled that was exceeded or met, the \$30 million in savings in OCIE for the Army, all the great work accomplished within the Safety Program to pull the depot off the Top 40 list.

Every success the depot bought in, Lee Schiller blamed on you – the employee,” said West. He went on to commend Schiller for his outstanding leadership in putting the depot where they are today. West also thanked the entire Schiller family for their many sacrifices they have shouldered along Schiller’s military career.

After West completed his remarks, Schiller stepped up to the

podium to deliver his farewell comments. He too praised the employees of SIAD for their many, many accomplishments and making his job as their commander that much easier. Schiller said, “You should be proud of accomplishing so much while at the same time reducing the accident rate. One person does not make this happen on their own. You did it as a team.”

Schiller concluded with telling the employees of SIAD, “You have always shown a collective dedication and willingness to put the mission first. I am proud of you.”

“The most important and sacred responsibility entrusted in a Soldier is the privilege of leading,” said Dalessio in his opening comments. He continued to say the opportunity to command Sierra and its workforce, and to serve our country is one he does not take lightly. Dalessio is proud and ready to command such an outstanding organization.



CYS Monthly Update

School Age Services (SAS) and Middle School/Teen Registration

Summer Camp is available weekly; registration is on-going and being held at CYS Services and there are still a few spaces left for August. Trips are free for Summer Camp enrollees and they also have first priority.

If you are interested in enrolling your child in the summer program, swimming lessons, or if you have any questions please contact CYS Services at 827-4696.

SAS Summer Trips:

Aug 05 - Roller Kingdom

Aug 13 - Family Lake Almanor Trip

SAS age children (K – 5st Grade) must be enrolled in summer camp to be able to go on the trips.

Middle School/Teen Summer Trips:

Aug 06 - Wild Island Trip; Cost: \$16 + Food Money

Aug 13 - Family Lake Almanor Trip: Cost: FREE

Middle School/Teens (6th grade and up) not enrolled in camp that want to sign up for the above trips need to have their permission slips and money in a week prior to the trip. Trips fill up fast and it is first come, first served. For any more information on the trips stop by CYS Services, Bldg 145 or call us at 827-4696.

CYSS Family Lake Trip

On 13 August all members and their immediate family are invited to go on a free family trip to Lake Almanor. Join us for some fun in the sun. If your child/children are not enrolled in our summer camp program they must be accompanied by an adult family member. We will be leaving CYS Services at 7 am and will be returning around 5 pm. If you would like to join us please call CYSS at 827-4696 to let us know by 6 Aug.

If you have any questions please call Marsha Olsen @ 827-4696.



Lean success stories

By Ben Lindblom
Lean Facilitator

A Depot employee asked me why we do not publish our Lean successes in the Challenge. I thought it was a great idea, so I have put together a brief account of some of our Lean Success Stories for FY09. I will start by sharing a few events each month with you, so if you do not see yours this month, please be patient with me while I catch up with the FY09 event results. I will attempt to cover all of the Lean events!

- To start FY-09, we had \$ 1.23 Million in carryover savings from the 3K ROWPU Program Electrical Test Cell at Building 208. Great job from Billy Rowland and his shop.

- In September of 2008 we conducted a Rapid Improvement Event at Building 304 to improve the Receiving Document Control Process. The team made major

improvements to the process flow resulting in savings of \$ 133,337. Excellent work from Steve Dunn and crew.

- In October of 2008 we completed a Rapid Improvement Event on the FAWPSS BII packaging at Building 357. Just over 3,000 square feet of warehouse space was reclaimed/re-utilized with an associated savings of \$6,912. This project concluded just in time to make room for another program (TWPS). Excellent team work from Jeremiah Brooner and his team.

- Also in October of 2008 Box and Crate conducted a 6-S event to Straighten and Scrub Building 354 North. After the 6-S was conducted, a Rapid Improvement Event was conducted to implement the idea of arranging IPDS containers inside the warehouse for initial blocking and

See SUCCESS on Page 7

FOR SALE



1997 Ford F-150 4X4, Lariat Edition, Fully Loaded Leather interior, XM satellite radio, a/t, c/c, a/c, p/w, p/l keyless entry, tilt wheel, rear sliding window, power seats power

mirrors, toneau cover, nerf bars, oversize off road wheels and tires, cold air intake, CA legal headers, tow package, alloy wheels. 176k miles. everything works great recent tune up, \$4900 obo. contact 530-260-1468

1941 CLASSIC FORD PICK UP TRUCK (BLUE in Color)



–350 Chevy engine, Aluminum Edelbrock heads, Turbo 350 transmission, new Lokar shifter, new Flaming River polished stainless steel tilt column, new wiring, power electric leather bucket seats, new 9.5” x 17” torque thrust rims with

275/50/17 tires on the rear and 14” x 6” torque thrust rims in front, new rear TCI leaf springs and shocks, Flow Master mufflers, S.W. gauges, truck is all metal except running boards and rear fenders (have original metal rear fenders in pretty good shape, original running boards in great condition for their age and one front fender that goes with the truck), all glass is great, doors are excellent, small rust spot in front of floor (floor in good condition except where someone cut out for brake cylinder & battery - have new floor pan needs welding in), original front end with disc brakes, drives great and stops great. \$13,500 OBO Willing to negotiate with serious buyer.

Call (530) 251-2334 if interested. Please leave message if no answer.



New Civilian Education System

The new Depot Introduction to Leadership and Management class will introduce folks to the Civilian Education System (CES) as part of the curriculum. The CES is a progressive and sequential leader development program that provides enhanced leader development and education opportunities for Army civilians throughout their careers.

The CES leader development program includes four courses that replace the prior courses offered for Army Civilians. The CES

leader development courses are; Foundation, Basic, Intermediate, and Advanced.

The CES requires all new Federal employees, Interns, Team Leaders, Supervisors and Managers, employed after 30SEP06, attend the CES Foundation Course For more information, visit the CES web site (<http://www.amsc.belvoir.army.mil/ces>), contact your Chain of Command or the Civilian Training Division X4815 or X5348

EEO/Diversity Update

By Lynette Hall
EEO Manager



As part of the Prevention of Sexual Harassment (POSH) Bi-Annual Mandatory Training requirements, all employees must take the New POSH Training Course presented by HQAMC and pass the test. This POSH training supersedes all previous training employees have taken.

PURPOSE: The purpose and intent of POSH is to provide awareness to all employees "...that any form of sexual harassment is unacceptable and will not be tolerated. ...It is the responsibility of each Directorate to assure that every employee has POSH training, as required by law. All leaders will ensure that sexual harassment is dealt with swiftly, fairly, and efficiently." (SIAD Policy No. 690-600-3, Signed by LTC Joseph G. Dalessio, 13 July 2009).

SUPERVISORS: Please provide your employees adequate time and available locations to complete the training.

After you pass the test, you will be prompted to fill in your name and pertinent data information and print your certificate of completion as proof you have passed. Please

send a copy through your Chain of Command.

DIRECTORS/MANAGERS: Please consolidate all certificates within your Directorates and forward them to my office in Bldg. 150.

SUSPENSE: This training must be completed by COB August 27, 2009.

PLEASE NOTE: On the HQAMC Home Page you will notice Ft. Belvoir's EEO Office point of contact (POC) information. Please DO NOT contact their office for any issues/concerns pertaining to Sierra Army Depot; they will redirect you back to my office.

Please find the link below:
http://www.amc.army.mil/g6/g1_harassment/default.asp http://www.amc.army.mil/g6/g1_harassment/default.asp

LEAN into my CORNER

By William Deming
QEO Chief



From a Lean perspective, Fiscal Year 2009 has been a successful year so far. As of the end of May, we are almost certain to exceed our annual savings goal of \$2.8 million. With a concentrated effort, we can go a step further and surpass the \$3.2 million mark—the amount that will ensure that the Lean portion of the GAP award totals \$500 per employee. But success in the Lean arena is not measured by monetary savings alone.

Over the past couple of years, I have seen a change in attitude with respect to process improvement that I find very encouraging. To be sure, many areas cling to old approaches and attitudes, but more and more people are beginning to understand that process improvement is not a chore. It's a way to increase productivity while making our jobs easier and—in many cases—more enjoyable.

There are a few areas that I think deserve special mention for their Lean efforts during the year (in no particular order). The Asset Management Directorate (AMD) has conducted a number of successful projects, accounting for several hundred thousand dollars in savings and cost avoidance. Containerization and Assembly (C&A) were busy with Lean events, producing savings that also went well into six figures. In terms of the sheer number of events conducted, AJ1 has clearly taken the lead. Just in the last few weeks, I have watched two events with very enthusiastic and motivated teams that not only identified substantial savings but also made improvements that will greatly reduce the chance of injury and make their warehouses much more pleasant to work in. These aren't the only work areas that implemented improvements but I think they deserve special mention

for their efforts.

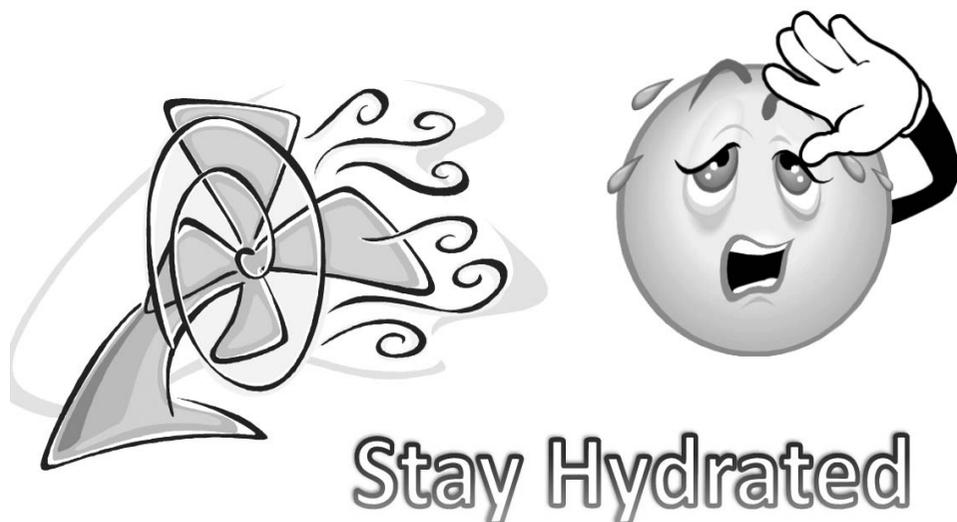
In April, we were visited by Mary Nelson, a Master Black Belt from TACOM. During her visit, she asked for a brief tour of a couple of areas where we had successful Lean programs. Time was limited, building 302 (AJ1), and building 353 (IPDS, C&A). Because of the short time-line, there was very little warning to these areas and there was no preparation for a tour. In both cases Ms. Nelson was very impressed, not just with the way these areas employed Lean practices, but also with the enthusiasm of the employees she met. I was also impressed that the people in both areas had made numerous Lean-related improvements since completing their most recent events. There was a pride in these workplaces that was obvious and infectious. It made me proud to be an employee here. Ms. Nelson left with a very positive opinion of Sierra and I think she is truly looking forward to coming back.

Process improvement is not a goal, but a journey and we still have a long way to go. But I think it's important to celebrate our successes from time to time. As I said above, there is more to Lean than just recording savings on paper. In the nearly three years that I have worked in QEO, I have seen a lot of changes across the installation, mostly for the better. Sierra Army Depot is a better place to work and that is an improvement that can't be measured in dollars.

Crossword Puzzle Winners

"The winners for last months Crossword Puzzle were Archie Zapanta, Genevieve Costa, and Ashley Saville. The Hidden Message was, "This Is Asian Pacific Heritage Month". Congratulations to all of you and thank you for your participation. As the Special Emphasis Program Coordinator I would like to thank everyone for your par-

ticipation either on the program, for your attendance, and for your great comments about the Program. Special thanks to the Skeddle Inn Staff for the extra hard work and effort they provided towards the success of the luncheon. We look forward to seeing you in August for the Women's Equality Day Luncheon.



SUCCESS (From Page 6)

bracing. A savings of \$169,723 was realized by implementation of this idea. Hats off to Bob Stapp and the rest of the Box Shop crew.

Although some of these events were conducted in FY08, for the record they closed in FY09 for documentation and savings purposes. The

successes of these events were a direct result of the hard work displayed by the assigned team members. Also, the savings from these events will dictate how large the Lean portion of our GAP award will be this year. You will find more success stories in future issues of The Challenge.

Sexual Harassment

(The U.S. Equal Employment Opportunity Commission)

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. Title VII applies to employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations, as well as to the federal government.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- * The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.

- * The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.

- * The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.

- * Unlawful sexual harassment may occur without economic injury to or discharge of the victim.

- * The harasser's conduct must be unwelcome.

It is helpful for the victim to inform the harasser directly that the conduct is unwelcome and must stop. The victim should use any employer

complaint mechanism or grievance system available.

When investigating allegations of sexual harassment, EEOC looks at the whole record: the circumstances, such as the nature of the sexual advances, and the context in which the alleged incidents occurred. A determination on the allegations is made from the facts on a case-by-case basis.

Prevention is the best tool to eliminate sexual harassment in the workplace. Employers are encouraged to take steps necessary to prevent sexual harassment from occurring. They should clearly communicate to employees that sexual harassment will not be tolerated. They can do so by providing sexual harassment training to their employees and by establishing an effective complaint or grievance process and taking immediate and appropriate action when an employee complains.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on sex or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under Title VII.

STATISTICS:

In Fiscal Year 2008, EEOC received 13,867 charges of sexual harassment. 15.9% of those charges were filed by males. EEOC resolved 11,731 sexual harassment charges in FY 2008 and recovered \$47.4 million in monetary benefits for charging parties and other aggrieved individuals (not including monetary benefits obtained through litigation).

GEREN (From Page 1)

you've done."

Gates, who served as president of Texas A & M University, a rival of Geren's alma mater, the University of Texas, jokingly chastised Geren's choice to study at Texas, calling it "a serious lapse in judgment" early in life.

Gates called Geren's departure a bittersweet farewell, as it marked the end of a career dedicated to serving the American public.

"He leaves having strengthened the core institution that has borne the brunt of America's wars," Gates said.

When Geren spoke, he reflected back on some of his memories as secretary of the Army, his voice quavering slightly as he talked of

Spc. Ross A. McGinnis, who was posthumously awarded the Medal of Honor for throwing himself on a grenade while serving in Iraq.

"It has been a privilege of a lifetime to work for all of the Ross's ... of our United States Army and our Army family," Geren said.

A standing ovation followed Geren as he left the podium. The ceremony concluded with the traditional pass-in-review, as each unit passed by and saluted the Geren Family, Gates and Casey as they passed by.

The ceremony concluded with the playing of the Army song, and then the more than 100 friends and family members of the Gerens filed out of Conmy Hall.

Monument Tank is Sierra Pride



In a recent contest to name the tank barrel on the monument tank located outside the headquarters building, Mr. Jon France walked away with the winning slogan.

"Sierra Army Depot has always coined the term Pride in Excellence," said France. "Why not have our tank show a piece of that phrase? SIAD has always take pride in their workmanship, service to our customer and pride in serving our Soldiers."

"What we sell is our employees taking pride in making sure our products are good and even a cut above the others (armor door kits and trail-

ers). We want happy customers and it takes pride in workmanship, speed of shipments, management of stock and doing what it takes to support the warfighter. Pride is at the forefront of who we are as a Depot. Pride In Excellence!"

Second place went to Larry Draper with a slogan of "Honor Guard", and third place was Susan Huston with "Freedom USA".

Then commander, Lt. Col. Lee H. Schiller, Jr., presented all three entrants with a certificate and a commander's coin.



**~ Stand Tall ~
~ Stand Proud ~
~ Be A Hero ~**



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it could even be someone you know!**

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Thursday, 20 August 2009, @ the Gym, 1000 to 1500

Call Dan Hankins, X5223 for an appointment or Email at daniel.hankins2@us.army.mil

Please bring your ID

United Blood Services