

The Challenge

Sierra Army Depot, Herlong, Calif.

September 2009

Vol. 65 No. 9

McHugh Assumes Duties as 21st Army Secretary

WASHINGTON (Army News Service, Sep. 21, 2009) -- John McHugh was sworn in as the 21st Secretary of the Army today following his nomination by President Barack Obama and confirmation by the U.S. Senate.

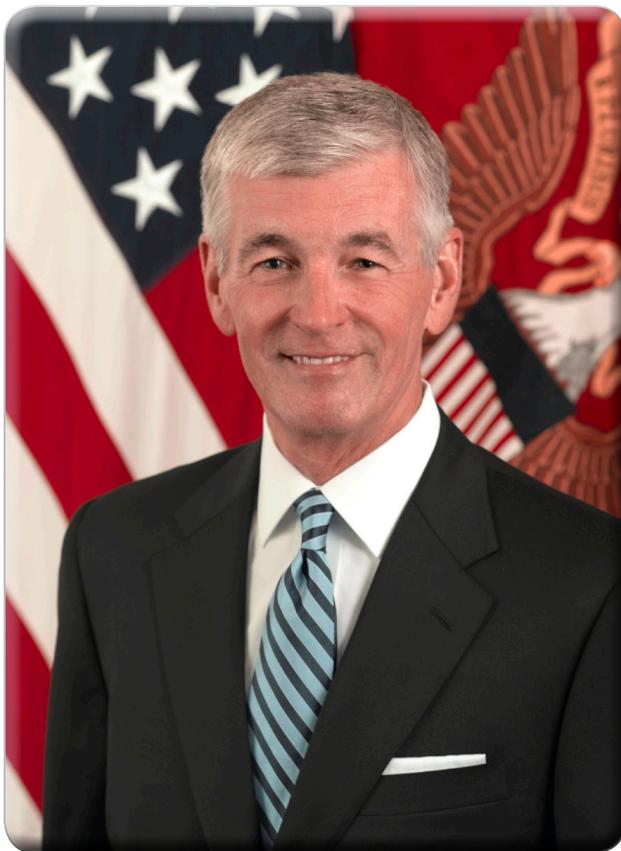
As Secretary of the Army, McHugh has statutory responsibility for all matters relating to the U.S. Army: manpower, personnel, reserve affairs, installations, environmental issues, weapons systems and equipment acquisition, communications, and financial management.

McHugh is now responsible for the Department of the Army's annual budget and supplemental of over \$200 billion. He leads a work force of more than 1.1 million active duty, Army National Guard, and Army Reserve Soldiers, 221,000 Department of the Army Civilian employees, and 213,000 contracted service personnel. Also, he provides stewardship over 14 million acres of land.

Also sworn in at the Pentagon ceremony was Dr. Joseph Westphal who assumed duties as the 30th Undersecretary of the Army. Westphal has served in distinguished positions within academia, private, and public service, including a brief tour in 2001 as Acting Secretary of the Army. He served as the Assistant Secretary of the Army for Civil Works from 1998 to 2001.

McHugh has served over 16 years as a member of Congress representing northern and central New York. During his service, he forged strong ties to Fort Drum and earned a reputation as a staunch advocate for Soldiers and their families, working tirelessly to ensure they had proper facilities, training, and the quality of life necessary to carry out wartime missions while caring for those at home.

Over the last eight years, McHugh made 10 official visits to Iraq and four visits to Afghanistan and other deployed locations to visit U.S. forces.



During his nomination hearing before the Senate Armed Services Committee July 30, McHugh said that he was excited, humbled, and honored at this new opportunity to serve, but also that he understood the challenges facing the Army.

"They are strained by the frequency of constant deployments and stress by the pressures levied against their families," he said. "Too often - far too often - they return home to only to be disappointed by a network of support systems that, despite high intentions and constant effort, continue to fall short of the level of support they so richly deserve and each and every one of us so deeply desire."

As Secretary, McHugh will draw on his years of previous experience as the ranking member of

the House Armed Services Committee (HASC) which oversees the policies and programs for the Department of Defense and each of the Armed Forces. Prior to becoming the ranking member of the HASC, Mr. McHugh served as the ranking member of the HASC Military Personnel Subcommittee and previously as its chairman for six years.

In addition, at the time of his nomination, McHugh was co-chair of the House Army Caucus, a bipartisan organization that works to educate fellow House members and their staffs about Army issues and programs, and a 14-year member of the United States Military Academy Board of Visitors.

Secretary McHugh was born in Watertown, New York, where he began his public service career in 1971 as the Confidential Assistant to the City Manager. In 1976, he joined the staff of New York State Senator H. Douglas Barclay, with whom he served as chief of research and liaison with local governments for nine years. Succeeding Senator Barclay in 1984, McHugh served four terms in the legislature's upper house before his election to the U.S. House of Representatives in 1992.

McHugh received a bachelor's degree in Political Science from Utica College of Syracuse University in 1970, and earned a Master's Degree in Public Administration from the State University of New York's Nelson A. Rockefeller Graduate School of Public Affairs in 1977.

In his concluding statement July 30, McHugh stated that he was inspired by the wounded warriors he'd met. "I have been so struck how these heroes, facing pain and loss and uncertainty, ask one question: 'What else can I do to serve?'"

He continued, "We can ask no less of ourselves."

Congressman McClintock tours depot operations

By Lori McDonald
Public Affairs Officer

Newly elected Congressman Tom McClintock (R/CA-04) arrived at Sierra Army Depot on Sept. 3 during his first visit to the military installation.

To ensure Congressman McClintock walked away from this visit with a vast knowledge of what Sierra's capabilities are, it was boots on the ground the minute he entered the depot boundaries. Lt. Col. Joseph Dalessio, depot commander, began the visit by describing the depot's strengths and future capabilities and then proceeded with a depot tour for Congressman McClintock.

Dalessio and the congressman through several

production buildings describing the work being performed at each location and the impact the work being conducted by civilian workers has to the Soldier in the field. Dalessio pointed out the depot is currently preparing for the retrograde of assets in Southwest Asia and the would include hiring of approximately 250 more civilian employees.

The congressman and his staff were awed by the dedication and devotion displayed by the depot workforce.

Before leaving, Congressman McClintock told Lt. Col. Dalessio he should be proud of everything the depot is doing not only for the Army but the community as well.



Lt. Col. Dalessio, center, explains to Congressman McClintock, right, the process for packaging a Fuel System Supply Point container as Bruce Hamilton looks on.

Commander's View

Congratulations to the Youth Services and Child Development Center staff for their successful grand opening of the depot's new modular Child Care facility this past month. Parents of children enrolled in the current program and those on a waiting list for care were given an opportunity to meet the Staff and tour the new Center.

Funded by Installation Management Command under the Army Family Covenant Program, the \$2.6 million Center will provide quality care for 43 pre-school children. Great effort team, your untiring efforts and hard work truly paid off! We should always take pride in showing-off this remarkable/state-of-the-art facility to our distinguished guests and visitors.

The Honorable Tom McClintock (R-CA-4th) made his first visit to SIAD on 3 September. After being presented a depot overview



Lt. Col. Joseph G. Dalessio

brief, he then toured the base and spoke with representatives from Long Term Storage, Containerization & Assembly, AJ1, and the new Child Care Center. Congressman McClintock and his staff then partic-

ipated in a round-table discussion that centered on Sierra's capacity/capability to support the upcoming responsible retrograde mission and the TACOM LCMC's End of First Life Cycle Initiative.

I can say without hesitation the Honorable McClintock now has a better understanding and appreciation for what our depot does in support of the Army, the Warfighter and our surrounding communities. It was a great visit! He then departed for Susanville, CA for a Town Hall meeting later that evening.

The last event I want to highlight is my participation at the TACOM LCMC's Commander's Conference Sept. 9-10, at Letterkenny Army Depot. The focus of the conference was the TACOM LCMC's (and Sierra's) journey/transition to the Logistics Mod-
See COMMANDER on Page 2

New Hires at SIAD

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

Jason Blankenship
Henry Lee Bownes
William Bradley
Kenneth Eldridge
Karla Holmberg
Allison Gunnier
Donna Lloyd
Jolee Montgomery
William Roadifer
Nannette Schumacher
Cindi Sinclair
Norma Toledo-Durate
James Tucker
Nancy Warner
Jeffrey Wayne

The Union's Position - AFGE Local 1808

Hello brothers and sister of local 1808. I just wanted to let the members of the local know how well the luncheon learn went in August. We are now 40 members stronger then before. I would like to welcome all of the union brothers and sisters that were signed up during this event and express my gratitude for your much needed support.

It is an election year for new local officers. I want to stress the important of all member participation during this years elections. Nominations for new officers will be held a month in advance according to our AFGE bylaws. The nomination forms will be sent to your mailing addresses the first week in October 2009, please bring your nomination letters with you to the polls. Elections will be held on November 3rd 2009 at the Union hall building 58. The polls will be open 6:00 am to



12:30 p.m. and 2:30 p.m. to 7:00 p.m. Members who are unable to vote in person on election day may request an absentee ballot. All requests for absentee ballot must be in writing and addressed to AFGE AFL/CIO Local 1808, Election Committee, P.O. Box 1060, Herlong, Calif. 96113. The request must be received by the election committee on or before October 29th 2009. Absentee ballots are to be returned by mail no later then November 3rd 2009

at 4:00 p.m. Voting will be done by secret ballot; instructions will be at the Polls and on the ballots.

Recently 4th district Congressmen Tom McClintock visited Sierra Army Depot for a short tour. During this tour Mr. McClintock stressed that he was in full support of Sierra Army Depot and its future endeavors. October 6th thru the 10th Local 1808 will be sending Three members to phoenix Arizona for much needed training. It is imperative that the investment of such training be brought back to the local members. Upon return from this training the three representatives that are attending will be responsible for educating are general members in the areas of representation. It is important that these tools of the trade are passed on to the active members of this union. All those that are interested in representing there fellow workers as union



stewards, please show your interest by attending local monthly meetings. Many individuals have told me that they forget about the meetings. To resolves this issue we will be placing a reminder on the marquise at the front gate to remind are members the day of monthly meetings. Monthly meetings are the first Tuesday of the month, starting at 5:15 p.m. Please come and participate in the shaping of this union.



The Challenge

Depot Commander/Publisher _____ Lt. Col. Joseph G. Dalessio
Public Affairs Officer/Editor _____ Lori K. McDonald
Photographer _____ Lloyd Gubler

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The Sierra LMP Beat



By Barb McGee
LMP Business Transition Lead

Business Design Workshops (BDWs) are under way at Sierra.

Just what is a Business Design Workshop? Business Design Workshops are one of the most important activities for preparing for “Go Live”. Business Design Workshops incorporate operational business process discussions along with education and training. BDWs are being conducted via “distance learning” through internet and teleconference applications.

BDWs are the beginning of employee education and training. There are 108 BDWs being presented over a seven month period, July 2009 thru January 2010. Employee involvement and input is critical and will help define how we will do business under the Logistics Modernization Program (LMP) in the future. SIAD employees will learn and participate

right alongside the SIERRA LMP Training Cadre members. The Training Cadre are knowledgeable LMP experts who will be providing hands on training to all SIERRA LMP users specific to their organizational requirements prior to “Go Live”.

Business Design Workshops target specific audiences with specific responsibility levels such as Higher Headquarters versus Depot Level. BDWs also target specific topics aimed at specific Subject Matter Experts (SME’s) including acquisition, finance, inventory, warehousing, manufacturing, quality and program management. There are many folks “dialed-in” to participate in a BDW topic including Computer Science Corporation (CSC); PM LMP TACOM; TACOM, Army Sustainment Command (ASC) and Joint Munitions Command (JMC) Managers; as well as 25 to 30 major user sites both at CONUS and OCONUS locations.

From this effort SIERRA will develop specific business recommendations, action items, and findings and will report them to AMC and TACOM for consideration and possible improvements specific to “our enterprise”.



LMP...CUTTING EDGE LOGISTICS SUPPORT TO THE WARFIGHTER

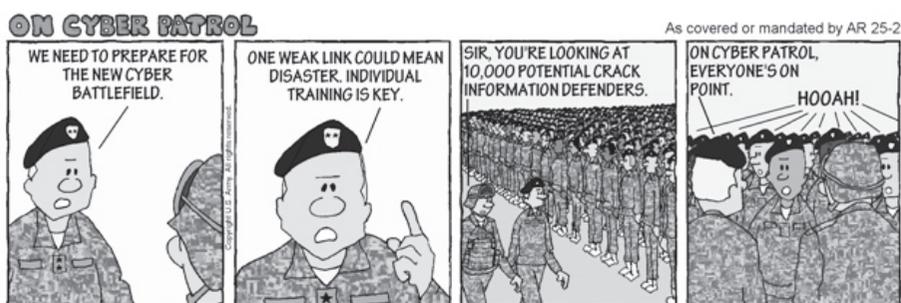
Watch for an interactive survey to be released soon. The results of the survey will be utilized by the Logistics Modernization Program Directorate to better understand and focus on your business processes

and work flow within your organization. Please take the time to provide feedback. LMP may just be the solution to your dilemma! You can help shape how Sierra will do business in the future.

LMP TIMELINE at SIERRA

Business Design Workshops	06 Jul 2009 thru 28 Jan 2010
1 st Trial Load of Data Migration to LMP	21 Sept 2009
Manager and Supervisor Education	05 Oct 2009 thru 08 Oct 2009
User Account Management (Role Mapping)	30 Nov 2009 thru 06 Apr 2010
Expert and User Hands On Training	05 Jul 2010 thru 07 Oct 2010

On Cyber Patrol September 2009 - The “I” in Information Assurance



There is no argument that teamwork is at the heart of success, especially in the military. But sometimes you can find yourself out there without backup. This lonely moment

can take place sitting at a computer in a room filled with teammates. There may be no “I” in Team, but there is one in IA (information assurance). When protecting information, it’s the

individual that needs to step up.

In any data security chain you will always find an individual making decisions and taking action. Whether it is using technology-based security tools or following best business practices and rules and regulations, an individual is making choices about what to do. Make the right choice, the mission is successful. Make the wrong choice and critical information and the mission

See CYBER on Page 8

Commander’s Open Door Policy/ Hotline Number

The Commander, in conjunction with the Deputy 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.

Commander

(From Page 2)

ernization Program (LMP). LMP will bring about a welcomed change in the industry bases technology, business practices, and procedures when it replaces the legacy system, SDS. Mr. Bruce Hamilton (SIAD LMP Director), Mr. Steve Balmer (SIAD Deputy Director), and myself truly enjoyed our visit. The takeaways and lessons learned (specifically from our discussions with their Engineer, Transportation and Warehousing reps) will serve us well as we continue our LMP journey in preparation for our 10 October 2010 “Go-Live” date.

To the SIAD workforce, as always, thank you for what you do! Stay safe and continue to enforce the standards.

**Pride In
Excellence!**

Last reset trailer passes through production lines at Sierra



Members of the Sierra Army Depot Trailer Reset team sit on the final trailer that passed through the production lines last month. The production lines began in April 2006, and after 757 trailers, the closed down. During this time frame, Sierra reset a variety of trailers to include M879 series, M872 series, M172, 100K generator trailers, four-wheel five-ton trailer (600 ROWPU trailer) & M871 series (3K ROWPU trailer). What was all entailed with reset of the trailers? Well that included installing new brakes, air/electrical lines, suspension, bearings, decking, modification work orders on landing legs, new wheels and new tires. Great job by the Trailer Reset Team!

What exactly does the training team on Sierra do?

By Mary Deming
Training Instructor

If you've been keeping up-to-date with your issues of the Challenge (and I assume you ALL have), then this will be your third installment of the continuing narrative about the Sierra Training Team. Our first article highlighted the New Employee Orientation (NEO) Course, and the second was an introduction of our team. This article is an overview of everything else we do. Future articles will cover each of our missions in-depth.

Creating and presenting the NEO Course is just one of our many functions. Some of you might think that because the NEO course is only conducted during the first week of each pay period, we can rest during our off week. But rest is the last thing that happens during that time. We are busy juggling a few tasks. For one, we poll all of our NEO students

during the course, so we spend part of our "free" week reviewing our after-class evaluations. We listen to the opinions and comments of our students. We then take those results and make changes to our curriculum to make the class even better for the next group of new students. The course is constantly evolving and improving.

We are also responsible for the Depot Sponsorship Program. When someone from outside the commuting area accepts a job here, they can have a sponsor assigned to them if they wish and we assist them with their upcoming relocation. The downturn in the economy has produced an upswing in new employees from outside of the area. Since late April, we have sponsored folks from Italy, Illinois, Alabama, Hawaii, Oregon, and Texas in addition to new people from California and Nevada.

The entire team is currently developing the Sierra Army Depot

Leadership Academy. We were tasked by the Command group to develop a local management and leadership program that will introduce basic skills and resources for prospective future leaders here on the Depot.

I am currently adding the finishing touches to a Customer Service seminar that will initially target FMWR food service and hospitality and then go Depot-wide. Customer service is more than just service with a smile, and it goes way beyond the hospitality industry. We are all customers in one way or another whether we're dealing with a vendor, contractor, or co-worker.

The curriculum for a Computer Skills course is also in the works. This course will target Sierra employees who are required to use computers on the job, but have not had much on-the-job experience with PCs. By the end of the course, the students should be able to perform

basic computer operations, word processing assignments, use Microsoft Office programs. They will also be able to set up, manage, and use e-mail, and navigate the web.

We are working closely with Child, Youth & School Services providing support in staff observations and annual training requirements, as well as Individual Development Plan support.

I hope I've answered a few questions about what your Sierra Training Team accomplishes. As you can see from some of our tasks, we are a pretty busy office and we're always open to new ideas and innovations for training. Stay tuned because in the next month's issue of The Challenge I'll go into greater detail about the upcoming Customer Service course. I'll explain how it's not just another Mickey Mouse idea and how everyone can benefit.

Lean success stories, Part II

By Ben Lindblom
Lean Facilitator

This month I will continue to highlight more of our successful Lean events, picking up where I had left off with my last article.

- In November 2008, we closed a Rapid Improvement Event at warehouse 353/IPDS which netted savings of \$21,242 due to improvement of process flow and space utilization and reclamation savings made by Ray Stovall and crew.

- January 2009, we conducted the "Scanner" Rapid Improvement Event within Containerization and Assembly to capture savings of \$95,425. This improvement utilizes a scanner to upload a copy of pack lists to the "I" drive server for storage rather than multiple hard copies distributed among various organizations. Outstanding work from the team members at C & A.

- Also in January 2009, a 3-P Event was completed on the IPDS

COSIS Program. Just over 4,400 square feet of warehouse space was reclaimed/re-utilized with an associated savings of \$8,571. Continued excellent work from Ray Stovall and his team.

- In March 2009, we concluded a Rapid Improvement event in Building 357 for Consolidation of Supplies. By storing components and supplies for designated programs in individual containers, the crew in 357 was able to reduce setup time by an average of 28 direct labor hours per program resulting in an annual savings of \$11,752. Great work by Richard Schmidt and crew.

The success for each of these events was a direct result of the hard work displayed by the assigned team members. Also, the savings from the 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.



Production Dedication

Sierra Army Depot is dedicating their monthly production to a service-member that is deployed. The depot continues to honor those men and women for their unselfish dedication and devotion to our country.

This month we honor U.S. Marine Lance Corporal Lane Morrow. His unit is the 3rd Battalion, 4th Marines, Kilo Company, 3rd Platoon (3/4) from Twentynine Palms, Calif. Morrow is the son of Christine Boyd and stepfather Gene Boyd of Janesville, Calif. By print time, Morrow will have deployed to Afghanistan.

The depot is working with the Lassen County Blue Star Mom's to honor those locally deployed. If you have a member of your family that is deployed, please contact the Public Affairs Officer so that individual can be recognized.



Culture change now will make a difference for the future

By Don Juhasz

The Army is working toward meeting energy statute requirements, but it is uncertain the Army will get where it needs to be if its "culture" remains status quo. A huge mind-set shift is needed in which Military Construction Transformation and other construction changes can occur.

The Energy Policy Act of 2005 (EPA05) and Executive Order (EO) 13423 set clear goals, but the impact on the Army construction community is in conflict. The mission to construct more square footage with less available funding is priority. Available dollars currently go for immediate needs and not for long-term impacts. Also, history has demonstrated time and time again that just increasing funding does not proportionally increase compliance or implementation of statutes or policy.

Congress and Army organizations have resorted to using Energy Savings Performance Contracts (ESPCs) to supplement needed dollars. ESPCs require guaranteed energy reductions and provide "avoided cost." But such contracts have expensive financing costs that essentially place a high-rate mortgage on the taxpayer. An ESPC, however, does provide immediate influx of capital for energy reduction projects that help EPA05 compliance. But ESPCs are not appropriate for MILCON projects because the facilities are not yet in existence.

Higher efficiency equipment can and should be put in up front on new construction. Obviously, if it is cost effective to retrofit or replace proposed inefficient equipment as soon as the facility is completed, then it is cost effective to install it in the first place. ESPCs are legally intended to help with our existing inventory of facilities, not to serve as a cash cow to supplement MILCON.

The apparent issue is that incentives to incorporate the statute requirements have not been provided. Without incentives, needed cultural changes rarely occur, even when the goal is to implement processes and procedures that many would agree are the right thing to do. Unfortunately, sometimes needed change occurs only when there are real consequences for failing to comply.

This may be the case for the

impact of EPA05 on MILCON Transformation. When rising utility costs become intolerable, then construction standards for energy consumption will weigh in. Until then, the required mission of more square footage will prevail over long-term utility and facility-maintenance costs.

The long-range impact of current operations on maintenance budgets has made its mark. The poor conditions in installations' infrastructures are a direct result of under-maintenance and lack of capitalization of utilities systems. This is the main argument for the Utilities Privatization program. This situation will only become worse with current funding limits, which is another challenge and incentive for the needed culture change in MILCON Transformation thinking.

Current funding shortages will limit the ability of Directorates of Public Works and installation commanders to take care of their infrastructures in ways that would return the greatest investment for the dollars used. Their predecessors for the last 20 years have made decisions that did not fund the maintenance of their utility infrastructures or efficiency improvements. They have concentrated their allotted funds into high visibility issues.

The out-of-site, out-of-mind infrastructure has fallen into failed or failing conditions that have been left to the current DPWs and commanders to solve. In addition, the infrastructure becomes proportionally much more expensive to restore than the cost would have been to maintain it. Currently due to funding limitations, we are on a repair-on-failure mode with little or no preventive maintenance occurring.

Research shows how future costs are affected by funding priority decisions made now. It is not, and has not been, strictly a lack of funding but a lack of where the funding went. Current conditions are a direct result of prior funding decisions that were not based on the value of the dollar spent but the immediate visibility improvements provided. This is the culture that must change for both new construction mind set and expenditure of funds on maintaining existing facilities.

Priorities must be changed to reflect long-term cost consider-

See ENERGY on Page 8

CYS Monthly Update

CYSS Summer Camp Trips

Summer camp at CYSS was a blast. Both the School Age Services (SAS) and the Middle School/Teen Summer Camp had numerous trips this summer. The SAS children got to experience going to the children's museum, parks, and the skating ring. The Middle School/Teens enjoyed laser tag, movies, six flags, and the water park. The family trip this year was the Lake trip at Lake Almanor, all CYSS members and their immediate families were invited.

Child Development Center Opening

After months and months of planning and preparation we are excited to announce that the new Child Development Center (CDC) opened their doors the beginning of September 2009. We would like to give a big thanks to all the Depot people who have helped in pushing things forward (DOIM, DPW, Fire, Safety). The CDC Director of the new facility is Christina Phillips. The new CDC includes an infant room, a

pre-toddler/toddler room, and a pre-school room. If you are interested in enrolling your child in the CDC, ages 0 to 5 years old, please contact CYS Services Central Enrollment Office in Bldg. 145, 827-4696.

Missoula Children's Theater Group Auditions for the play "Rumpelstiltskin"

The Missoula Children's Theater Group will be in Herlong the week of 14 September through 19 September 2009. The Missoula tour teams travel around to different cities and countries to bring the art of drama to children. Auditions for the children's play "Rumpelstiltskin" will be held at the Herlong High school Gym from 1 to 3 pm on 14 September, with support from the Ft. Sage School District and Long Valley Charter School. There will be parts for all age groups, from Kindergarten to 12th grade. If your children are interested in trying out they can sign up through their school (Ft. Sage, Herlong High, and Long Valley Charter School). Practices will be throughout the week during

and after school. Two performances will be held on Saturday, 19 September. We encourage all our members to tryout.

CYS Services Sports and Fitness

When CYS Services offers the opportunity to be a part of a team sport, we offer the opportunity to learn teamwork, cooperation, and positive self-esteem all while having fun. We strive to teach the youth hard work and dedication. Through sports and physical fitness activities youth develop healthy habits that will affect their physical, emotional, and mental wellbeing throughout their entire lives. Through sports and physical fitness activities youth can develop a deeper respect for self and others. We also focus on teaching youth about good nutrition and healthy eating habits in fun and exciting ways they can always remember.

Are you ready for some football? CYS Flag Football that is! Currently we are holding practices and getting ready for our first game. Practices

are held twice a week with games being held on Fridays. You're welcome to come join the fun and watch a game at the CYS field.

CYS Services is in need of volunteers for coaching, large events, dances, and trips. We provide discount prices to parents whose children are enrolled in sports, SAS, or participate in a trip or a dance depending on the volunteer position. Volunteering provides you the opportunity to share your knowledge, skills, or assistance to a child. Please be a part of making a positive impact in a youth's life, be a volunteer for CYS Services and join our team.

Please call Marsha Olsen at 827-4696 with any questions or for more information, thank you for your support and assistance in making a successful program.

If you have questions about any of the above information please contact the CYS Services Central Enrollment (CER) office at 827-4696 or stop by our CER office in Bldg. 145 Monday – Thursday from 6:30 am to 5:30 pm.

Sierra Army Depot New Child Development Center



EEO/Diversity Update

Sexual Harassment

By Charles Montanez
EEO Counselor

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964.

In Fiscal Year 2008, EEOC received 13,867 alleged cases of sexual harassment and resolved 11,731 of those charges. Of the cases presented to EEOC, 15.9% of those cases were filed by males.

Many key awareness and training programs, such as the P.O.S.H. (Prevention of Sexual Harassment) training course required here at Sierra Army Depot have been created and mandated by government agencies as well as in the private sector. Statistics show that over the past 10 years, these types of programs have been proven and credited to the slow but steady decline of harassment claims over the past 10 years.

Awareness is key

According to Title VII, sexual harassment is defined as: "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.

Awareness, knowledge and prevention are the best tools to eliminate sexual harassment in the workplace. Supervisors and Managers are held to a higher standard and are encouraged to take steps necessary to prevent sexual harassment from occurring in their work areas. Employees should understand clearly that sexual harassment will not be tolerated in the work place. Your efforts to help keep Sierra Army depot free of sexual harassment is needed!

The first step

The victim must inform the harasser directly that the conduct is unwelcome and must stop. The



Lynette Hall
EEO Manager

victim should use any employer complaint mechanism or grievance system available. The victim is encouraged to contact the SIAD EEO Manager located in building 150 or at 827-4414 to discuss their situation and make the EEO Manager aware of the situation.

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.

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

- 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 as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct happening in their workplace (*third party*).
- Unlawful sexual harassment may occur without injury to or physical contact of the victim.
- The harasser's conduct must be unwelcome.

Also please note that it is 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.

LEAN into my CORNER

This month, I'm going to take a closer look at a single type of Lean event, the Value Stream Analysis (VSA). As I write this, a team comprising members from several directorates has just wrapped up a VSA dealing with aspects of the container management process. While we often talk about value in a Lean context, it often becomes just another word. Let's see if we can flesh it out a bit.

What exactly do we mean by value? It can mean a lot of different things, depending on your audience, your topic, or a host of other considerations. When Lean is the topic however, value has only one meaning: "Value is whatever the customer is willing to pay for." This sounds like a very broad definition on its face but in reality, it's very restrictive. When we agree to produce a product or perform a service, we are provided with a specific set of requirements by the customer. If a step in our process helps us to meet those requirements, that step adds value to the process.

This is not to say that we can remove all the non-value added steps in a process. There are a lot of things we do that the customer did not ask for but we have to do them anyway. For example, accounting, security, quality assurance inspections, Lean facilitation services, and many other activities don't directly add value to our products (from the customer's perspective). Our customers expect us to deliver a quality product to the specifications provided. Everything else is superfluous. Nevertheless, we will continue to perform many activities because they are required by law or regulation. In some cases, they may not even be regulatory requirements but good business practice requires us to do them. All our programs would fail if we didn't track



William Deming
QEO Chief

the revenue and expenses associated with them.

Another type of non-value added process step represents true waste. We often perform these non-value added steps out of habit. For example, we typically spend a lot of time rummaging through a toolbox to find the correct tool for a particular operation. If we were to organize the workplace (perhaps by conducting a 6S Lean event), we could shadow-box our tools and eliminate that waste. Again, the customer is paying us to turn the wrench, not to look for it.

Getting back to the VSA, the point of this type of Lean event is to examine a process, break it down into its component steps, and determine which steps add value (as always, from the customer's point of view) and which ones represent waste. We generally spend three days doing this rather than the four days we usually take for other types of events. Unlike a 6S, a 3P, or a Rapid Improvement Event (RIE), we usually don't expect to realize any savings directly from a VSA. Instead, we use it to identify opportunities for improving our processes. We can then use Lean techniques to remove waste and reduce costs. In the end, the customer benefits because we are able to produce the same output while reducing cost and/or improving quality.

National Bosses Day
October 16

NEXT MONTH
EMPLOYEE APPRECIATION DAY
OCTOBER 29, 2009
WATCH FOR MORE INFORMATION
TO BE DISTRIBUTED

Hispanic - American Heritage Month 15 Sept – 15 Oct

2009 Theme: Embracing the Fierce Urgency of Now!



Hispanic Heritage Month is the period recognizing the contributions of Hispanic Americans to the United States and to celebrate Hispanic heritage and culture. The observance was initiated by President Lyndon B. Johnson in 1968 as Hispanic Heritage Week, but was lengthened by President Ronald Reagan in 1988 to cover a 30-day period from Sept. 15. to Oct. 15.

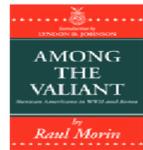
Sept. 15 was chosen as the starting point because it is the anniversary of independence for five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Hispanic Americans have played an important role in shaping America, our communities and our military forces. The influence of the Hispanic culture is reflected in everyday America, from the arts, to music and television. Hispanic Americans serve as leaders in government, law, business, science, sports, arts, and our military. Hispanic Americans have also served our country well since the founding of our nation. Hispanic Americans have fought in every war and many have earned the Medal of Honor.

This year's theme for Hispanic Heritage Month is "Embracing the Fierce Urgency of Now," submitted by Jorge Ponce, Director of the Policy and Evaluation Division at the office of Civil Rights in the U.S. Department of Commerce. His winning theme phrase was actually used once before by the great Dr. Martin Luther King Jr. in his landmark "I have a dream" speech.

"We have also come to this hallowed spot to remind America of the fierce urgency of Now. This is no time to engage in the luxury of cooling off or to take the tranquilizing drug of gradualism. Now is the time to make real the promises of democracy. Now is the time to rise from the dark and desolate valley of segregation to the sunlit path of racial justice. Now is the time to lift our nation from the quicksands of racial injustice to the solid rock of brotherhood. Now is the time to make justice a reality for all of God's children." Dr. King's landmark speech still rings true today as we continue to strive for racial equality and justice for all of God's children. Dr. King not only spoke for the African American population but for all races within our great country to include Hispanic Americans. (Deomi.org)

Famous Hispanic/Latinos in the Military

Morin, Raul (1966). *Among the Valiant: Mexican-Americans in WWII and Korea*. Alhambra, CA: Borden Publishing Company.
The author spent three years in Army hospitals recovering from wounds he received in WWII. He wrote this book because he couldn't find Spanish-named soldiers in the novels and movies made about the war years and he wanted to tell about the experiences of Hispanic soldiers.



Famous Hispanic/Latinos in the Military

Villarreal, Rudolph C. (2002). *Arizona's Hispanic Flyboys, 1941-1945*. New York: Writer's Club Press.

This book is a listing of Arizona Hispanics who served as pilots, navigators, flight engineers, gunners, and radio operators during WWII.



This year's focus is on the First Hispanics to hold high ranking Military Positions!
"Who's On First"?

September Hispanic/Latino "Firsts"

(courtesy of DEDM, 2006)

- September 16: General Richard E. Cavazos. **FIRST Hispanic 4-Star General.**
- September 17: Admiral Horacio Rivero. **FIRST Hispanic 4-Star Admiral.**
- September 18: Senator Dennis Chavez. **FIRST Hispanic Senator.**
- September 24: Dr. Franklin Chang-Diaz. **FIRST Hispanic Astronaut.**
- September 29: Pvt David Barkley. Army's **FIRST Hispanic Medal of Honor Recipient.**

October Hispanic/Latino "Firsts"

- October 1: Edward Hildago. **FIRST Hispanic Secretary of the U.S. Navy.**
- October 3: LTG Edward D. Baca. **FIRST Hispanic Chief of the National Guard Bureau.**
- October 4: Brig Gen Carmelita Vigil-Schimentl. **FIRST Hispanic female to attain rank of general.**



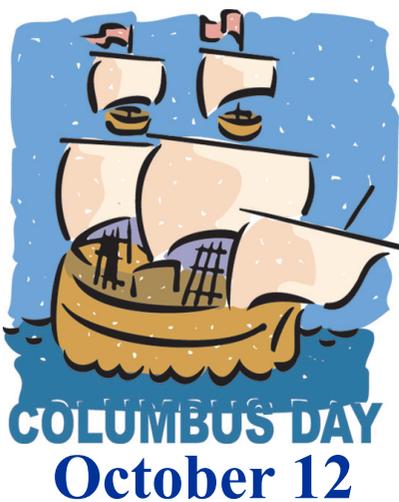
CYBER (From Page 2)

can be at risk.

There are those that argue that technology can ensure data security, not the individual. However, technology-based cyber defense is not perfect. Hackers and other cyber criminals prove that on a daily basis. You can put all the digital locks and technical alarms you want on your data, but the individual is the critical decision point. The actions of one individual can strengthen or weaken the security of military and personally identifying information (PII). It still comes down to the old chestnut that IA stands for individual accountability. Every person within the military, including the civilian workforce and supporting contractors, holds individual keys to information. Locking the door to intruders is each person's responsibility.

A common excuse is the lack of time we have to "do things right." In reality, individual accountability in the area of information security comes down to only a few seconds. In those few seconds a person could remove their Common Access Card (CAC) from a card reader, turn on a firewall, not send a text or post something to a web page or blog that contains restricted or PII, recognize a phishing warning sign or not click on a dangerous link in an email. In those same few seconds, a person could also do just the opposite.

One of the most significant threats to data security is not deliberate actions but moments of inconsistency and inattention by an individual. Often these critical moments of lax security procedures and practices happen not in the workplace but at home. Some people are by-the-book strict with security policies and procedures when on duty, but don't practice those very same security activities at home. That's because at home people relax and let down their guard in a place of relative safety. But data, particularly PII, may be easily accessed from home in this era of mobile technology. An individual's awareness of IA must be constant, even in a relaxed situation. The only person that can do what needs to be done to protect information, which in turn protects lives, looks back at every one of us from the mirror.



ENERGY (From Page 5)

ations over short-term maximum square footage construction. Current studies by the Navy show that four facilities that are EPCAct05 compliant will provide more future dollars to support continued growth and operations than five new inefficient facilities built using current noncompliant standards at a cost

that is less than 3 percent more than the construction cost of the five noncompliant facilities. Also, the five noncompliant facilities would require four to five times the annual maintenance and operational costs of an equivalent compliant facility. This is the price of forcing the additional square footage to be constructed now without the implementation of the energy-compliant standards.