



# Cargo transfer company looks to support draw-down effort

By Sgt. Keith S. VanKlombenberg, 13th Sustainment Command (Expeditionary) Public Affairs



Photo credit Sgt. Keith S. VanKlombenberg, 13th Sustainment Command (Expeditionary) Public Affairs

*The Grafenwoehr, Germany-based 1st Inland Cargo Transfer Company, 395th Combat Sustainment Support Battalion, 15th Sustainment Brigade, 13th Sustainment Command (Expeditionary), took command of the Central Receiving and Shipping Point Jan. 29, at Contingency Operating Base Marez, Iraq. The Marez CRSP yard controls all incoming and outgoing cargo in the Mosul area.*

CONTINGENCY OPERATING BASE MAREZ, Iraq -- The 1st Inland Cargo Transfer Company out of Grafenwoehr, Germany, has taken over the Central Receiving and Shipping Point at Contingency Operating Base Marez, Iraq, to assist with the upcoming drawdown of troops and equipment from theater.

"Our mission is to deploy and redeploy units," said Sgt. 1st Class Waldemar Paoli, the first sergeant of the unit, which falls under the 395th Combat Sustainment Support Battalion, 15th Sustainment Brigade, 13th Sustainment Command (Expeditionary).

Paoli, a Yauco, Puerto Rico, native, said his unit, which took control of the CRSP yard Jan. 29, will act as the middleman between Contingency Operating Base Q-West and bases in central and southern Iraq, working 24 hours a day to process all incoming and outgoing cargo.

"We are still the gateway for the small (bases)," he said.

As the responsible drawdown of personnel and equipment draws nearer, the 1st ICTC's mission

will intensify. "It's definitely going to get busier for us," said Spc. Richard Rymer, a cargo specialist with the 1st ICTC and a Visalia, Calif., native.

Rymer said he looks forward to completing the mission and participating in the drawdown. "It feels good being a part of history," he said.

Both Rymer and Paoli are on their third deployment.

Paoli first came to Iraq in 2003, moving the first assets from Kuwait to Camp Cedar, Iraq, and has now come full circle, moving assets out of the country. "I see the big picture now," he said. "I'm proud knowing, somehow, I was part of the changes for this country."

In addition to the CRSP yard, Paoli and his Soldiers run the Empty Container Control Point, where units drop off unused containers and pick up extra containers when it comes time to redeploy.

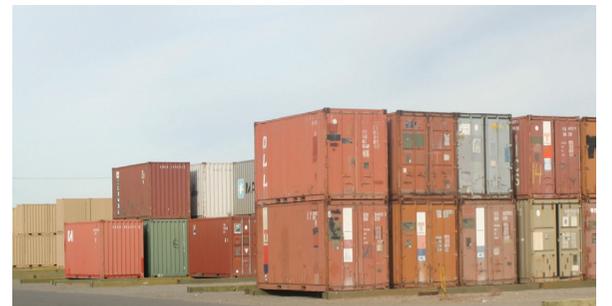
They also assist the movement control teams in the area by managing transportation movement requests on base.

Dealing with a variety of missions and the uncertainty of their future is a challenge, said Paoli.

"We don't know if we're going to be here in six months; the mission could change," he said.

Paoli and his Soldiers understand the need for adaptability during this time of change for the country. "Whatever mission we might be challenged with, we are trained for," he said.

## Sierra ready to support drawdown



Sierra was chosen as the Army's main receiving activity for the Non Standard Equipment (NS-E) designated to return from Theater, to receive and bring these items to record (documented and undocumented), store, maintain, and properly manage the assets as needed until a valid requisition is received, then fill valid unit requisitions with this "excess" serviceable stock.

## Commander's View

As the second quarter of the fiscal year comes to an end, I am extremely impressed and proud at what SIAD has accomplished the first half of 2010 and moreover, how the depot has postured itself for continued success. For the purpose of brevity, I will share with you just a few of the achievements.

--Financial Metrics: After a slow start to the fiscal year (due primarily to the 300 plus new hires coming aboard the end of December 2009 and not the end of October 2009 as we had originally planned), SIAD has since gained momentum and exceeded its monthly goal/plan for both Revenue and Direct Labor Hours from December to February and continues to make commendable progress.

--Scheduled Conformance: Whether it is the reset or assembly of critical water or fuel systems in support of the warfighter, SIAD is meeting and or exceeding all cost, schedule and quality requirements with great regularity (this truly



Lt. Col. Joseph G. Dalessio

defines success).

--Safety: SIAD published its Voluntary Protection Program (VPP) Action Plan. The action plan addresses 243 focus areas that were identified during a gap analysis that was conducted by the DOD VPP Center of Excellence the summer of 2007. This initiative will only improve our safety program and

culture. As of March 15, the depot's safety rating for both Recordables and Lost Time is "gold", the best in the TACOM LCMC.

--Logistics Modernization Program (LMP): LMP training trailers, automation, and furniture are on-site while Public Works feverishly continues its site preparation efforts for water, sewage, and electricity hook-up. Upon completion, LMP Expert-User training will commence followed by End-User training. Bottom line, SIAD will be well prepared for its Oct. 13, 2010 "Go-Live" date.

--International Organization for Standardization (ISO) 9001-2008 Certification: Identifies compliance with quality management procedures and standards. Our Mission Directorate, already ISO 9001-2001 certified, went through a Surveillance Audit while our Garrison Directorate went through an exhaustive Registration Audit. Both directorates excelled and can expect to receive ISO 9001-2008 certification by the Perry Johnson Registrar and International by mid April 2010.

This designation will improve SIAD's business opportunities and partnerships well into the future.

Without everyone's focused efforts and hard work, none of the aforementioned accomplishments would have come to fruition. A special thanks goes out to Mr. Puett Wilcox and Ms. Jean Blocker (SIAD's ISO Team) for leading the depot effort in our ISO 9001-2008 journey. To the SIAD workforce, you're second to none! Keep up the great work and stay safe.

### PRIDE IN EXCELLENCE!



## THE UNION'S POSITION- AFGE LOCAL 1808

By Garry Garrett  
AFGE Local 1808 President

### SO WHY, GO UNION???

Unions have a substantial impact on the compensation and work lives of both unionized and non-unionized workers. Valid reports present the current data on unions' effect on wages, fringe benefits, total compensation, pay inequality, and workplace protections. The reports are substantial with a Pro-Union workforce, being a major contributor to the above factors, and my question to everyone is, WHY NOT GO UNION?

The answer is two-fold; however, the Union is only as good as its members. This year's new Officers are trying to re-enforce the positiveness of the Union. We are trying

to promote a healthy, live Union, with the resources and members we have. We are actively supporting our standards, and ensuring communication and regulations are adhered to among workers and Supervision. We need your help, as members, as a Depot, and as employees, to maximize our working livelihoods, and bring our employment and standards to a continuous positive operating state. In other words, we are an ever changing Union, and need to grow and develop as such, with the workforce and members.

We need to educate our members and ourselves on our rights and maintain sustainment, as much as, we need to do these things as a Depot to sustain.

I encourage you all to talk with the officers and stewards. Ask questions, give comments, suggestions, and bring us your grievances. That is what we are here for, and the only



way to best utilize your resources available to you is to use them.

If you only came to the Union with your issues, then how can you possibly utilize the resources you are given the opportunity to receive to the best of your advantage? How can we change the positivity of the Union if our members are stuck on negative?

So what can you do for your Union? Easy, use your Union, so we can do for you! Really, the answer is that simple. It is something we all need to change, if we want this Depot to ever change.

The most common complaints we hear from the workforce are nepotism, favoritism, unfair standards and practices, to name a few. How can we change the culture if the members just want to complain about it? The answer is we need

See UNION on Page 6

### The Challenge

Depot Commander/Publisher \_\_\_\_\_ Lt. Col. Joseph G. Dalessio  
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Photographer \_\_\_\_\_ Lloyd Gubler

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# The Sierra LMP Beat



By Barb McGee  
LMP Business Transition Lead

It continues to be a busy time at the Depot for the Logistics Modernization Program (LMP). Many Sierra employees continue to attend Business Design Workshop (BDW) training. BDWs will be completed by the middle of February.

The Training Cadre is on the move and traveling in February and March. They will be attending Train the Trainer and Teachback sessions for their specific business area responsibilities. These sessions are being held at four different locations including Anniston, Ala.; McAlester, Okla.; Rock Island, Ill.; and TACOM Warren, Mich. The Cadre will receive training and then demonstrate their expertise by instructing a specific module of LMP which is also called teachback.

Sierra managers took education courses for their specific business areas and User Account Management (UAM) training in February. This will enable our managers to “role map” their personnel to specific responsibilities within LMP which will also determine what Functional Security Roles (FSRs) or accesses employees will have in LMP. This is a very important activity. This will also determine which education and training courses employees will need to complete.

We had a second group of Sierra personnel travel to Letterkenny Army Depot (LEAD) in January to see LMP in action. Letterkenny went live and implemented LMP in May 2009. Their leadership and personnel have been very supportive of D3 organizations, like Sierra, that are implementing LMP in October 2010. We realize this takes valuable time out of their busy work schedules. The Sierra personnel included Mission and Garrison leadership and

included members from the Lean Team. Letterkenny provided a tour of their operations and allowed time for Sierra personnel to shadow their counter parts and also glean some “lessons learned”. The LMP team has requested additional shadowing trips for personnel in multiple organizations throughout the Depot. Seeing LMP in action is a great learning experience.

In February 2010, during Maj. Gen. Kurt J. Stein, Commanding General, TACOM LCMC, first visit to Sierra, he spent time with the LMP team learning what our challenges are in preparing for “Go Live”. He expressed his desire to provide a road map for implementation of LMP at TACOM sites. I believe we will see positive results from his visit.

You have probably seen triple-wide modular structures being set up around depot. Four of those modulars are going to be what I refer to as the “University of LMP” education centers. They will be set up as classrooms with desks and chairs, computers, double monitors and a large 55” plasma screen at the front of the classroom. We are going to try and give you all the comforts of home. You will get “hands-on” training. You will be entering a new dimension of sight and sound...you are entering the LMP zone.

This month the feature terminology crosswalk is for the MANUFACTURING business operational area. The chart defines Legacy terms we use today and the new language of LMP.

This is available as a quick reference card through the LMP Training Division, Modular 79B. Watch for more terminology crosswalks for other operational business areas in future articles.

Be safe in your daily work tasks as you excel in supporting the Warfighter.

## New Hires at SIAD

As you go about your day to day operations, in some type of fashion you have probably come in contact with one or several new employees. Take a few minutes to welcome these individuals to the Depot. Here are a few more names to be added to the welcome list.

Caden Adams  
Steven Bowen  
Brian Brown  
Curtis Bunheirao  
Karen Collins  
Lyle Crinklaw  
Richard Free  
Pedro Garcia

Marlene Glover  
Stephanie Marikas  
Jennifer Meyers-King  
Zanetta Newton  
Rose Ortiz  
Robert Sanders  
Amanda Sou  
Jack Williams

## THE NEW LANGUAGE OF LMP

MANUFACTURING			
LEGACY TERM <small>What you call it Today</small>	LEGACY <small>Acronym</small>	LMP TERM <small>What you will call it TOMORROW</small>	LMP <small>Acronym</small>
Labor Rate	LR	Activity Type	
Army Assets—Condition Code; Ownership Purpose Code; lot number		Batch	
Repair/Manufacture Bill of Material	BOM	Repair/Manufacture Bill of Material	BOM
Department Of Defense Activity Address Code	DDAAC	Part of Customer Master Record	
Material Release Order	MRO	Delivery Document	VLOGN
Master Production Schedule	MPS	Master Production Scheduling	MPS
Production Controller	PC	Material Requirements Planning Controller	MRP
National Stock Number Master File		Material Master Record	MM
Issue, Receipt or Transfer Supply Transaction		Movement Type	MVT
Document Identifier Code	DIC	Order Type	
Work In Progress (Labor & Production)	WIP	Partial Confirmation	CO11N
Procurement Request Order Number	PRON	Project Systems	PrSysm

## Army Knowledge Online (AKO) – It's Not Just for E-mail

By Mary Deming  
Training Instructor



Just about everyone on the Depot has an Army Knowledge Online (AKO) account. AKO is the primary source for e-mail at Sierra. But were you aware of all the great training opportunities available on it? Remember, you can access AKO from your PC at home without the need of a Common Access Card (CAC). All you need is your assigned ID and password. In the next few issues of The Challenge I will highlight some of the little known and often overlooked benefits that go way beyond just e-mail.

How many times have you seen those commercials praising the state-of-the-art foreign language program, Rosetta Stone? They are happy to send you a disc with a free lesson and of course, no obligation to buy. If you wish to purchase the entire package, you could be out of pocket for lots of money. Did you know that through the Army's e-learning portal in AKO you can access Rosetta Stone, 24/7

for free? There are 31 languages available ranging from Arabic to Welsh. If it is the first time you have used Army e-Learning, here are a few instructions. From the AKO home page, select the Self Service tab and then select, My Education in the pull down menu. This will bring you to the Army e-Learning homepage. Click the registration button in the middle of the page and after registering, come back and logon to Army e-Learning to start your language training. You can learn at your own pace, at home, and more importantly at no cost! This is just one of the many benefits you receive as a civilian employee for the Army.

Rosetta Stone is only one of the great educational opportunities you can take advantage of in Army e-learning. There are many free, online classes available to you. There are

lessons specializing in such categories as management, leadership, marketing, team building, business ethics, time management, problem solving, and many more. Not only are there full online courses, but each subject is broken down using multiple teaching methods. You may prefer an online class or trying one of the interactive simulations. There are also downloadable books as well as prep tests and skill briefs which can give you a quick and concise overview of a particular topic.

While you're in Army e-learning, be sure to check out Books 24/7. It is the largest online book resource offering unobstructed access to the complete unabridged contents of thousands of the latest and best business and technology books. Now you won't find the latest best-selling novel but you will find thousands of computer and software manuals. You can also find books on marketing, finance, accounting, business, refer-

ence, and lots of other publications that can make your life at work a whole lot simpler. There have been many times where I was able to check out publications for free online instead of purchasing them on Amazon.com or Barnes & Noble. You can search for a particular book and if found, browse using the table of contents and go to any page in the book you wish. It's a great resource and completely accessible from work or from home. It's easy, free, and it won't take up any extra room in your bookcase!

These are just a few of the excellent learning tools that AKO offers. So stop just using it for e-mail. Brush up on some old skills, or learn some new ones to further your career. This is just the tip of the AKO iceberg.

In my next article I'll talk a bit about audio books, creative classes for the kids in your life, and how to access the entire Encyclopedia Britannica with just one click of a mouse. Until then, go forth and learn!

## What are my Responsibilities as a Civilian Employee?

### PRINCIPLES OF ETHICAL CONDUCT

1. Public Service is a public trust, requiring employees to place loyalty to the Constitution, the laws and ethical principles above private gain.
2. Employees shall not hold financial interests that conflict with the conscientious performance of duty.
3. Employees shall not engage in financial transactions using nonpublic Government information or allow the improper use of such information to further any private interest.
4. An employee shall not, except as [provided for by regulation], solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the employee's agency, or whose interests may be substantially affected by the performance or nonperformance of the employee's duties.
5. Employees shall put forth honest effort in the performance of their duties.
6. Employees shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the Government.
7. Employees shall not use public office for private gain.

8. Employees shall act impartially and not give preferential treatment to any private organization or individual.
9. Employees shall protect and conserve Federal property and shall not use it for other than authorized activities.
10. Employees shall not engage in outside employment or activities, including seeking or negotiating for employment, that conflict with official Government duties and responsibilities.
11. Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities.
12. Employees shall satisfy in good faith their obligations as citizens, including all just financial obligations, especially those--such as Federal, State, or local taxes--that are imposed by law.
13. Employees shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, age, or handicap.
14. Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or ethical standards. Whether particular circumstances create an appearance that the law or these standards have been violated shall be determined from the perspective of a reasonable person with knowledge of the relevant facts.

## CPAC NEWS

It is time once again to remind employees of their Weingarten rights as provided in 5 USC 7114. For those of us that are new to the labor relations world, here is a short background to where Weingarten came from.

In 1972, J. Weingarten, Inc. (Weingarten) operated a chain of food outlets. Among the company's outlets, there were two types of establishments: stores with lunch counters and lobby food operations.

During the course of an investigatory interview at which an employee, who had been working for Weingarten since 1961, was being interrogated by a company representative about reported thefts within the food operations store, the employee asked for on several occasions but was denied the presence of her union representative.

The employee reported the interview to her local union steward. As a result, the union thereupon filed an unfair labor practice charge with

the National Labor Relations Board (NLRB). The NLRB applied a right it had recently announced in Quality Mfg. Co. and then clarified in Mobil Oil Corp. that employees in unionized workplaces had a right under Section 7 of the National Labor Relations Act (NLRA) to the presence of a union representative during any inquiry where the employee's job might be in jeopardy. The NLRB had explained in those decisions that having a union representative present was an exercise of the right to the 'mutual aid and protection' protected by Section 7. Therefore, an employer's refusal of such presence was an unfair labor practice and actionable under the NLRA.

As a result, the NLRB found that Weingarten had engaged in an unfair labor practice by refusing the employee a representative and Weingarten appealed to the United States Court of Appeals for the Fifth Circuit. That's where the Weingarten Rights came from.

**Any questions? Call your Ethics Counselor**  
**SIAD Legal Office**  
**(530) 827-4548**



# CYS Monthly Update

Once again we would like to welcome two new employees aboard. June Rakestraw will be working at the CDC and Amanda Page will be working with the middle school / teens at CYSS.

At the CDC we are making preparations for our parent conferences. This is a great opportunity to communicate with parents to share information, observations and ask questions. The conference will begin in April. Parents are encouraged to take a look at the portfolios that the teachers have put together of each child and the progress they have made throughout the year.

In March we will also be having a Parent Advisory Meeting at the CYS building at 5:30 p.m. on the 18th. Also on our calendar will be our annual Easter Egg Hunt. We will be furnished with entertainment from the stupendous Merlinski and his educational magic show. This will be on March 27, from 12:15 p.m. to 3:00 p.m. The Easter Bunny will also be there to visit with everyone

and be available for pictures.

The CDC still has some available slots. Contact Parent Control at: 827-4696 for more information.

During spring break, school-age services will be taking a field trip to see the "Animal Grossology" exhibit at the Wilbur D. May Museum. If your child is a member in our program and you want him/her to participate in this trip, there may be a few empty seats left on the bus for ages 6 – 11. There will be a charge and a permission slip is required. Please contact the office at 827 4696 for more information.

Although summer is still a few months away, our staff is starting to research new trips and cool ideas for our full day program. Bring your ideas to our next parent advisory meeting so we can include them in our plans. Also remember that the summer camp is a perfect time to volunteer in our programs and earn a discount in your fees. Again, see our staff in CYSS for additional information.



## D.A.R.E. Graduates promise to stay drug free

On Friday, March 5, 2010 at 10:00 a.m. in the Skedaddle Inn, the D.A.R.E. (Drug Abuse Resistance Education) graduation was held for the fifth grade class from the Sierra Primary School. The ceremony culminated 17 weeks of classes on drug recognition, consequences, decision making skills, ways to say no to drug offers (demonstrated during the ceremony), self-esteem, violence prevention, gang awareness, and making choices to stay drug and violence. Lt. Robert Brent, Sierra Army Depot Law Enforcement Division, is the D.A.R.E. instructor. Brent has been a D.A.R.E. Officer for over 15 years, and has been trained by the L.A. Police Department D.A.R.E. Division.

One of the requirements to graduate from D.A.R.E. is to write an essay on each student's promise to stay drug free. Each winner is awarded a medal and bicycle. This year's winners are Jessica Idzinski and Beth Marcotte.

Guest speakers were Assistant Principal Mr. Walker, Ms. Karen Collins from ADCO (recently arrived on Depot) and Ms. Renate Jones from Youth Services. After the graduation ceremony, students

and guests enjoyed pizza, cake and a movie.

### WINNING DARE ESSAYS:

By Jessica Idzinski

I promise to say no to drugs. I promise to say no to drugs to my parents, and friends. I promise them because they care about me and help me with my life. I will say no to drugs by walking away from them. I will do this by going to college and I will set my mind on education, not drugs.

This promise is important to keep because I want to be one of the good people in the world. I want to have a very good, healthy life. I will be an art teacher or maybe even an artist. I will go to college for four years. As I go on my way through life, I will try to encourage children to say no to drugs and to make good plans for their lives. I promise to say no to drugs because I want to have a good, drug free life. I want to help my family because they have helped me. I can do that if I say no to drugs.

By Beth Marcotte

I promise to say no to drugs. I promise all of my caring family I will say no to drugs. I promise all of my family so I can live with them longer, and have a better life with them.

## Production Dedication

Sierra Army Depot's production for the month of March is dedicated to U.S. Army Specialist Jarred Calvert, of Susanville, Calif.

In May 2006, Calvert joined the Army and proceeded to endure nine weeks of basic training in Fort Jackson, S.C. Shortly afterwards, he traveled to Fort Lee, Va., for Advance Individual Training (AIT) where he learned the skills needed for his MOS as Petroleum Supply Specialist (92F). Upon completing AIT, he was transferred Fort Leonard Wood, Mo., for additional skill identifier training.



Calvert's first duty station was Fort Bliss, Texas where he was a fueler for a Patriot Missile Unit for a year before moving to his assignment in Fort Richardson, Alaska.

Calvert is currently serving our country in Afghanistan as a Fueler and Supply Identifier for general support units. He is scheduled to return stateside in June 2010, (unless his tour is extended). Upon his return he will remain stationed in Ft. Richardson for another year then return to Afghanistan for another tour. He is making the Army his career.

Calvert's wife Brandi, and their two children, Wyatt, 10, and Samantha, 5, currently reside at Fort Richardson, Alaska.

Calvert is the son of Jamie Calvert, Material Examiner Identifier in the Container and Assembly Directorate.

He mentioned to his mother he has noticed the Sierra Army Depot name on items that have come through at different times.

Sierra Army Depot continues to acknowledge local servicemembers each month who are in a deployed status by dedicating the monthly Depot production to them. This is just one way team Sierra can show their appreciation and express their gratitude to the men and women who generously have volunteered to step forward to defend our country. We thank you for your selfless service to our nation.

If you have a loved one or know of someone that is currently deployed or soon to be deployed, and would like to have him or her recognized, contact the Public Affairs Office at (530) 827-4343.

I will keep my promise by living with drug free people all my life. Avoiding drug dealers will help me a lot with keeping my promise, too. Another way I will keep my promise is reminding myself every day and every night to say no to drugs.

This promise is important to

keep because I would like to have a well paid job and a healthy life. If I become a geologist, my dream job, I will have to be drug free. I already am drug free and always will be.

I promise to say no to drugs because I want to have a healthy and fit life.



Graduates are (back row left to right) Anthony Gonzales, Wes Anderson, Joey Barnes, Hasan AlAbaca, Beth Marcotte, Melissa Potter, Ibabella Montano, Eve Lory, John Spoon, and Lt. Robert Brent. Front row left to right Zack Dunivin, Ivy Troit, Araceli Slater, Jessica Idzinski, Thea Ausmus, Valerie Dixon, and Kathleen Spoon.

# EEO Awards Program

The EEO Awards Program is dedicated to ensuring that all employees who distinguish themselves receive the appropriate tangible recognition.

The awards program recognizes federal employees' contributions for clearly significant achievements in EEO. Every supervisor and manager must follow the guidelines established below to ensure timely, appropriate recognition for deserving personnel.

## PROCEDURES FOR ALL AWARD

a. All award nomination packets will be prepared in accordance with the format for the appropriate award and can be submitted electronically unless otherwise noted. Award nominations must be submitted in accordance with Si-

erra Army Depot (SIAD) published suspense.

b. Any nominations being sent for HQDA or DoD consideration will be endorsed by the Sierra Army Depot Commander or Deputy to the Commander.

c. Award winners are expected to attend any observance/award ceremony with the concurrence of their command and consistent with mission requirements. The nominee's organization is responsible for paying related per diem and travel costs associated with the award presentation.

d. The following award categories are for military nominations only and should be submitted to the appropriate Equal Opportunity Office:

(1) African American/Black History Month Award

(2) Federal Asian Pacific American Council (FAPAC)

(3) League of United Latin American Citizens (LULAC) Award

(4) National Image, Inc., (Hispanic) Award

e. A special adhoc committee will select a SIAD winner from among the nominations received. Winning nomination will be forwarded to HQDA to compete for the Army award.

f. A previous SIAD winner should not be re-nominated unless he/she has demonstrated significant accomplishments over and above that covered in the previous nomination(s). Activities must provide a written statement of justification for re-nomination of a previous SIAD award winner.

g. Incomplete packets will not

be accepted.

## PROCEDURES FOR SIAD AWARDS

The SIAD EEO office wants to provide recognition for our partners that assist us in attaining and maintaining a model EEO program. Partners include Leaders, Supervisors, Managers, Directors, Supervisors, EEO collateral duty personnel, and SEP Program Managers providing support to our activities.

Winners will be acknowledged in the "Challenge" newspaper and provided appropriate recognition.

For specific award categories, criteria, procedures, and forms submission, please contact the EEO Office at (530) 827-4414.



### "Nominate One of Your Peers"

Calendar of DoD Sponsored Diversity Award Nominations and Suspense Dates to Sierra Army Depot EEO Office

Nominations For	Military Service Members	Civilian Employees	Suspense Date to EEO Office
African American/Black History Month	X		11-27-2011
Women's History Month	X	X	12-8-2011
National Image, Inc.	X	X	01-13-2011
Federal Asian/Pacific American Council (FAPAC)	X		02-01-2011
Society of American Indian Government Employees	X	X	03-01-2011
League of Latin American Citizens (LULAC)	X		04-03-2010
NAACP-Roy Wilkins Renown Service Award	X	X	04-03-2010
Blacks in Government (BIG)	X	X	05-01-2010
National Organization of Mexican American Rights (NOMAR)	X	X	05-11-2010
Latina Style Distinguished Service Award	X	X	06-01-2010
Outstanding DoD Employee with Disability Award		X	06-06-2010
Hispanic Engineer National Achievement Corporation (HENNAC) Cadet Role Model	X		07-06-2010

## Calendar of Sierra Army Depot Sponsored

### Award Nominations and

### Suspense Dates to the EEO Office

Nominations For	Civilian Employees	Suspense Date to EEO Office
Outstanding EEO Program Supporter	X	01-01-2011
Outstanding EEO Official	X	01-01-2011
Outstanding Collateral Duty EEO Counselor, Mediator, Special Emphasis Program (SEP) Manager/Committee Member	X	01-01-2011
Outstanding Supervisor or Manager	X	01-01-2011



## UNION (From page 2)

to CHANGE it. But how do we change it, if all we ever do is complain about it? Let's join together, and STOP COMPLAINING - let's fix it, let us be proactive, and let's DO SOMETHING about it. We have the regulations and policies, we all know them. Let us all educate ourselves with the tools and resources to ENFORCE them. Let's make Sierra Army Depot a workforce of productive professionals.

I anticipate our meetings that are held monthly will encourage

the members to talk with our officers and stewards. If we don't know the answer asked, I assure you, TOGETHER WE will find one.

Remember, Union meetings are held on the first Tuesday of each month in Building 58. Providing it is not an Election Day, the meeting will be the following Tuesday. If you have any questions about this article or any other union issue, contact the Union Office at 827-5375.

Have you heard about...

## Skedaddle Lanes?

The snack bar is **NOW** open for breakfast from 5:30 a.m. - 9:00 a.m.



From breakfast burritos to breakfast platters. Check out the selection of juices, yogurt, or a tasty fruit salad. You'll find something to start your day off right. You can stop in on your way to work or call and place your order in advance and have it ready for you to pick up!

Phone: (530) 827-4442

# EEO/Diversity Update

## March is National Women's History Month



**Lynette Hall**  
EEO Manager

*The National and Department of Defense USD (P&R) Theme: "Writing Women Back into History"*

**By Allison Gunier, Federal Women's Program Manager**

The National Women's History Project (NWHHP) was founded in 1980 when the lobbying efforts of countless individuals and groups alike resulted in a Presidential Proclamation declaring the week of March 8, 1980 as the first National Women's History Week. In 1987, through continued efforts, Congress expanded the week into an entire month of observance making March National Women's History Month. The mission of the National History Project is to recognize and celebrate the diverse and historic accomplishments of women by providing information and educational materials and programs. The 2010 theme for National Women's History Month and for the 30th Anniversary celebration is, "Writing Women

Back into History".

It often seems as if the contributions and achievements of women have been left out of the history books. In 1980 when the efforts of NWHHP began, women's history was limited to college curriculum. It was often just a footnote and women of color and women who made contributions in fields of math, science and art were completely omitted. These omissions and limited inclusions left young girls with limited female role models.

Today, a search of the internet when using the words "women + history" pull up 119,000,000 citations. The sheer numbers alone are a testament to the countless people and organizations who have worked diligently to write women back into history. Here at Sierra Army Depot, we ask you to join us in recognizing and celebrating the importance of women in history.

# LEAN into my CORNER



**William Deming**  
QEO Chief

Where exactly is Sierra on its Lean Journey? This is a tough question to answer for several reasons. We have come a long way in the last four years but we have a long way to go. Unfortunately, there are not a lot of easy ways to measure it. We exceeded our Lean savings goal in FY 2009 but this is an inadequate measure at best. There are various standards that AMC and the Army apply, but even these do not fully hit the mark.

Of course, there are reasons why it's so hard to measure our progress, at least in a "big picture" sense. For one thing, Lean is not about the destination; it's about the journey. There is no such thing as a "perfect" process. Lean is all about continuous process improvement, so aiming for an obscure target on the horizon is pointless. Instead, we should constantly strive to be better tomorrow than we are today.

Also, a Lean organization is not defined by the number of events it conducts or the amount of savings it is able to account for. A truly Lean organization is one in which the employees approach their work every day with the attitude that there must be a better way. It is interesting to note that Toyota—the corporation that popularized Lean thinking—does not even attempt to track the savings or cost avoidance generated through Lean-based initiatives. Under their philosophy, Lean is assumed to boost their bottom line and they don't need to measure individual gains. Many readers will think Toyota is not a great example right now, but whatever has happened in the last few years, it is virtually impossible to argue with their success when seen over the long term. It is

interesting that Toyota's current problems roughly coincide with their rise to the status of "World's Largest Car Manufacturer." I am engaging in pure speculation here (this is a column) but did the workers at Toyota adopt an unconscious attitude that they had reached their goal and could now slack off a bit? I don't know but it's something to think about.

A further issue arises because I am talking about the Depot as a whole. As a Depot, we have come a long way. But if we start looking at the various organizations that comprise the installation, there are vast differences in the level of Lean maturity among them. Some directorates execute process improvement constantly. Others haven't had a Lean initiative in living memory. Clearly, we have a long way to go in this respect.

None of the above should be taken to mean that I believe we shouldn't try to measure our progress. Whatever the problems involved with absolute measures of Lean maturity, it's easy to measure our relative progress in the short term, at least in specific areas. If we reduce the cycle time in a process by 56 percent, that might translate into \$200,000 over a year's time. It's clearly measurable and it's easy to understand. I can't tell you where Sierra is on its Lean journey. I can tell you we are farther along than we were yesterday, a month ago, or a year ago.

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