

Soldiers help with heavy lifting in support of Iraq drawdown

Staff Sgt. Rob Strain
15th Sustainment Brigade Public Affairs

CONTINGENCY OPERATING BASE SPEICHER, Iraq -- Soldiers from the 1083rd Transportation Company, a National Guard unit from Louisiana, are jumping at the opportunity to run missions.

With talk of leaving, packing up, and withdrawal from Iraq, the unit's work is truly just beginning, said 1st Lt. Reginald Davis, the company's executive officer.

"The withdrawal out of Iraq is one of the largest movements of manpower and equipment in our modern military history, and the 1083rd TC is right in the middle of assisting and making it happen," Davis, a Shreveport, La., native said.

A heavy equipment transport company, the unit provides adaptive heavy equipment transport capabilities, Davis explained. The capabilities include staging onward movement, integration, retrograde, and sustainment operations in support



Photo credit Staff Sgt. Rob Strain, 15th Sustainment Brigade Public Affairs

Staff Sgt. Shawn Harris, a Shreveport, La., native, with the 1083rd Transportation Company, 264th Combat Sustainment Support Battalion, checks bumper on heavy equipment transport trucks prior to a mission.

of Operation Iraqi Freedom as well as a full range of joint military operations.

"I am definitely looking forward to the remainder of this deployment, especially when we're able

to haul tanks which are the epitome of HET haulers," said Staff Sgt. Michael Levesque, a training noncommissioned officer from Bossier City, La.

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The 300 - New Employees to Sierra

By Mary Deming
S1 Training Instructor

P.T. Barnum once said, "Every crowd has a silver lining." If that's true, then I'm going to purchase stock in that precious metal as soon as I can, because the crowds, they are a-coming!

As I write this article, we are preparing for our first New Employee Orientation (NEO) class made up of students from the mass hiring. We are expecting 63 attendees for the class scheduled for 13 - 15 October. We will continue to teach our NEO-ites every other week until they stop coming and our projection for that is somewhere right before the Christmas holiday.

Organizing an unprecedented series of events such as this is similar to putting on a Broadway production. It involves planning, stress, aspirin, lots of calls, organizing, lots of paper, and of course lots of cooperation. The fact that our very first mass class was going to be our 13th overall was not lost on me. So clutching a four-leaf clover and my rabbit's foot keychain, I was set to take on what we in the training office have affectionately called the 300.

A task this massive doesn't happen without a great deal of planning and assistance. Where exactly do you fit 60-80 students per class? Answer:

the fitness center gymnasium. Raul Granados and Chris Long were extremely helpful by allowing us to invade their gymnasium and offering to assist with table and chair set up and breakdown every other week. This is an enormous help to us and we can't thank them enough.

What about issuing 30-day temporary IDs and

car stickers? How is this accomplished without creating a major bottleneck at the Pass & ID Office resulting in misery for truckers on a deadline or the employee who's cursing himself for forgetting his ID? Answer: work closely with the security team here on Depot. After a brainstorming meeting with

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Commander's View

I would like to thank everyone for their incredible efforts in support of the Army and the Warfighter during Fiscal Year 2009 (FY09). Across the board SIAD excelled, exceeding all established industrial enterprise metrics/standards for cost, schedule and quality. In recognition of our workforce's untiring efforts and dedication to mission, Employee Appreciation Day will take place on 29 October. What a great opportunity to relax, have fun, eat great food, and more importantly spend some quality time with family and friends.

A special thanks and job well done goes out to our Resource Management Directorate for successfully executing year end close-out procedures. Sierra completed FY09 on a truly positive note. We achieved a \$17M Net Operating Result (NOR equals revenue minus expenses). Direct



Lt. Col. Joseph G. Dalessio

Labor Hours (DLH) exceeded our plan by 26K (worked 895K DLH's), and represents the highest number of DLH's worked by SIAD in the past 20 years! We surpassed our Value Engineering goal of \$780K by

152%, ending the year with \$1.189M in recognized savings. We also surpassed our Capital Investment Program obligations of \$6.635M by an additional \$644K by pulling a Fiscal Year 2010 (FY10) project forward in September using AMC leftover yearend funds. All Capital Investment Projects were fully obligated and contracts awarded. Lastly, for the Group Achievement Award, qualified employees can expect to receive a payout of up to \$1000 dollars this November/December (Sierra exceeded two of the four identified benchmarks--Lean Savings/Initiatives and Productive Yield. We fell just short of our Safety and NOR goals/targets).

FY10 promises to be an even more productive and busy period for SIAD. It will mark the first time in our organization's history that we have planned for over one million direct labor hours to meet our fore-

casted mission requirements (our two major tasks this upcoming FY include being the AMC lead effort for receiving, bringing to record, and storing both standard and non-standard retrograde materiel from Southwest Asia and serving as the Reserve and National Guard proponent for Organizational Clothing and Individual Equipment).

In order to successfully execute the aforementioned missions, Sierra will welcome aboard over 275 new depot employees. As I stated at last month's Town Hall meeting, it is imperative that we stress to our new teammates the importance of safety and adhering to standards. Let's take care of ourselves and each another as we begin our journey into the new fiscal year. Happy Halloween everyone!

Pride In Excellence!

The Union's Position - AFGE Local 1808

This month Sierra Army Depot will be hiring over 100 new employees. As acting president of AFGE Local 1808, I want to welcome all new employees that will be coming on board this month.

It is my understanding that there will be a shift change in the AJ1 Directorate. We have been anticipating the implementation of a night shift for sometime. Employees, rest assured, management will be following all prescribed methods for the selections of night shift employees.

Volunteers will be the first employees used to fill this new shift. The second step will be based upon service computation dates (SCD). This is where seniority counts for something.

If there are individuals that find this shift change a hardship, there is a means to have your complaint heard. Management is obligated to notify



Christopher Turek

there employees of a change in working conditions (i.e. shift change) no less than 14 calendar days prior to the implementation of such a shift.

At which time if you fall into a category of hard ship all employees in that category will be afforded an extra two week period in order to make arrangements for child care or the resolution of other such dilemmas. All this information can be found in Sierra Army Depots

Memorandum of Agreement with AFGE Local 1808 for establishing alternate shifts within the Directorate of Support Operations.

Finally, I would like to congratulate all of AFGE local 1808 and its new officers. On Oct. 6, 2009, nominations were held for new officers for Local 1808. All the nominations for officers are as follows: Garry Garrett for president; Cecil Fain for Executive vice president; Billie Heckenliable for vice president; Roxanne Lamb for treasurer/secretary; Duane Schlusler for sergeant of arms; and Three executive board members - Lee Harris, Babe Fain, and Mike Reed.

During the nominations for these offices there was no contention or competition for any of the offices, therefore all offices were received by acclamation, forgoing the need for an election next month. Con-

gratulations once again new officers. New officers will officially begin there two year term the first week of January 2010.

Remember Union meetings are held every first Tuesday of the month in Building 58, the union hall, starting promptly at 5:15 pm. Come and support your union!!



The Challenge

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The Sierra LMP Beat



By Barbara McGee
LMP Business Transition Lead

The Logistics Modernization Program (LMP) is the Army's core initiative to update and upgrade the Army Material Command's Logistics Systems, Business Processes and Organizational Structures.

LMP implements an international industry standard application, SAP (Systems, Applications & Products...in data processing), which incorporates an Enterprise Resource Planning (ERP) solution which provides long term planning and a new way of running our business more efficiently and effectively. SAP was founded in 1972 by five former IBM engineers in Germany. SAP is software that integrates business processes in "our enterprise". LMP requires organizational change and the breaking down of barriers.

By modernizing both the systems and the processes associated with managing the Army's supply chain at both national and installation levels, the LMP will leverage planning, forecasting, and rapid order fulfillment that leads to streamlined supply lines, improved distribution, and an equipped and ready Warfighter.

LMP delivers real-time transactional data and visibility which provides real-time situational awareness and vastly improved decision making capabilities. Item Managers have up-to-the-minute asset visibility and the collaboration tools they need to make informed decisions, resulting in better supply chain management. Visibility extends

from the top of the supply chain to the Warfighter in the field.

LMP is a key component in the Army's major transformation to become more responsive, deployable, agile, versatile, lethal, survivable and sustainable.

To prepare for transition to LMP over the coming months, we all must master the new "Language of LMP" through:

Communication & Participation

- Attend Business Design Workshops.

- Read articles in the Challenge.

- Listen to briefings.
- Engage in asking questions.
- Provide feedback to surveys.
- Assist the LMP team with requests for support in inventory validation/data cleansing and data input accuracy as well as business processes in your operational areas.

Education & Training:

- Learn the new language of LMP. Quick Reference Cards are available at the LMP office.

- Understand how to navigate through LMP and execute transactions.

- Master "our" business processes and new roles and responsibilities.

Through effective two way communication between the LMP Team and the Sierra community, TOGETHER WE WILL SUCCEED!

Check out the Sierra LMP Countdown to "Go Live" clock on the Sierra Intranet homepage. It counts down the remaining calendar days; hours; minutes and seconds. We also have "Go Live" clocks in 201 Large Conference room; 79B LMP Training Division; and at 150 Head Quarters.

Be safe out there in your daily work efforts and be proud you are supporting the Warfighter!

New Hires at SIAD

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

Frank Allan	Albert Fischer	Rikki Pedevilla
Sabrina Ardis	Dean Flores	Steve Perry
Emily Azbill	Jessica Ford	Thomas Pittman
Michael Bailey	Eric Gage	Steven Potts
Stanley Bailey	David Gard	Margaret Price
George Balleza	Andrea Garrett	Jamie Pullman
Donovan Banley	Jason Gebbeken	Michael Quinones
Melissa Baptista	David Giannotti	Jamie Radek
Hank Barton	Blake Giese	Tammy Reil
Richard Baumer	Denise Giese	Justin Renoll
Jacob Beauchman	Alex Glover	Misty Rice
Leila Belcher	Jennifer Goforth	Keilan Roberts
John Bennett	David Gorbett	Kevin Rollings
Devon Biggs	Laura Guitierrez-Urmson	Cary Ruland
Traci Billet	Jason Halmos	Katherine Rutledge
Daron Bloom	Mitchell Hamilton	Marissa Salazar
Nicholas Bounds	Mark Hamm	Rebecca Sanchez
Jodi Bracken	Jermaine Harris	Michael Schmidt
Sara Brooner	Susan Heard	Kurt Schwartz
Toni Brown	Nancy Hemphill	Tim Shakal
Douglas Cain	Jeffrey Hooper	Windy Siegfried
Dewaine Chandler, Jr.	Dawneen Huckins	Shaun Skinner
Lisa Christenson	Thomas Humphreys	James Smalley
Mary Cobb	Deborah Jahn	Devora Smith
Lorey Cook	Christopher Jones	Douglas Smith
David Coombe	Ronald Jones	Richard Smith
Korie Cooper	Brenda Keeler	Mataua Sofara
Matthew Daugherty	Brandie Kelly	Travis Stephens
Michael Davey	Wade Kennemore	Kathy Stone
Matthew Davis	Terry Keesler	Toland Strye
Michael Davis	Daniel Knight	Don Sweet
Shiana Davis	Daniel Knight, Jr.	Andrew Sulak
Richard DeBusk	Shirley Kvamme	Diana Taylor
Darlene Dickson	Christopher Lenzora	Paul Tautolo
Charlene Dixon	James Leveille	Andrea Thompson
Garrett Drury	Melissa Loyal	Kyle Treat
Victor Duarte	Sergio Martinez	Raul Trinidad
Scott Ducasse	Gregory Masnick	Toni Van Beveren
Paul Dunkly	James McCahill	Donna Vantor
Stephanie Dunn	Danielle McDaniel	Robert Weiss
Matt Duran	Kirby McElhanev	Terry White
Tina Duran	Patrick McKenzie	Tosha Williams
Robert Feller	Jesse Meadows	Michelle Wilson
Margaret Finley	Roger Molett	Dale Wolfe
Brad Firschen	William Nay	Amber Wood
	Robert Nolen	Heather Woods
	Steven O'Connor	Emily Wooten
	Jeff Orosco	Leticia York-Brown
	Trenton Owens	

9 Ways You Can Stay Healthy at Work

Flu season seems to catch up with everyone at some time; however, with the assistance from the AMC Command Surgeon there are ways to slow down and protect yourself this year.

Protect yourself and your co-workers by:

- * **Maintain a healthy lifestyle** through rest, diet, exercise, and re-

laxation.

- * **Wash your hands frequently** with soap and water for 20 seconds or use an alcohol-based hand cleaner if soap and water are not available. Be sure to wash your hands after coughing, sneezing, or blowing your nose.

- * **Avoid touching your nose, mouth, and eyes.** Germs spread this way.

- * **Cover your coughs and sneezes with a tissue,** or cough and sneeze into your elbow. Dispose of tissues in no-touch trash receptacles.

- * **Keep frequently touched common surfaces clean,** such as telephones, computer keyboards, doorknobs, etc.

- * **Do not use other workers' phones, desks, offices, or other work tools and equipment.** If you need to use a co-worker's phone, See **HEALTHY on Page 8**

Commander's Open Door Policy/ Hotline Number

The Commander, in conjunction with the Deputy to the Commander, is always available to help solve problems; as such, the door to the Command Group is always open. However, the employee should first attempt to resolve any issue with the first-line supervisor or through the regular chain of command. The complete SIAD Policy No. 1-1 is posted on Official Bulletin Boards throughout the depot. The Command hotline number, 4249, though not intended to take the place of the chain-of-command, is available to you 24/7.

Lean Success Stories - Part III

By Ben Lindblom
Lean Facilitator

This month's article is a continuation of the successful

Lean events for Fiscal Year 2009. To pick up where I had left off last month:

- Back in February 2009, a Rapid Improvement Event was completed in Building 302/AJ1 Small Storage. During this event, major improvements were made to the binning process which netted a savings of \$109,770. Thanks to Archie Zapanta's team for making this event a success.

- In May 2009, a Rapid Improvement Event was closed for the Environmental Division's STB Disposal Process. By changing the way we dispose of some types of Hazardous waste, a cost avoidance of \$490,225 was netted. Thanks to Melanie Tescher and all involved in this process improvement.

- In June 2009, a Rapid Improvement Event for the OCIE Reset Receiving Process was held in Warehouse 309. Process improvements yielded a savings of \$92,735. Good job by Debbie Richardson's crew.

- Also in June 2009, we closed a Production Preparation Process (3-P) event in Warehouse 301/AJ1 Small Storage. Normally there are no savings associated with a 3-P, but during this event significant process improvements were made by Archie Zapanta's crew which netted savings of \$73,233.60.

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 directly affect how large the Lean portion of our GAP award will be this year. If your specific event was not listed above, look for it in a future issue of *The Challenge*.

Recognition for 25 Years of Service



Lt.Col. Joseph G. Dalessio, Depot Commander, recognizes Bruce Bray, Director of Resource Management, during a recent staff meeting with a certificate for 25 years of continued federal service.



DRAWDOWN

(From Page 1)

Since President Barack Obama forecasted the Aug. 31, 2010, deadline to remove all U.S. combat troops from Iraq, the operational tempo has increased which has, in turn, increased the company's workload as a transportation asset, Davis said.

The Soldiers have already run more than 14 missions covering an area from Mosul, in northern Iraq, to Al Asad, in western Iraq, in the two months since its arrival in theater, Davis said.

The 1083d TC hauls everything from armored vehicles, cranes, M1A1 Abrams tanks, to engineer equipment and T-Walls, he said.

The unit is currently taking on one of the largest missions since they assumed the mission from the 233rd Transportation Company in August, Davis said. The mission involves moving more than 50 vehicles using more than 30 heavy equipment transporters.

With its heavy equipment transport capabilities, Davis said, the 1083rd is trained and ready to provide transportation assets not only to Multi-National Division-North, but also throughout Multi-National Corps-Iraq in support of sustainment operations and the responsible drawdown of U.S. forces out of Iraq.

(Editor's Note: Sierra's recent job fairs and hiring of approximately 300 personnel was accomplished in preparation of the drawdown in Iraq).

October is Energy Awareness Month

By Steven Johnson
Energy Awareness Coordinator

Yes, October is Energy Awareness month, and we can all be a part of it. Having been to the GovEnergy Conference in August, I know that Energy Conservation is here to stay. Between the Energy Policy Act of 2005 and Executive Order 13423, we are mandated, or have been directed, to improve our energy management, reduce greenhouse emissions, and reduce energy consumption (saving taxpayer dollars). This mandate is not going to go away, so we might as well all get on board. There are a lot of exciting things happening at many levels to accomplish these energy management goals.

The pentagon has a "Net-Zero" energy goal, which will result in key buildings (and eventually entire Installations) that generate as much, or more, energy than they consume. Think about it. One of the highest risks to our homeland defense is our domestic energy grid. If the bad guys manage to bring down our power grid, or even major portions of it, our military bases will be in big

trouble – some will even be in mission failure! But if our key buildings (and eventually whole Installations) are "Net-Zero" capable, then our military will remain mission capable – continuing to operate independent of the grid. There are several projects going on now to achieve this goal. The Miramar Marine Corps Air Station in San Diego, which has suffered from "brownouts", is working toward becoming an "island" that can continue to operate for an extended time independent of outside energy sources. Fort Campbell is working on a couple of "Net-Zero" homes, which will be the first of their kind anywhere.

These goals can be accomplished through many small innovations, not any one big fix. At the SIAD level we are already applying many of these small innovations. I am sure you have seen some of this work going on around the Depot, such as retro-fitting lighting to more energy efficient T-8 fluorescent lamps, improving insulation envelopes, and replacing the steam generating plants with natural gas fired boilers in each

See ENERGY on Page 7

Improved Security Changes for the myPay User

Coming later this fall, DFAS will implement new myPay access requirements to increase the security of user information. This change will require you to establish a new user name (login ID) and password.

Customized login IDs and passwords will allow you more flexibility and opportunities to increase the security of your personal information.

When logging into myPay the first time following implementation of the new security enhancements, you will be allowed to use your existing login ID and PIN and will be prompted to change your login credentials.

New login IDs will require six to 129 alphanumeric characters that will be unique to one user only. If you attempt to create a login ID that has already been established you will be prompted to create a different login ID. Help screens will contain the login ID requirements.

You will be required to establish a password to accompany your customized login ID. Passwords must be no less than eight and no more than 15 characters. Help screens will contain the password requirements.

If you have established a Restricted Access PIN, you will also be prompted to establish a limited access login ID and password using the same requirements.

Use of the myPay interactive voice response system, which allows telephone access to certain pay information, may still be entered using the Social Security number and myPay PIN.

While this security enhancement is intended to help keep your information secure and prevent unauthorized access to pay accounts, DFAS encourages you to take appropriate actions to keep your login IDs and passwords private. This can include storing them in a lockable and secure place, memorizing them and destroying any written record, and not sharing them with anyone.

Questions regarding this myPay change may be directed to the Centralized Customer Support Unit toll free at 1-888-DFAS411 or 1-888-332-7411, commercial (216) 522-5096, Defense Switching Network (DSN) 580-5096 (7:00 A.M. - 6:30 P.M. / Eastern time).



Production Dedication

Sierra Army Depot's production for the month of October is dedicated to U.S. Army Private First Class Joshua Longabaugh who deployed to Afghanistan in April 2009.

Longabaugh is with B Troop, 1-40th CAV, 4th BCT(ABN), 25th ID, 1st Platoon out of Fort Richardson, Alaska.

He is the son of Ed Longabaugh, Jr., step-mother Tanya, and mother Kim Baxley, all of Susanville, Calif., where Longabaugh was born and raised. He is married, to wife, Katie and they have one son, Dyllan of Fort Richardson, Alaska.

Sierra will acknowledge a local servicemember each month who is in a deployed status by dedicating their monthly production to them. This is one way team Sierra wishes to show their appreciation and express their gratitude to the men and women who voluntarily stepped forward to defend us. We thank you for your service to our country.



To the Generous Sierra Employees, Management and Officers of California Correctional Center (CCC)

My family and I want to thank everyone who so generously gave of their leave to help me get through my medical crisis. There are no words to appropriately express how much you have helped my family, or to express what this has meant to each of us. Your generosity allowed me to concentrate on fighting to live and focus on healing rather than being consumed with thoughts of financial ruin.

During my medical emergency I found myself fighting to stay alive, as more than once there was significant doubt I could survive the night. Medical providers openly doubted if I would ever walk or return to work. I survived and thankfully returned to work in September, 10 months after my accident. I still face a lot of physical therapy but I am getting stronger every day.

I considered my leave balances insurance to protect my family if an emergency occurred, but even conserving leave, never using sick leave and always carrying over the maximum hours was no match for this crisis. I had nine surgeries, used over 40 pints of blood, my kidneys failed, I required dialyzes and more, all keeping me hospitalized almost 10 months - my leave covered only 6 months. The miraculous generosity of hours donated by Sierra employees covered every hour my balances were short.

We received additional support in so many ways and it all played a major role in strengthening my spirit and giving me hope. My life is spiritually based and I know all blessings come from God, though I know the doctors' hands did the work I know that God gave them their talents. For every one of you who said a prayer for me or held me in your heart, to the folks who sent gifts, flowers, cards and letters and who regularly called and came to see me (both current and retired depot employees) each of you played a role in keeping my mind and spirit strong as I fought through this arduous ordeal.

To the managers at Sierra who made it possible for my sons Daniel, Joseph and Albert to take leave to be with and support me thank you. I appreciate all who approved their absences as well as those who covered their work. Having my boys there to support me was priceless.

I owe an equally heartfelt thank you to the management and fellow officers of my son, Sgt Earnest Rausch, at the California Correctional Center (CCC) for making time available allowing him to come to Chula Vista to support me during my coma; as well as all the other times officers made a swap allowing him to be with me.

Each of you are part of the reason I made it back and my family and I again thank each of you and our prayer for you is that God forever keeps you safe and holds you in the palm of His hand.

Forever Grateful and still fighting hard,

Kathy Rausch & Family



CYS Monthly Update

Sierra Army Depot's New Child Development Center

Parents of Sierra Army Depot have been waiting a long time for a child care center. There has been a constant struggle in meeting the child care demand. Now, parents of young children on Sierra Army Depot have a place to meet that child care requirement. The grand opening of Sierra Army Depot Child Care Center is scheduled for Dec. 2, 2009 from 10:00am -1200pm, in building 147, Line Street, across the street from the Fire Department.

The project broke ground on December 2008. The center opened on Sept. 1, 2009. The parents and children are very excited about their new facility completely equipped with developmental resources to include a mini-tech lab. All children are taught the Creative Curriculum. Pre-kindergarten children will be focusing on Strong Beginnings curriculum.

The building is designed for children 6 weeks to five years of age. The center includes 3 activity rooms, staff training room and a commercial kitchen. Most of the children on the waiting list were placed in the center. The preschool room still has child spaces available.

For more information about child care or to be placed on the child care waiting list, contact CDC at 827-5313.

"THANK YOU"

Child, Youth and School Services (CYSS) personnel would like to take this opportunity to publically thank the many individuals who supported CYSS with the Child Development Center Project. The individual efforts were truly appreciated by both CYSS staff and Depot families. Supervisors please thank your staff for the support and anyone else that I

may have overlooked in your shops. Again, thank you for the continued assistance.

Julie Mason, FMWR; Kathleen O'Hern, FMWR (DOIM); Bobby Root, Fire; Harry Ehrman, Fire; Dave Fritchie, Fire; Kent Hinderlinder, DOIM; Mark Paytas, DOIM; Gary Chandler, DPW Roads and Ground Shop; Larry Brown, DPW; Ralph Roper, DPW; Larry Duncan, DPW; Jerry Rose, DPW; Walter Zinko, DPW; Tim Micone, DPW Utilities Shop; Nani Rowland, Sign Shop; Ken Holmes, FP; Jolene Bruce, Safety; Susan Flesvig, Safety; Robert Demartini, Safety; and Murray Schultz, former DPW.

Halloween Party

The CYSS Halloween party will be held on 29 October from 4:00 p.m. to 5:30 p.m. in Bldg 145. All are invited to attend to have a spooky good time.

Jeet Kun Do Class

CYSS will be starting up Jeet Kun Do Class in the middle of October

Jeet Kun Do (JKD) is a martial art which was developed by Bruce Lee for street self-defense. JKD is a combat martial art with a strong foundation from Wing Chun Kung Fu, Boxing and Fencing. It is based upon the principles of simplicity, realism and individuality. It uses fast punches and strikes, powerful low level kicks, trapping hands and grappling skills.

The class will be held twice a week on Tuesday and Thursday from 6:00 p.m. to 7:00 p.m. and the cost will be \$25 a month. The class will be open to children 10 years old and up.

If you want more information or are interested in signing your child up for this class please call CYSS at 827-4696.

RUMPELSTILTSKIN

On Sept. 19, a wonderful thing happened in the small town of Herlong, Calif. A total of 44 local children got together for two back-to-back performances of the production "Rumpelstiltskin" with just five days of preparation.

For the second year in a row, Child, Youth, & School (CYS) Services sponsored the Missoula Children's Theater Group to come here to assemble a production out of outstanding children ranging from grades Kindergarten through High School. The Missoula tour team travels around to different cities and countries to bring the art of drama to children. CYS Services and the Missoula team received support from the entire community in putting on this production. Both the Ft. Sage School District and Long Valley Charter School supported the effort and the Fort Sage Family Resource Center graciously donated the use of the newly renovated Herlong Theater for the practices and performances. A pianist from Susanville, Patricia Moore, also participated in this worthwhile endeavor.

The children auditioned for their parts on Sept. 14, and practiced four hours every day until the performances on Sept. 19. Jessie Custer did a wonderful job as the peasant girl Clara, who needed to find a way to spin straw into gold. Jolynn Allen did a hilarious job as the mischievous little gnome himself, RUMPELSTILTSKIN. For a short time the children became Villagers, Wizards, Royalty, Knights and a band of busy little Honey Bees. Three teens took on the job of assistant directors, helping with everything from the setting up the stage, helping with lines, putting makeup on cast members, to keeping the actors on task. All of the children on and off stage did an amazing job in a very short period of time.

Both showings pulled in a good size audience and all that attended seemed to enjoy the show. The comments from the spectators ranged from "It was wonderful", "The Bee's were so cute", to "When will they be back to do another show?" CYS Services hopes to make this a yearly event.



Cast members that were instrumental in portraying the role of the gnomes were Jessie Hooker, Odessa Clark, Olivia Clark, Thea Ausmus, Dakota Dunivin, Ivy Troit, Melissa Potter, Robert Graf, Shaina Beck, and Carissa Beck.



Employee Appreciation Day

Oct. 29, 2009

12:00 p.m. til 5:00 p.m.

Come out and enjoy the fun!



EEO/Diversity Update

National Disability Month



Lynette Hall
EEO Manager



NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH, 2009

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

Fair access to employment is a fundamental right of every American, including the 54 million people in this country living with disabilities. A job can provide financial stability, help maximize our potential, and allow us to achieve our dreams. As Americans, we possess a range of vocational opportunities to make the most of our talents and succeed in a chosen career; those with disabilities are entitled to the same opportunities. During National Disability Employment Awareness Month, we recommit ourselves to implementing effective policies and practices that increase employment opportunities for individuals with disabilities.

In the past half-century, we have made great strides toward providing equal employment opportunities in America, but much work remains to be done. As part of that continuing effort, we must seek to provide opportunities for individuals with disabilities. Only then can Americans with disabilities achieve full participation in the workforce and reach the height of their ambition.

My Administration is committed to promoting positive change for every American, including those with disabilities. The Federal Government and its contractors can lead the way by implementing effective employment policies and practices that increase opportunities and help workers achieve their full potential. Across this country, millions of people with disabilities are working or want to work. We must ensure they have access to the support and services they need to succeed.

Recognizing the need for equal employment opportunities, we must also strengthen and expand the educational opportunities for individuals with disabilities. The American Recovery and Reinvestment Act substantially increased funding for the Individuals with Disabilities Education Act, and provided more than \$500 million for vocational rehabilitation services, including job training, education, and placement. If we are to build a world free from unnecessary barriers, stereotypes, and discrimination, we must ensure that every American receives an education that prepares him or her for future success.

Each day, Americans with disabilities play a critical role in forging and shaping the identity of our Nation. Their contributions touch us all through personal experience or through that of a family member, neighbor, friend, or colleague. We grow stronger as a Nation when Americans feel the dignity conferred by having the ability to support themselves and their families through productive work. This month, we rededicate ourselves to fostering an inclusive work culture that welcomes the skills and talents of all qualified employees.

NOW, THEREFORE, I, BARACK OBAMA, President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim October 2009, as National Disability Employment Awareness Month. I call on all Americans to celebrate the contributions of individuals with disabilities to our workplaces and communities, and to promote the employment of individuals with disabilities to create a better, more inclusive America, one in which every person is rightly recognized for his or her abilities and accomplishments.

IN WITNESS WHEREOF, I have hereunto set my hand this thirtieth day of September, in the year of our Lord two thousand nine, and of the Independence of the United States of America the two hundred and thirty-fourth.

BARACK OBAMA

LEAN into my CORNER

An issue that often comes up when a Lean event takes place has to do with roles and responsibilities. We generally define these but they often not clearly understood by everyone involved. For the most part, the roles don't change with the different types of events.

First, let's look at the team members. They are usually selected (or volunteer) to serve on the team by a supervisor or even a Director. Their entire function is to show up with an open mind, willing to take an objective look at the process. Several team members will usually be from the work area where the event is taking place. This is good because we need people who know the work and what needs to get done. However, several others are generally brought in from other areas. We highly encourage this because "outsiders" typically have fresher ideas. They don't work the process every day so they have fewer preconceived notions. When it comes time to brainstorm, these people will tend to come up with more creative and less obvious solutions. Finally, we also like to get people from areas that are related or provide support to the area conducting the event. It can be very frustrating to produce an innovative solution, only to find it can't be implemented because a crucial organization wasn't consulted.

The team leader is primarily responsible for keeping the team members focused. They also ensure everyone is aware of all meetings, including the time and place. They serve as a liaison with the process owner to make sure his or her vision is properly implemented. The team leader is responsible for getting most of the paperwork filled out (with a couple of notable exceptions, which will be discussed below).

The process owner is usually the person with direct managerial



William Deming
QEO Chief

control over the process. This is often a line supervisor but it can be a Director or someone even more senior. The process owner has the authority to make the changes necessary to improve the process. They are responsible for implementing the changed process and for ensuring that the changes are sustained. They process owner is responsible for completing the event profile/charter, getting the Director's signature, and returning it to QEO at least four weeks before the start of the event. Once the event week is over, the process owner must ensure that the items on the action plan are completed on time and that updates are submitted weekly to QEO.

Of course there are other people involved in Lean events. The Lean facilitators who work in QEO (and increasingly in the work areas themselves) are important to the process. Also, every Director has a responsibility to champion these events and support the team members as much as possible. Often a Director will provide guidance to a process owner and ensure that the effort fits in with the overall mission. Directors (and other managers) play another crucial role in the Lean process. Even if an event is in someone else's area, just showing up for kickoffs and outbriefs can go a long way toward energizing the process and building confidence in the teams. If you can, try to support them.



ENERGY

(From Page 4)

building. Just a few of the ways you can help at the personal level are:

- Turn off the lights in unoccupied rooms.

- Make sure your computer, monitor, and other office equipment have the sleep mode programmed to activate automatically during periods of inactivity.

- Set back thermostats, either

automatically or manually, at the end of the day.

- Do not leave doors or windows propped open between conditioned and non-conditioned spaces.

- Do not leave government owned vehicles idling when unattended or waiting more than 30 seconds.

- Remember... You have the power to help. Please do.

300 (From Page 1)

Carolyn Jemison, James Marcotte, and Ken Holmes, we devised a method of issuing temporary badges and car stickers at a one-stop shop right there in the gym.

Lloyd Gubler and Joe Loyal from Vista at the DOIM are assisting in the all-important audio/visual portion of our training. A class that size certainly can't see a small screen. Solution: A gigantic inflatable screen that measures 24' wide by 18' tall. We call it the Jumbotron and I'm sure the picture projected on it could be seen from Pittsburgh. Laptop? check; remote mouse? check; sound check? check. We can't thank these guys enough for all their help. From the first minute of class to the moment the students receive their certificate of completion, everything has to run right.

CPAC will in-process the eager employees that first morning and the NEO trainers and guest

trainers will fill their heads with everything Sierra. Our aim is to see that every new hire starts off on the right foot. That task is much easier when our new folks feel right from the start that they are an appreciated and valued asset to the Depot and we're mighty glad to have them join us in supporting the warfighter.

Once these new workers leave our class and

head out to their sections, we hope that all of you will make the 300 feel welcome. Remember, getting quality employees is only half our job. The other half is keeping quality employees. So to all of the 300, we wish you well and we will do our best to start you on what we hope is a long and successful career here at Sierra Army Depot.



Several hundred potential candidates waited in line to turn in their resume during the recent job fair that was held in Susanville, Calif. Some of these applicants were part of the new employees that began work at Sierra Army Depot this month.

8th Annual Holiday Ball

December 4
5:30 p.m.

Atlantis Hotel & Casino

Tickets: \$40.00

Rooms: \$44.00/\$54.00/\$99.00

POC:

Lori McDonald 4343

Carolina Dingman 4666

Jamra Pickard 4358

Healthy (From Page 3)

desk, or other equipment, clean it first.

* **Don't spread the flu! If you are sick with flu-like illness, stay home.** Symptoms of flu include fever (100 degrees Fahrenheit or 38 degrees Celsius) or chills and cough or sore throat. In addition, symptoms of flu can include runny nose, body aches, headache, tiredness, diarrhea, or vomiting. CDC recommends that sick workers stay home if they are sick with flu-like illness until at least 24 hours after they are free of fever without the use of fever-reducing medicines.

* **Get Vaccinated against Seasonal flu:** Watch for dates and times in your area.

* **Get Vaccinated against the H1N1 Flu:** When it becomes available. It is recommended for everyone, but If you are at higher risk for 2009 H1N1 flu complications you should receive the 2009 H1N1 flu vaccine. People at higher risk for 2009 H1N1 flu complications include pregnant women and people with chronic medical conditions (such as asthma, heart disease, or diabetes). For more information about priority groups for vaccination, visit www.cdc.gov/h1n1flu/vaccination/acip.htm.

For more information

* **Visit: www.flu.gov**

* **Contact CDC 24 Hours/Every Day**

> 1-800-CDC-INFO (232-4636)

> TTY: (888) 232-6348

> cdcinfo@cdc.gov

