



The Challenge



Sierra Army Depot, Herlong, Calif.

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First Industry Day at Sierra Army Depot attracts businesses for potential partnerships

By Mary Deming
Business Development

Partner with the Army? That idea could very well come to fruition as a result of Sierra's first Industry Day.

Approximately 50 vendors from across the country entered through our front gates on Thursday, June 7, to set up booths and promote what items or services they might offer to Sierra. They also came to see us in action - and maybe participate in one of the various discussion sessions where their questions regarding how to partner with SIAD might just be answered.

Several of our visitors had never been to this part of the country before and quite a few were taken aback with its terrain, weather, and beauty. Many had come from urban or crowded areas and for them, the drive in from Reno and the mountain ranges were spectacular. Most of us here normally take our surroundings for granted since we see it every day. But it changes your perspective when you see the reaction of people from the outside.

In addition to the vendors, SIAD had 11 promotional booths advertising our own skills and expertise. This was our chance to showcase our capabilities to the outside world. Our visitors had the opportunity to witness our container rotator at work in addition to the many exhibits and static displays promoting the various capabilities that we offer. Long Term Storage, Asset Management, Transportation, Quality, our Non-Standard Equipment mission and more were on display with subject-matter experts on hand to answer any question.

Several of our guests took advantage of one of four scheduled bus tours that gave them a first-hand look at some of the industrial and storage areas. Seating was limited and all tickets were snapped up before 11:00 a.m. Lee Harris from the Motor Pool drove the bus while four different depot directors and Tim Utt acted as onboard tour guides to rave reviews.

Subject matter experts from Army Materiel Command (AMC) and TACOM Life Cycle Management Command (TACOM LCMC) presented workshops and answered questions on Public-Private Partnerships, Clothing and Heraldry, and Contracting. Many of our guests participated in these lectures in which the entire process of industry partnering with our depot was carefully explained.

We got lucky with sunshine and clear skies for the day, but of course the inevitable afternoon

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Pictured above a large S3 Solar Shade System is just one of more than 50 vendors that arrived on Depot to showcase the specific capabilities and how they could potentially partner with the Army. Below, Mr. Bruce Hamilton (left) talks with a vendor about their product while Mr. Donald Olson scans through various brochures about the company.



Commander's View

When this column hits the press we'll be well into the hot summer and it will also mark the one year anniversary of when I joined this great Sierra Army Depot team.

Last month at a change of command ceremony in Warren Michigan, we said goodbye to MG Stein and welcomed MG Terry to the TACOM LCMC. Please join me in welcoming MG Terry when he visits our great depot later this summer. I know he is looking forward to visiting Sierra and getting the opportunity to get to know you and the mission you do every day in support of the Soldier.

Hopefully many of you will have met some of our summer hires who will be with us for about six weeks, and we are still adding temporary employees to help us with our increasing workload. So on behalf of all of us at the Depot, welcome to the team.

As I reflect back on my first year I am struck by the magnitude of what we've accomplished. Now that the focus has shifted to the retrograde of Afghanistan, it's safe to say that we will continue to remain extremely busy in support of this effort. Over the next few months several VIPs will visit Sierra to understand the unique missions and capabilities that we perform here on Sierra.

In every area the depot has performed extremely well and our great reputation continues to grow. We are on a good healthy course and you should be proud of your accomplishments.



Lt. Col. Christopher E. Dexter

As you travel around the depot you can't help but notice all the improvements that are being completed; road improvements, building remodeling, and hard stands just to name a few. This will continue throughout the remainder of the year. Appearance does make a difference and this is just one way to portray the quality of work and the attitude that supports our motto "Pride in Excellence."

Safety, it is more than a word. I know you probably think it's one you hear too many times. But it's something you should think about con-

stantly. When you stop thinking safety, accidents happen.

This month we celebrate our independence and that means family outings, swimming, hiking, and yes maybe even alcohol. Just remember to drink responsibly and always have a designated driver.

Some trivia for the month of July: First Wal-Mart opened in Rogers, Arkansas on the 2nd in 1962; Apollo 11 lifted off for the voyage to the moon on the 16th in 1969; Disneyland opened on the 17th in 1955; in 1864 the Battle of Petersburg began; the world's 1st air force was established as part of the Army (Army Air Corps) in 1907; on the 20th Neil Armstrong became the first man on the moon. He said the historic words, "That's one small step for a man, one giant leap for mankind."

**Army Strong!
Pride in Excellence!**

LTC Christopher E. Dexter

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THE UNION'S POSITION- AFGE LOCAL 1808

What happened behind closed doors?

A last minute amendment to slash the Department of Defense's civilian personnel and service contractors each by 5 percent was accepted by voice-vote at the Senate Armed Services Committee's mark up of the FY13 National Defense Authorization Act.

The amendment spoke only of the cuts that would target civilian personnel. In a House-Senate conference, which many predict won't be finished until after the November Elections, the House could agree to accept the cut in civilian personnel but not the cut to service contractors.

Both Senate and House Armed Services Committee Chairman have introduced legislation that would spare DoD from the initial impact of sharp budget cuts by imposing significant cuts on the

federal workforce. The bill would extend the pay freeze by an additional year and cut the federal workforce by 5 percent, while bill would cut the federal workforce by 10 percent. These cuts are regardless of mission needs or requirements, we are already seeing problems with the OMA reductions currently going on; another 5 to 10 percent will cripple us to the point of no return.

Even if the amendment were enacted as imposing 5 percent cuts on service contractors as well as civilian personnel, we know the Department is strongly disinclined to cut



spending on service contractors—it is almost three months late in issuing guidance to cap service contract spending at FY10 levels--and may not be technically capable of enforcing those cuts because it has yet to establish an inventory of service contracts that links service contract dollars with actual service contracts. By voice-vote the amendment is easier to defeat in the House-Senate conference a provision that was merely accepted by voice-vote than if it were accepted pursuant to a recorded vote.

So the decision by The (HASC) Chairman to accept the amendment by voice-vote may have been a strategic move. (In an earlier meeting with

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The Challenge

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Depot Strategic Plan

By Bill Bahl
Strategic Plans

We are in the final stages of developing our strategic plan. This plan shows our long-range goals and objectives that must be accomplished for Sierra to be successful in the future. Normally the process of reviewing and updating the strategic initiatives is an annual process, but today's fast-pace political and business environment will require continuous review. You may be asked to share your expertise on one or more strategic goals over the next few months.

Our goals and objectives can be seen in the Strategic Planning poster which is available upon request. The goals include:

1. **Operations:** Grow and sustain business diversity and CORE capabilities, so we remain a viable resource to the Soldier and our customers.
2. **Processes:** Standardize and document processes, so that we optimize effectiveness and efficiency.
3. **People:** Recruit and retain a trained and motivated workforce, so Sierra is responsive to our customer requirements.
4. **Infrastructure:** Build, refurbish and maintain SIAD's infrastructure, so that we provide a professional working environment.

Each of these goals is broken down into multiple objectives which provide actionable tasks that are necessary to achieve each goal.

We have taken steps to realize our goals by assigning teams of managers to each of these ob-

jectives. These teams have been tasked to develop action plans and tasks (similar to projects and "to do's" in a Lean event) necessary to achieve the objectives for each goal. These action plans have been briefed to the Command Group as a Special Topic at their Home Team meeting. The teams will provide periodic status briefings to the Command Group which will keep the strategic goals and objectives active in their minds.

Too often organizations build plans as eye candy. Organizations spend a lot of time and money developing these plans. Strategic plans are frequently used for marketing and otherwise ignored by the business leaders.

We are all extremely busy with day-to-day activities and it is really easy to forget to work the tasks that are necessary for our future success. Dr. Steven Covey, author of 7 Habits of Highly Effective People, calls this getting caught up in the "thick of thin things." His parable for this is fighting off alligators in a swamp with a shovel. If you never take the time to move a little dirt, you will never drain the swamp which will solve the real problem. The Strategic Plan reminds us to consider the tasks needed for our long-term survival (equivalent to moving the dirt in Dr. Covey's parable). To ensure our survival five to ten years in the future, we must devote some of our time to achieving our strategic goals.

If you would like more information, please contact me at william.a.bahl.civ@mail.mil or (530) 827-5212.

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.

Michael Carter
John Chittester
Kevin Cuypers
John Eberhart
Keith Freeman
Michael Ganong
Perfecto Gervacio
Jesus Gomez
Sandie Hubbard
Sharon Kaempfer
Dustin Pellicano
Panfilo Rios
Anthony Rosario
Darrin Smith

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the Chairman, he indicated to AFGE that he opposed arbitrary cuts to the Department's civilian workforce.)

It is not clear why it was necessary to voice-vote the Amendment—whether there were some who might have supported the amendment or whether some were out of the room when the amendment was offered.

We need to get the Amendment taken out of the Senate bill before it goes to the House-Senate conference. It is contrary to laws that require that DoD manage its civilian workforce by budgets and workloads and it will only embolden anti-federal employee lawmakers and Pentagon officials to come after us for even larger cuts.

AFGE Locals that are represented by Senators who serve on the Armed Services Committee are encouraged to ask those offices why the Amendment was allowed to be approved by the committee by a voice-vote.

Spending on service contractors—it is almost three months late in issuing guidance to cap service contract spending at FY10 levels--and may not be technically capable of enforcing those cuts because it has yet to establish an inventory of service contracts that links service contract dollars with actual service contracts. Is there anything we can do to force DoD to finish the inventories as required?

AFGE is calling out to all locals/voters to contact your Senators and voice your concerns.

AFGE, Local 1808 monthly meetings are held on the first Tuesday of each month at 5:15 p.m., unless it's an Election Day; the meeting will then be held the following Tuesday. All members are invited to attend and voice their concerns. Union Office phone number is (530) 827-5375.



INDUSTRY (From Page 1)

winds made an appearance, much to the dismay of some of the more fragile displays and pop-up tents. Fortunately most of the booths hung in there and our visitors enjoyed our high desert atmosphere. And speaking of atmosphere, a small crowd gathered in front of one of the booths where a very active gopher was engaged in digging, climbing out of his hole and then sitting on top of his dirt mound surveying all the activity. He was christened by some of our visitors as the official Industry Day mascot. This was certainly not like the normal run-of-the-mill shows they usually attend where they are elbow-to-elbow in a stuffy and crowded convention hall. Many remarked on the relaxed, casual and friendly environment they encountered at our event and what a nice change it was for them.

Of course an event like this does not happen without a great deal of assistance and participation from volunteers. Our boots-on-the-ground team of

volunteers made sure the day went without a hitch. Whether it was handing out bus tour tickets, answering questions, or directing our visitors to the all important port-a-potties, our volunteers were at the ready to lend a hand. We received nothing but positive comments about our impressive and knowledgeable staff. They were the face of the Depot that day and the impression was one that was welcoming, enthusiastic, and very helpful.

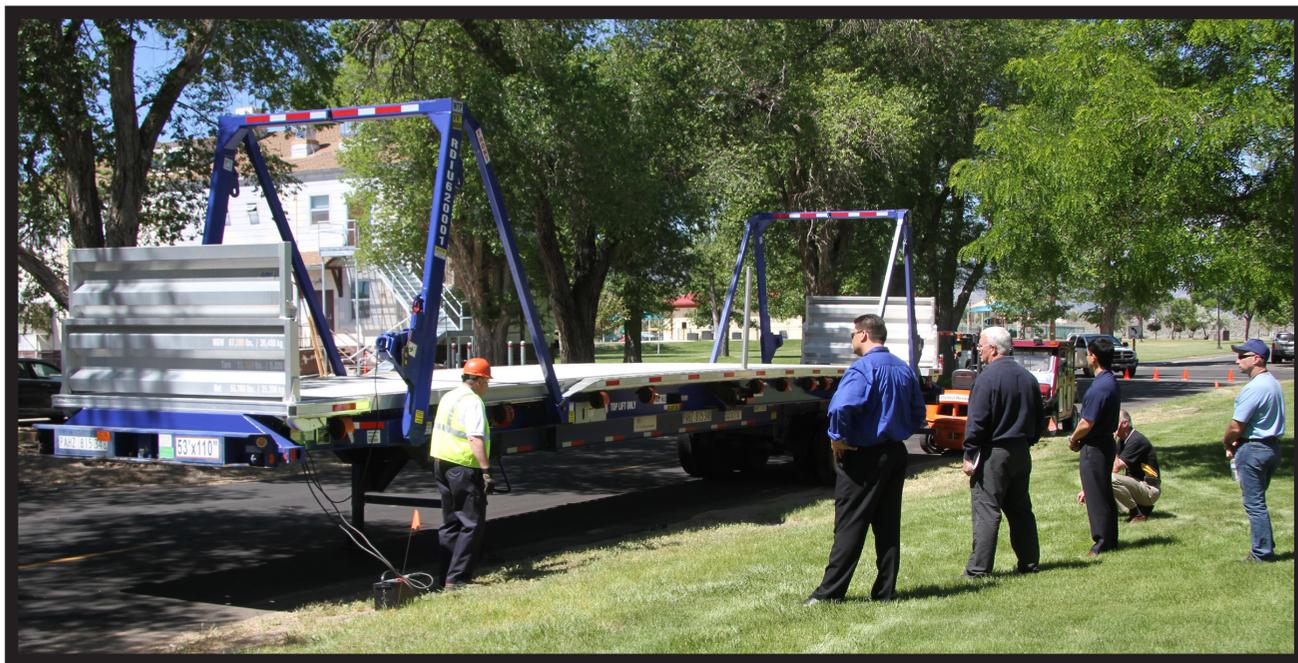
There were many "unsung" and behind-the-scene heroes that helped bring about this successful event. From Pass & ID, to our law enforcement team, Contracting, DOIM, DPW, MWR and more, there were so many that had a hand in the planning and execution of this great event.

By the end of the day, Sierra was well received by all our visitors and many looked forward to the possibility of returning. It is our hope that this is just a first step toward future partnerships between the Depot and Industry that not only fosters goodwill but also the potential for future workload with new and exciting challenges ahead.



Industry 2012







CYSS Monthly Update

CDC

The Child Development Center (CDC) has had a fun filled start to summer! In April we celebrated the Month of the Military Child (MOMC) and in June we celebrated the Army Birthday as well as hosted a Teddy Bear Picnic! Thank you to all the parents who came out to support us and their children!

The CDC has received their window for their accreditation visit. All of our hard work and the quality of our program will be assessed no later than 16 July. The CDC staff has been working diligently in order to ensure that we are meeting all of NAEYC's criteria in order to be accredited.

Childcare spaces are available for all age groups (6 weeks to Kindergarten). If you are interested in

enrolling or have questions, please contact us at x5313.

YS

To honor of members of the Armed Forces, CYSS celebrated Memorial Day with a very special Yellow Ribbon Memorial. After distributing over 500 yellow ribbons to Depot employees, the School Age and Middle School/Teen youth spent several afternoons tying ribbons on the side lawn fence.

Participants were asked to write the names of service members on the yellow ribbons; and many of the ribbons that we received back had additional info – such as the branch of service and dates of those killed in action. We even received ribbons with names of Civil War heroes!

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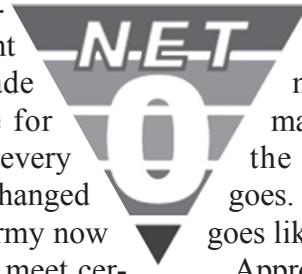
Where Sierra uses Energy

SUSTAIN TRAIN OPERATE RENEW MEASURE

By Steven Johnson
Energy Awareness Coordinator

electric, natural gas, and propane consumption, approximately 82 percent of SIAD's total energy use can

In years past when energy was not so important (or so expensive), it made more economical sense for the Army to "not" meter every building. Things have changed over the years and the Army now meters all buildings that meet certain criteria. Any building over a certain size or (estimated) utility cost, and any tenant occupied building must now be metered. Sierra Army Depot has installed over 25 new (electric and natural gas) meters in the last year and we are getting a better picture of where our energy is used.



be accounted for. There are also enough electric meters in enough places to make a fair guess as to where the "unmetered" electricity goes. Broken down into areas it goes like this.

Approximately 34 percent of our proven energy consumption is in the Industrial Operations Complex and its supporting buildings. The estimated actual consumption for this area is about 40 - 42 percent of the Depot total. At a proven 32 percent, the large warehouses are next. 15 of these 27 buildings have electric meters. Estimated actual consumption for this area is 37 - 38 percent of the Depot total.

We know our total use numbers for electricity, propane and natural gas because we have to pay for them. The annual use of each breaks down like this; Natural gas is about 67 percent, Electricity is about 30 percent, and Propane makes up the other 3 percent of the total. All buildings using natural gas have meters, so all Natural gas use is tracked. The "total" propane use is easily tracked, but most buildings using propane are served by community tanks, making individual building consumption harder to track.

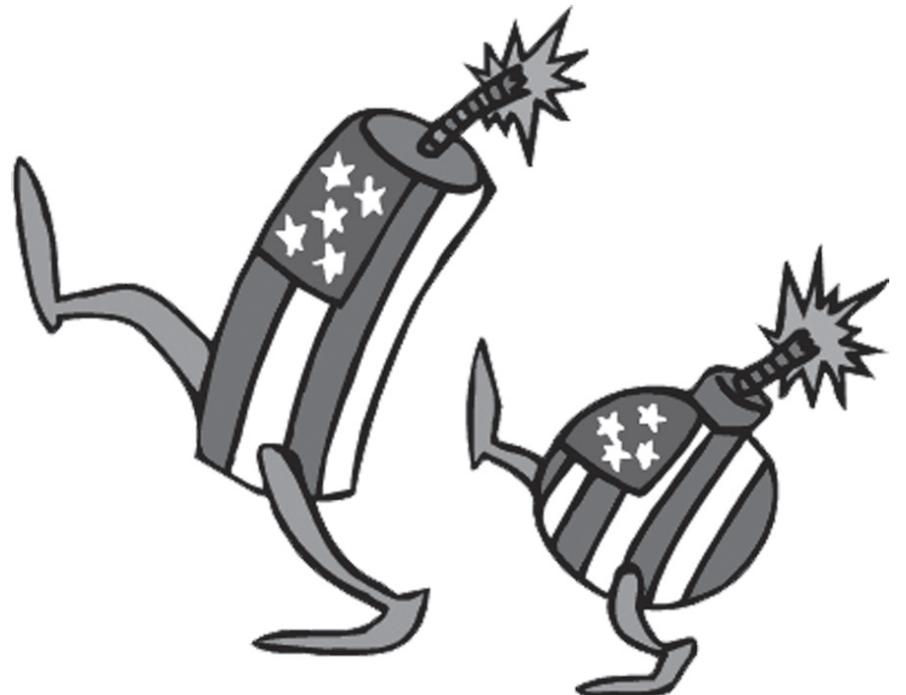
The main Cantonment area is next with about 8 percent, with 2 percent of that being propane usage in housing. There are also more buildings without electric meters in this area, so the estimated actual consumption is 12 percent or 13 percent of the Depot total. The MWR buildings are all metered at 3 percent of the Depot's total energy consumption.

Right now, less than half of SIADs electrical consumption can be accounted for with the existing meters. Since electricity is 30 percent of our total energy use, this "unmetered" electricity accounts for about 18 percent of the total energy consumed. Using recorded data for

Last is the Long Term Storage area, which seems to account for about 2 percent of the Depot's total, but has only has one electric meter and several large buildings, so is probably using closer to 4 - 5 percent of the Depot total. The rest of the energy use is in other out-lying buildings, street lighting, etc. That is where we use our energy at SIAD.



Photo above shows Depot employees, the School Age and Middle School/Teen youth tying ribbons along the fence line before entering the installation during the month of May in honor of Memorial Day and service members. Below, Clara Thompson ties a ribbon with the name of a service member she or her family knows who is currently serving in the military or who lost their life in the line of duty.



LEAN into my CORNER

It's easy to fall into the trap of believing that Lean is just about saving money. Certainly, that's a part of it—but only a part. The real goal of just about any Lean effort is to increase the efficiency of a process by cutting out waste. A well-executed event or project will nearly always save money in some way but it's not always obvious and often we can't even capture a savings or cost avoidance in a useable way. My personal experience has been that if you execute the events, the money will take care of itself. Our goal is always to do improve the way we do business.

Whatever the individual position we hold on the Depot team, our primary duty is always to provide the best quality product or service on time to the soldier at the lowest possible cost to the taxpayer. Unfortunately, we don't always do this. I am often told that (name of production area here) doesn't need Lean's help because "our process is working just fine." The question is, what does "just fine" mean? Can you provide any numbers that prove your process is running at perfect efficiency? (The answer is "No.") I can confidently say that there is not a single process on this installation that could not be improved in some way. This is not a comment on the quality of the processes we use. It's an observation that holds true for any human activity. There is no such thing as a "perfect" process.

The really difficult thing is to figure out how a process can be improved. There are several reasons for this. We may have performed an operation the same way for ten years. Over that time, one would think we had pretty well figured it out. But the really useful changes are very often not obvious to people who are very familiar with a process. This is why we recommend that Lean event teams include at least some people from areas that are unrelated to the process that is being improved. A fresh set of eyes is very important.

Another reason managers are reluctant



William Deming
QEO Director

to conduct formal Lean events is because they don't think they can afford the time. However, we have proven numerous times that in most cases, we can increase the efficiency of a process enough to make up for any time that may be lost during the actual event. I have personally seen many examples where we reduced cycle times in a process by more than half. At that point, the question becomes, "How can you afford to continue executing this process the way you've always done it?"

Sometimes the problem is that we as managers and supervisors just don't like anyone from outside our area of responsibility looking into our business. As a director, I sympathize with this position to some extent. It's true that the members of the Lean core team are not experts in every operation Sierra is involved in. It's just as true that they are experts in process efficiency. They probably don't know your process as well as you know it. But this doesn't matter. They are experts in process improvement and the tools and methods they use will work with virtually any process.

The point of all this is that we can't be satisfied with good enough. When we are satisfied, someone who isn't will be there to take the work from us. We can't afford to stand still.

Lean Rotator's Journey

By Teya Burciaga

What is Lean?

- It's the process of reducing effort, time, space, cost and mistakes
- It's the attitude of "right the first time" approach to work
- It's the standardization of processes
- It's smoothing the flow of the process
- It's the enhancement of flexibility within the process

As a Lean Rotator, I have gotten the joy of working with a great group of people. When I came to the Lean Division I was not sure what to expect. I knew that I was going to be learning the ins and outs of what a lean facilitator actually does. I had no idea there were several different approaches to cutting out "waste" in a process.

I would have to say my favorite was the Rapid Improvement Event (RIE). The other events like Value Stream Analysis (VSA), Sort, Straighten, Scrub, Safety, Standardize and Sustain (6S), Production Preparation and Process (3P) and the Just Do It (JDI) were all great as well. I really liked the fact that I was able to go into other divisions and see what they do and how I could help them see what was value added and NON-value added in their processes.

I have participated in three different lean events in the last five years. One I was the process owner and the other two I was a team member. I can honestly say that when I was a Supervisor I never looked at the Lean point of view, when it came to completing the Action Plans that were given to me. The LEAN division has to report their completed events to a system called Power-Steering (PS), the Army's accountable system for process improvement events. If these events are not closed out by the allotted time, they will go into different categories of completion, and are visible through the PS PUBLIC report to TACOM, AMC, and DA.

There are quite a few misconceptions about the Lean Division. People assume that when the team goes out to the areas that they are there only to cause problems. But that is not the case, they are here to help and have been invited to review a process by different levels of management. The LEAN process is NOT to eliminate jobs or try to make people feel like they do not know what they are doing. I know people are afraid of change, but how do you expect to get better if you do not give it a chance? Things can always get better.

If given the chance I would definitely apply for the rotation program again. It has given me a new look on process improvement as a whole. Thank You to the Lean Division for giving me this opportunity, you have no idea how much I enjoyed working with you all!

One more thing, all you process owners...give the Lean team a break. They are not here to only support the Soldier - but you as well.



CYSS (continued from Page 6)

This special project not only honored those who have fought for our freedom, but it also brought perspective to the youth who read the names and tied the ribbons to the fence. "Seeing the names of people who have died made me kind of sad," said one school age youth. We thank everyone who participated and made this event another great success. We look forward to doing it again next year!

In other news, teen Sarah Idzinski has been selected to represent one of four youth in the Plumas Sierra Rural Electric Co-op Youth Energy Seminar, otherwise known as YES Camp. This camp brings "high school students together for a variety of activities, emphasizing leadership, fun, self-realization, cooperative issues and election process."

This year's week-long camp will be held at the Grizzly Creek Ranch in Portola, California in July.

Sarah will join youth from various other electric cooperatives from Nevada, Utah and Oregon. We congratulate Sarah, as Lassen County has not been represented in this seminar in several years!

This summer the Middle School/Teen and Youth Sports and Fitness programs have a lot of exciting activities and field trips planned. If you are interested in signing up your child, volunteering or chaperoning please call CYSS at (530) 827-4696. The summer field trips are as follows:

July 6 - Movies in the Park, Artown Reno "E.T. The Extra Terrestrial" - FREE

July 13 - Bike Riding on Biz Johnson Trail - Free if you bring a bike or \$20.00 to rent

July 19-22 - Camping at Mt. Lassen National Volcanic Park - FREE

July 26 - Rock Climbing at Rocksport in Reno - \$8.00

August 11- Family Night at the Aces Game - \$12.00

Small questions can make a difference

By Sherie' Trone
EEO Specialist

Often times I write articles that have to do with EEO matters such as Diversity, the EEO Complaint Process, Sexual Harassment, or Reasonable Accommodations. Well we here at the EEO office understand that not only what goes on here at your work site contributes to issues at work or how we all react to them. We all have lives outside of work that can directly impact our ability to perform well.

Our supervisors and coworkers expect us to come to work "bright-eyed and bushy tailed" and ready to get to work, but we know that this is

not always possible. Why? We all are dealing with a number of things outside of our work that can directly relate to how we perform once we get here. Some have had to deal with a sick child all night, and have gotten very little sleep. Some may be having relationship problems, and have had a restless night. Some may be caring for a family member with a disability, and last night was just a bad night. Some may even be dealing with financial burdens, unruly children, health issues or more. Now, is all of this your supervisor's or co-worker's responsibility to be concerned about? Not exactly. Let me explain.

What we do hope for is that

supervisors and coworkers consider the possibility of these outside influences before making assumptions about their coworkers. On that same note, if we have had one of these rough nights or are dealing with personal issues, we should evaluate ourselves to ensure that these outside matters either don't come with us to work, or if they do, we are able to still maintain that expected level of performance.

We all know that sometimes it's just not possible to separate the two. That is when we as dedicated employees need to think about the mission above ourselves, and ask ourselves this question, "Can I give 100 percent today, or should I just

stay at home?" There is a Soldier out there who trusts that the products that they receive from Sierra Army Depot were prepared by an employee who took great strides to ensure that they received a top of the line product.

So the next time you come across one of your coworkers who doesn't seem quite like themselves or just seems to be in a "bad mood," don't just assume that they are lazy, don't want to work, or are a problem child. Engage them and ask the simple question, "How are you doing today, and is there anything I can do to help you?" You might be amazed at how that small question can make a difference and make someone's day.



Tips on keeping your home safe

June is Home Safety Month. According to the Home Safety Council, every day 55 people die in American homes and 58,000 people are injured enough to need medical care. Five common causes of home injuries involve: Falls, Poisonings, Fires and Burns, Choking and Suffocation, and Water dangers.

Help prevent falls in your home by:

- Installing handrails on stairways and grab bars in tubs. Installing bright lighting in stairs and hallways Using ladders rather than furniture to reach heights.

Prevent poisonings by:

- Locking up cleaners and medications
- Keeping these materials in their original containers. Following directions for use of these materials. Posting the Poison Control Center number by phones: 800-222-1222.

Check out the Home Safety Council web site for more information on how to prevent accidents and injuries at home from all 5 home dangers—as well as other home hazards.

Prevent Fires and Burns by:

In the kitchen: Do not allow children to use a microwave until



they are both tall enough to reach in safely and able to understand that steam can cause burns. Place hot foods and liquids on the center of the table. Always supervise young children in the kitchen and around electrical appliances and outlets.

Around the house: Set your water heater to 120 degrees or lower to avoid burns. Keep matches, gasoline, lighters and all other flammable materials locked away and out of children's reach. Cover unused electrical outlets.

Prevent Choking by:

Supervise your baby when he or she is eating and playing. Avoid giving your baby small, hard or round foods, such as hot dogs, cheese sticks/chunks, hard candy, nuts, grapes and popcorn.

Use a small parts tester to ensure toys are not so small they pose a choking hazard.

Learn CPR for infants.

Prevent Suffocation by:

Actively supervise babies at all times. Remove pillows, blankets and stuffed animals from your baby's sleeping area. Don't allow babies to sleep on couches, chairs, regular beds or other soft surfaces. Don't allow babies to play with plastic bags

or in and around poorly ventilated spaces.

Prevent Strangulation by:

Keep cords and strings out of your child's reach. Remove hood and neck drawstrings from your baby's clothing. Don't allow babies to wear hanging jewelry, purses, scarves or loose clothing. On older or used cribs, make sure all crib-railing slats are secure and no more than 2 and 3/8 inches apart (the size of a soda can).

Prevent Water Drowning by:

In the bathroom: Keep toilet lids shut and use toilet locks. Regularly check to make sure drain covers are secure and have no cracks. Replace flat drain covers with dome-shaped ones.

Around the house: Avoid leaving your baby alone when near or in water. Empty all buckets, containers and wading pools immediately after use. Store them upside down and out of children's reach. Children can drown in an inch of water. Install four-sided isolation fencing at least 5 feet high, equipped with self-closing and self-latching gates, around home swimming pools.

<http://www.homesafetycouncil.org/>