

The

Challenge



Sierra Army Depot, Herlong, Calif.

September 2013

Vol. 69 No.9



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Commander's View

Greetings.

Last month, we held our annual Employee Appreciation Day. I would like to once again, thank the members of the Civilian Welfare Fund for putting together a tremendous event. Your dedication to ensuring the employees and their families had a quality event was magnificent. And congratulations to the winners of the various competitions ... especially Bruce Hamilton for being such a great sport smooching the pig. I do hope there are no hard feelings with the pig's girlfriend. Bruce was a gentleman the whole time. And hats off to our Depot artists. I didn't realize we had such talent hidden in the various shops. The posters were incredible and we should look forward to future demonstrations of their talent.

I would like to take this opportunity to thank everyone on the Depot as I go around to our shops, conducting formal Town Hall sessions and informal "drive-bys". Each time I learn something new about our tremendous organization and the people that make it successful. I will continue to run in the mornings and visit our shops as well as stop in during the day, just to say hello and ask how you are doing. I was successful operating a forklift in one of the warehouses under the supervision of an exceptional trainer and look forward to working beside you in other capacities.



Lt. Col. Charlie Slosson

During the Town Hall sessions, we discussed the Commander's Open Door Policy. I encourage each and everyone to try to solve problems at the lowest level. But if you can't, you can come by on Tuesday or Thursday between 4:00 p.m. and 5:00 p.m. I just ask that you have a written problem statement, expected outcome and an appointment. The other method is to use the Commander's Hotline 1 (530) 827-4249. Just make sure we have a way of getting in touch with you so we can resolve

the issue.

As we get into the month of September, we have several events we need to remain aware of. September is the Army's Suicide Prevention Month. The Army has lost too many people to suicides. If you are feeling overwhelmed and need an outlet, we have resources to help. There are avenues for those that are feeling the pressures caused by financial hardships, work related stress or conflict at home. The Depot has a great resource in the Garrison - Mr. Billy May, Family Advocacy Program Manager. When he retires this month, we will continue to provide the support with Mr. Steve Sarian. Please use our resources. They are here for you.

September is a time to recognize our Gold Star Mothers who have lost a child in the service of our country. I can only imagine what these great patriots are feeling, but I do know one thing - we can't forget what they have sacrificed for our country.

We will observe the 12th anniversary of 9/11 this year. I ask you to reflect on that day and think about the Warfighter we support everyday and ask yourself one question - did I do the right thing for them?

We will kickoff the Combined Federal Campaign (CFC) September 17 with a Chili and Dessert Cook Off. We'll host the event at
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Commander (From Page 2)

the Fire House. The winners will receive a 10-hour day off award from the Commander. CFC is an incredible method for raising money for a multitude of organizations that provide resources to our community. As the Installation Coordinator, Ms. Kristie Jones, and her representatives approach you, think about giving back to the organizations that support your cause.

In history, September is an incredible month. California was discovered by Portuguese navigator Juan Rodriguez Cabrillo upon his arrival at San Diego Bay (September 28, 1542). The first Catholic settlement in America was founded by Spaniard Don Pedro Menendez de Aviles at St. Augustine, Florida (September 8, 1565). Los Angeles was founded by the Spanish Governor of California, Felipe de Neve, near the site of the Native American village of Yang-na. The original name was El Pueblo de la Reina de Los Angeles (The Town of the Queen of the Angels) (September 4, 1781). Tanks were first used in

combat, during the Allied offensive at the Battle of the Somme, in World War I (September 15, 1916). President Harry Truman declared Victory over Japan Day (V-J Day) (September 2, 1945). The U.S. Air Force was established as a separate military service (September 18, 1947).

I thank everyone on the Depot for doing your part to support the Warfighter. As we sustain this Depot Team of Teams, know that each product we ship has a direct impact to someone's son, daughter, father, mother, brother or sister. Thank you!

Pride in Excellence!

LTC Charlie Slosson
#39

The strength of our Nation is our Army
The strength of our Army is our Soldiers
The strength of our Soldiers is our Families
This is what makes us

Army Strong!



UNION (From Page 2)

all need to keep it going with our Stewards and help our fellow Brothers and Sisters of Local 1808 and SIAD. In the future, we will be offering much more training from District 12 and Local 1808 to keep us all informed and ready to assist the workers of SIAD.

Local 1808 and all personnel of SIAD need to stand as one and fight the battles against Furloughs, Pay cuts, Raises in Medical Cost for all personnel. In the recent weeks we have won a few of the past fights with over 500 SIAD MSBP appeals filed on the subject of Furloughs. With the press from AFGE and the grassroots efforts of personnel in the Locals, we won a victory. We turned 11 days into 6; it is a start and it shows that when are united we can make change.

We are planning a Union Ball again this year, with dinner and dancing at the Peppermill on November 16, 2013. For more information, please contact me at extension 5375 or stop by the Union Hall.

Brothers and Sisters: Remember that we are strong united and weak divided.

THE UNION'S POSITION- AFGE LOCAL 1808

Union President's Reminder: What Unions Are About

As we clean off our grills this month for the last barbecues of the summer, please take a moment to hug a union thug as the Labor Day holiday would not be possible without the hard work of union members.

Whether you are in favor of unions or not, unions have had a substantial impact on the compensation and work lives of both unionized and non-unionized workers. Unions make life better for people everywhere. Even if you are not in a union, you enjoy things that have become the norm because unions have fought for those rights. Unions are there to raise everyone up and help put fairness in the workplace. People know when they are not being treated fairly, and equate unions with fairness.

The impact of unions on total non-union wages is almost as large as the impact on total union wages. Strong unions set a pay standard that

non-union employers follow. For example, a high school graduate whose workplace is not unionized, but whose industry is twenty-five percent unionized, is paid five percent more than similar workers in less unionized industries. (Source: Economic Policy Institute)

In addition, unions created many of the workplace benefits many non-union employees take for granted including the 40-hour work-week, overtime pay, paid leave, holidays off (including Labor Day), unemployment benefits, and health insurance for full-time employees. Unions usually improve benefits more than wages. Unions are also instrumental in fighting for



an employee's right to safety in the workplace. Nearly everyone agrees that safety regulations are a positive thing for all parties, but it should be remembered that it was largely unions that put them there. A low rate of injury and absenteeism is a good thing for both employees and management, contributing to high employee morale and productivity. Unions help to maintain safety standards that decrease injuries on the job.

So once again, after you enjoyed your Labor Day BBQ this month, hug a union thug for fighting for your right to have this time with family and friends.

On a local note, last month we had training for all the 1808 Stewards and it was a great success. All that attended were grateful for the information the attorney from District 12 provided. With that inspired flame we

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Cumulative length of service awards totaling 185 years



Lt. Col. Charlie Slosson, depot commander, had the privilege to present length of service awards totaling 185 years for six employees. Pictures above, left to right, George Cobb (25 years), Donald Hassenplug (25 years), Lain Ayers (40 years), Lorenzo Gallego (30 years), Carl Oaks (35 years), and George Engeln (30 years). Congratulations on this major milestone in each of your careers.



Child, Youth and School Services Monthly Update

Sierra Army Depot youth were able to display their football skills by participating in the National Football League's (NFL) Punt, Pass and Kick program.

The competition was held on August 30 at the Youth Center with 25 registered boys and girls between the ages of 6 to 15. Punt, Pass and Kick is a National competition and the winners have the opportunity to advance to sectional, regional and the national finals. The girl's division winners: Magdalena Clark, Cassandra Carpenter, Hayli Pfaff and Beth Marcotte. The boy's winners: Nathaniel Cowan, Talon Winje, Carmen Burner, Kyler Castodio and Aaron Barnes.

Youth Sports and Fitness Director Billy Threath would like to thank all the parents, staff and volunteers for giving the youth of Sierra Army Depot the opportunity to participate in this great event.

As part of training requirements, all Child and Youth Program Assistants (CYPA), are required to come up with and implement a special project.

We have a wide variety of projects that enrich the lives of our children and youth, but one of the Middle School/Teen favorites is Barbara Evan's project of Dishes Around the World.

This project was started in 2011 and takes place every other month. The youth are required to pick a country and do some research about native food dishes. The group agrees on a snack, meal or dessert and then attempts to prepare it.

Over the years some of the favorites have been Eggrolls from Indonesia, Green Chicken Enchiladas from Mexico, Corned Beef and Cabbage from Ireland, Sweet and Sour Chicken from China and Chicken Bolognese from Italy. They have also made desserts from Holland, and tried a dish with talapia.

Many of the youth look forward to this activity and Barbara enjoys providing this project because "it enlightens youth to a variety of cultural experiences." Although not all of the dishes have come out perfect, the kids have made some amazingly tasty dishes!



Carmen Burner, left above, competes in the Punt, Pass and Kick competition as Billy Threath, sports director looks on. Photo above right, Patrick Hinojos (left) and Ryan Bowen put their cooking skills together to mix up batter for a special treat.



Vanpooling, a great cost savings

Rising gas prices, economic hardships, and concerns about the environment have gotten many employees to rethink their daily commute to and from their workplace at Sierra Army Depot in Herlong, Calif.

How? Vanpooling. Vanpooling is a voluntary ridesharing agreement that allows 7-15 people to share the cost of commuting to work in a comfortable passenger van instead of driving alone every day.

People might think how is this going to save me money. If you are a government employee, you are authorized to receive the commuting subsidy through the Mass Transportation Benefit Program. Depending on the mileage of an employee's commute, they could receive up \$230 each month, ultimately allowing the commute to and from work to be free.

As of now, there are more than 732 employees, half of the Depot's workforce, who have taken the necessary steps to join this program and eliminate one expense each month. The savings, depending on the price of gas and where an employee lives, could range from \$300 to \$400 each month. There is also the cost savings on the wear and tear of one's own personal vehicle.

There are 74 vanpools and two buses that provide employees a means of transportation to make the commute from Reno, Nev. to Herlong or from Susanville, Calif. to Herlong.

Employees have the choice of selecting the vanpool agency they would like to enter into an agreement with. They are VPSI Inc, Enterprise, or four independent vanpool agencies. In addition, employees can hop a ride on the Lassen Rural Bus

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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.

Larry Atkinson	Alesha Krela
Christopher Baker	Matthew McCue
Debra Coop	Stephen McKim
Larry Dube	Melinda Messe
Richard Grentzer	Angel Torres-Fraticelli
Ryan Hinojos	Danny Viscottha
Lari Keller	



Call the Paramedics!



It takes alot of time and dedication to complete paramedic school, especially if you are doing your normal duties at the same time, but Steve Waters did exactly that. After 12 months, many hours of ride-longs, he graduated from Paramedic School. Congratulations Steve on a great accomplishment. Now start enjoying that ice cream!

Property Accountability and Responsibility - Part 1

By John B. Dwyer
Installation Property Book Officer

This month we will be covering accountability and responsibility and their definitions. Accountability is the obligation of a person to keep records of property, documents, or funds. While Responsibility is the obligation of an individual to ensure that Government property entrusted to his or her possession, command, or supervision, are properly used and care for and that proper custody and safe-keeping are provided.

Types of responsibility: Command, Supervisory, Custodial, Direct, Personal. This month we will be talking about Direct and Personal responsibility.

Direct Responsibility is the obligation of a per-

son to ensure property for which he or she is signed for is properly used and cared for. Direct responsibility results from assignment as an accountable officer, receipt of formal written delegation, or acceptance of property on a hand receipt.

Personal responsibility is the obligation of a person to exercise reasonable and prudent actions to properly use, care for, safeguard and dispose of all Government property issued for, acquired for, or converted to a person's exclusive use, with or without a receipt. Applies to each and every Government employee. Involves reasonable and prudent actions.

All of this can be found in AR 735-5. Next month we will cover Command, Supervisory and Custodial responsibility in part 2.



The Annual Combined Federal Campaign (CFC) is now Underway!

CFC is the world's largest and most successful annual workplace charity campaign, with more than 150 CFC national and international campaigns raising millions of dollars each year. Defense Department employees nationwide have the opportunity to give in the DOD campaign from September 1, 2013 to December 15, 2013. In his memo, Defense Secretary Chuck Hagel expressed his unwavering support for the campaign and strongly encouraged members of the workforce to participate in any capacity he or she is able.

Airfield Operations - More than just landing planes



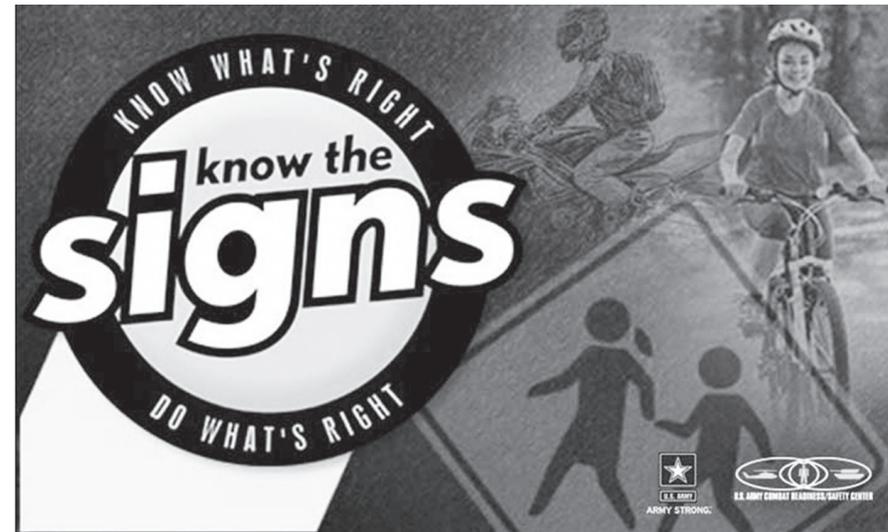
By Karla Holmberg
Quality & Transformation Office

I am currently training under Sierra Army Depot's Deputy Mission Manager / Air Traffic and Airspace Officer, and the Depot's Airfield Manager, to learn airfield operations at Sierra's Amedee Army Airfield. On Aug. 14 and 15, Sierra executed two missions to which I was afforded the opportunity to assist. It was exciting to take part in a mission in its entirety, and it gave me the chance to witness a side of Sierra operations I had never been exposed to before.

The cargo was prepared well in advance of aircraft arrival. There were no issues with the load plans, and both aircraft were loaded seamlessly. Both missions went as planned from beginning to

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Army Safe Autumn Campaign now available



By Julie Shelley
U.S. Army Combat Readiness/Safety Center

FORT RUCKER, Ala. (August 29, 2013) – With the passing of Labor Day, minds turn from the lazy days of summer to thoughts of football parties, hunting season and exercise in the great outdoors. Just like any other season, however, autumn can be a risky time of year.

To help Soldiers counter the hazards, the U.S. Army Combat Readiness/Safety Center recently released the annual Army Safe Autumn Campaign, a resource leaders and safety professionals may use to augment their existing risk management programs.

"This is many Soldiers' favorite time of year," said Brig. Gen. Timothy J. Edens, director of Army Safety and commanding general, USACR/Safety Center. "The kickoff of football and hunting seasons, combined with cooler weather, has a way of getting people outside."

Autumn is historically one of the Army's safer seasons, but of the accidents that do happen, most involve private motor vehicles.

"During the last several years, our Soldiers

have shown they know how to stay safe," Edens said. "That's translated to fiscal 2013's double-digit reduction in PMV fatalities. As long as we're still losing Soldiers to these accidents, though, our work isn't done."

As of Aug. 22, Armywide fatalities in all PMVs, including sedans and motorcycles, were down 24 percent from fiscal 2012.

The Army Safe Autumn Campaign contains posters, feature articles, public service videos and resource documents leaders and safety professionals can use to populate their safety boards, build safety briefs and start a conversation with their Soldiers on risk management.

"We can't let our guard down just because the Army's doing well regarding accidents," said USACR/Safety Center Command Sgt. Maj. Richard D. Stidley. "We can all use a refresher on risk management basics. That's what these seasonally targeted campaigns do."

For more information on the Army Safe Autumn Campaign, visit <https://safety.army.mil>. The campaign will run Sept. 4 through Dec. 1.

2013 Employee Appreciation Day





Hagel Emphasizes Department's Resolve in Suicide Prevention

WASHINGTON, Sept. 3, 2013 (American Forces Press Service) – As the nation observes Suicide Prevention Month, Defense Secretary Chuck Hagel issued a message to the men and women of the Defense Department today, emphasizing the department's collective resolve in its efforts to prevent military suicides.

Here is the secretary's message:
The Department of Defense has no more important responsibility than supporting and protecting those who defend our country and that means we must do everything possible to prevent military suicide. As we observe Suicide Prevention Month, the entire DoD community – Service members, civilians, members of our families and leaders at every level – must demonstrate our collective resolve to prevent suicide, to promote

greater knowledge of its causes and to encourage those in need to seek support. No one who serves this country in uniform should ever feel they have nowhere to turn.

The Department of Defense has invested more than \$100 million into research on the diagnosis and treatment of depression, bipolar disorder and substance abuse, as well as interventions for relationship, financial and legal issues – all of which can be associated with suicide. We are working to reduce drug and alcohol abuse and we are steadily increasing the number of mental health professionals and peer support counselors.

Effective suicide prevention training is critical to all these efforts and we are instructing our leaders on how to recognize the signs and symptoms of crisis and encourage service members to

seek support. We are also reaching out to military families and the broader community to enlist their support in this cause.

Seeking behavioral health care is a choice that embodies moral courage, honor and integrity. Those values are at the foundation of what that we stand for and what we defend. The Military Crisis Line is there for all who need it. I encourage anyone in need to call 1-800-273-8255 and press one to speak to a trained professional, 24 hours a day, 365 days a year. This service is confidential and available to all service members and their families.

Always remember that our most valuable resource is each other. When one of us faces a challenge, we all must stand together. By fighting as one team, we can – and we will – help prevent suicide. Thank you.

National Preparedness Month

This September is National Preparedness Month (NPM). SIAD has committed to participate in National Preparedness to increase preparedness throughout the U.S. The event, now in its ninth year, is a nationwide, month-long effort hosted by the Ready Campaign and Citizen Corps, encouraging households, businesses and communities to prepare and plan for emergencies.

One of NPM's key messages is: be prepared in the event an emergency causes you to be self-reliant for three days without utilities and electricity, water service, access to a supermarket or local services, or maybe even without response from police, fire or rescue. Preparing can start with four important steps:

1. Be informed about emergencies that could happen in your community, and identify sources of information in your community that will be helpful before, during and after an emergency
2. Make a plan for what to do in an emergency
3. Build an emergency supply kit
4. Get involved.

Preparedness is a shared responsibility; it takes a whole community. This year's National Preparedness Month focuses on turning awareness into action by encouraging all individuals and all communities nationwide to make an emergency preparedness plan. Preparedness information and events will be posted to <http://community.fema.gov>

A DECADE OF PREPAREDNESS 10th ANNIVERSARY Ready 2003 - 2013

50% more disasters declared annually than in the previous 10 years. Being prepared is more important than ever. The Ready campaign encourages families to prepare in advance of disasters.

\$1 Billion in DONATED MEDIA

77 million visits to Ready.gov

88 million preparedness materials requested or downloaded

MAKE A PLAN. **11%** more families made emergency plans

BE INFORMED. **13% more** Americans report having taken steps to being prepared for an emergency

BUILD A KIT. **44% → 53%** Increase in number of people making emergency kits

GET INVOLVED. **51,000+** Twitter followers **25,000+** National Preparedness Community members

Americans are more prepared than ever, but work still remains to ensure the readiness of individuals, families, and our nation.

Ready.gov

[gov/connect.ti/READYNPM](http://community.fema.gov/connect.ti/READYNPM)

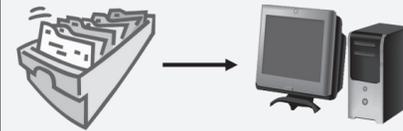
Governments, Communities and individuals must begin to create within their own spheres of influence for a true and sustainable culture of preparedness."

LT. GEN. Russell L. Honore (U.S. Army Retired) Book titled "Survival" about the Joint Task Force response to Katrina.

For more information about the Ready Campaign and National Preparedness Month, visit <http://community.fema.gov/connect.ti/READYNPM> or call 1-800-BE-READY, and TTY 1-800-462-7585. or www.ready.army.mil.



Accessing Your Electronic Official Personnel Files



Office of Management and Budget Circular mandated ALL Executive Branch agencies hard copy OPFs be converted to electronic official personnel folders (eOPFs) by December 2013. The Army began the conversion process for approximately 290,000 employees in the fall of 2011.

The eOPF is the digitized re-creation of your hard copy Official Personnel File (OPF) which is currently the official record of your federal work career. Paper records are subject to damage or destruction by fire or water. The eOPF database performs a regular back up in addition to providing disaster recovery in any type of continuation of operation situation. The OPF hardcopy paper record is retired to the National Personnel Records Center (NPRC) for storage

of one year. The paper record is destroyed after the one year period.

Access to view/print their eOPF documents must be done by Government computer. There is currently no way to access eOPF if teleworking from home, even on a Government computer.

eOPF delivers an email notification to employees with a new document has been added to their electronic record. The email notification is merely a notification that a new document has been added to the employee's record; it does not provide additional clarification as to what transpired.

It is recommended employees take a few minutes to access their e-OPF to ensure proper documents are listed. A few of the documents employees would be looking to ensure they are in place are: SF 50s, DA 3434's, Position Description(s), resume(s), and any other supporting documentation for hiring actions, Benefits Forms (life insurance, medical, beneficiary), Performance Documents, and Military Forms, e.g., DD-214.

National Suicide Prevention Week, World Suicide Prevention Day and Army Suicide Prevention Month 2013

Shoulder to Shoulder: Standing Ready and Resilient

The United States Army remains the strength of our Nation and has demonstrated remarkable skill and professionalism over the past 12 years of combat operations. Nevertheless, the stress of military service, the resulting strain placed on relationships and Families, and injuries and illnesses suffered by some have challenged our resiliency. Individual responses to these challenges are often manifested as risk behaviors which sometimes may include suicide.

As a part of the ongoing Ready and Resilient Campaign, we are committed to cultivating a healthy and supportive climate to mitigate the possibility that our Army team members will consider suicide as an option in response to stress or adversity. When we see indicators suggesting that our battle buddies are at risk, we must have the courage to intervene in a compassionate and responsible way. Leaders at all levels must underscore the importance of awareness, education and training as a way to increase the resiliency and strength of our Soldiers, Civilians and Families.

This September, in support of the Ready and Resilient Campaign outcomes, leaders across the Army should assess their units and engage in events and training designed to promote resiliency through education and awareness activities. These activities will include training in Comprehensive Soldier and Family Fitness; suicide prevention, assessments and intervention techniques; and activities that support stigma reduction. Active leadership involvement is critical to campaign success. We must leverage military and community resources to build individual resilience, strengthen Army professionals and sustain unit readiness while preserving lives.

Suicide impacts the entire Army community. We urge all Soldiers, Civilians and Families to work together to prevent suicide and to enhance individual and collective resilience and readiness through strong training programs. Our strength is at its greatest when we operate as a team.

Army Strong!

Raymond F. Chandler, III
 Sergeant Major of the Army

Raymond T. Odierno
 General, United States Army
 Chief of Staff

John M. McHugh
 Secretary of the Army

How is employment verified at SIAD?

Before you are approved for any financial loan, there is one thing that is always needed - Employment Verification.

A few years ago, all you did was give your work number and verification was completed. Now the process has changed and the responsibility for employment verification falls on the shoulders of the employee.

Employees have three available websites, the Civilian Personnel On-Line (CPOL), Army Benefits Center for Civilians (ABC-C), and the Civilian Human Resources Agency (CHRA) to access the Employment Verification Tool.

Self Service My Biz - Employment Verification enables employees to securely and conveniently release, via e-mail, employment and/or salary information to an external organization or person.



The Employment Verification Tool is available to all Army civilian employees via links through the CPOL, ABC-C, and the CHRA websites. The following links will direct employees to My Biz in the Defense Civilian Personnel Data System:

* CHRA Website/GPA: The user can search GPS using the phrase Employment Verification or go directly to the information via <http://www.chra.army.mil/hr/tools/gps/view.asp?ID=788>.

* CPOL Website: Access Benefits and Entitlements, which leads to the Employment Verification link, <http://cpol.army.mil/library/benefits/2013-EV.html>. This will direct the user to the Employment Verification information.

* ABC-C Website: Via the <https://www.abc.army.mil/> link under Useful Links on the right hand side of the page, users will find Employment Verification. Users can then access the link which will lead them to the <http://cpol.army.mil/library/benefits/2013-EV.html>.

The direct link for employees to log into My Biz, via DCPDS Portal is <https://compo.dcpds.cpmo.osd.mil/>.

VANPOOLING (From Page 4)

from Susanville, where there are two 48-passenger buses (day shift) and one 28-passenger bus (night shift) available utilizing this transportation program benefit.

The combined savings for employees enrolled in this program is approximately \$139,730.

EEO/Diversity Update

Hispanic Heritage Month

On May 22, 2013, The National Council of Hispanic Employment Program Managers (NCHEPM), announced the 2013

Hispanic Heritage Month theme: "Hispanics: Serving and Leading Our Nation with Pride and Honor." The theme highlights the important roles and significant contributions Hispanics have made with pride and honor in all sectors of the American society.

Each year, Americans observe National Hispanic Heritage Month from September 15th to October 15th, celebrating the histories, cultures, and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America.

The observance started in September 1968 as Hispanic Heritage Week under President Lyndon B. Johnson. In 1988, President Ronald Reagan expanded the observance to become Hispanic Heritage Month.

September 15th is the anniversary of independence for Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua.

In addition, Mexico declared its independence on September 16th, and Chile did so on September 18th. Also, Columbus Day, or Día de la Raza, falls within this 30-day period, on October 12th.

Generations of Hispanics have shaped and strengthened the heart of the United States since its inception. Hispanics have enriched every part of our national identity with traditions that stretch across centuries and reflect the many ancestries that make up the Hispanic/Latino community.

This year we take pride in honoring those who have served and continue to serve our great nation:

Born in 1952, Linda Alvarado (Entrepreneur) was raised with five brothers by parents who had high expectations for their offspring.

They also gave their children pride in their heritage. Alvarado said, "They helped us to understand that as Hispanics we would probably be faced with some form of bias in our lives, but that we should never use that as an excuse not to try." She attended college on a full scholarship, but she worked as a laborer for a landscaping company

to pay her personal expenses. She graduated with a degree in economics and went to work as a contract administrator for a development company that specialized in large retail, commercial, and housing projects. Her position often put her on the construction site, and she discovered the satisfaction of seeing a building design on a blueprint become a structure.



Lynette Hall
EEO Manager

At age 19, PFC Joseph Unanue fought in World War II in the decisive Battle of the Bulge.



On his first day in the European Theater, his sergeant lay dead; he was the next in command.

"They wanted me to take over, but I didn't want to. I was just a PFC," he said. He pulled his men to safety amid intense shelling, a heroic act earning him the Bronze Star. He returned to the U.S. and enrolled in the Catholic University of America, graduating with a degree in mechanical engineering.

He turned down his first job offer because it did not pay what he thought he was worth. "Instead, I went to work typing invoices for my father at half the salary!" Over the next 25 years, he learned every facet of the food industry, and he became the company's president in 1976. Goya Foods now stretches across the United States and into Mexico, Central and South America, and Spain.

Unanue was known to possess a certain down-to-earth air, remembering his roots and always being there to give advice to new and up-and-coming Hispanic-owned companies.

Dolores Huerta (Labor leader and social activist) has fought for more than four decades to bring justice, dignity, and a decent standard of living to farm workers. Huerta learned about social activism from her mother, who often provided homeless farm workers a helping hand. Unlike most Hispanic women of her generation, Huerta attended college. She began teaching but left because, in her words, "I couldn't stand seeing kids come to class hungry and needing shoes. I thought I could do more by organizing farm workers than by trying to teach their hungry children." Huerta found her calling as an organizer while serving in the leadership of the Stockton Community Service Organization (CSO). She founded the Agricultural Workers Association, set up voter registration drives, and pressed local governments to improve barrios.

In 1955, she met CSO Executive Director César E. Chávez. The two soon discovered that they shared a common vision of organizing farm

workers.

In 1962, Dolores Huerta and Cesar Chavez launched the National Farm Workers Association. Huerta's organizing skills were essential to the growth of this budding organization. The challenges she faced as a woman did not go unnoted, and in one of her letters to Chávez, she joked, "Being a now (ahem) experienced lobbyist, I am able to speak on a man-to-man basis with other lobbyists."

Her lobbying and negotiating talents were demonstrated in 1963, by securing aid for dependent families and disability insurance for farm workers in California.

She was also instrumental in the enactment of the Agricultural Labor Relations Act of 1975. The first law of its kind in the United States, it granted farm workers in California the right to collectively organize and bargain for better wages and working conditions.

While she was busy breaking down one gender barrier after another, she was seemingly unaware that she impacted not only farm workers but also young women everywhere.

Huerta advocated for entire families' non-violent participation in the movement because men, women, and children all worked the fields.



At age 58, Huerta was assaulted in San Francisco while protesting against the policies of then-presidential candidate George H. W. Bush. A baton-wielding police officer broke four of her ribs and shattered her spleen. Public outrage compelled the San Francisco Police Department to change its policies regarding crowd control and police discipline.

Following her recovery, she took a leave of absence from the union to focus on women's rights. She traveled the country for two years on behalf of the Feminist Majority's Feminization of Power: 50/50 by the year 2000 campaign, encouraging Latinas to run for office.

Her efforts effectively increased women's representation at the local, state, and federal levels.

In 2012, Huerta was named one of 13 recipients of the Presidential Medal of Freedom, the nation's highest civilian honor, for her meritorious contributions to the United States.

At 83, Huerta continues to work tirelessly, developing leaders and advocating for the working poor, women, and children. She maintains, "Every one of us has to make a commitment to

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Employees received annual training during Safety Stand-Down

By Mr. Kenneth Upshaw
Safety Specialist

Employees from the Sierra Army Depot participated in the annual "Safety Stand-Down Day 2013" on Aug. 22.

The Safety Office provided training material that highlighted critical key safety points for employees. Directorates had the latitude to conduct training within their area of responsibility as long as it met the Army's requirement in multiple areas where employee safety is concerned. The goal of the safety program is to promote education and encourage participation by employee involvement. The Depot's safety training spotlighted a variety of areas in the Army's safety program.

Some organizations created skits to convey the safety message, while other organizations participated in lectures and/or presentations. Some employees reacted to a planned emergency evacuation that was conducted as part of the training during the Safety Stand Down day.

Safety Stand-Down Day is designed to provide meaningful and useful information to the workforce and to ensure that everyone realizes that safety does not begin and end with the annual presentations.



In the photo above, employees within the Directorate of Containerization and Assembly created a skit to convey safety messages to their peers during the annual Safety Stand-Down Day.

Below photo, Mr. Michael Winters, supervisor in Long Term Storage, gives a presentation to his employees on the hazards they will encompass on a daily basis and how they can avoid accidents.



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social justice. You have to have the courage to get out there and fight for it."

Hispanics have exerted a profound influence on our country through their strong commitment to family, faith, hard work, and public service.

They have enhanced and shaped our national character with centuries-old traditions that reflect their multiethnic and multicultural customs.

"Hispanics have helped shape our communities and expand our country, from laboratories and industry to board rooms and classrooms. They have led movements that pushed our country closer to realizing the democratic ideals of America's founding documents, and they have served courageously as members of our Armed Forces to defend those ideals at home and abroad. Hispanics also serve as leaders throughout the public sector, working at the highest levels of our government and serving on our highest courts." —President Barack Obama

Additional information can be found at the following websites:

<http://www.deomi.org>
<http://hispanicheritagemoth.gov/about/>
<http://www.whitehouse.gov/the-press-office/2012/09/14/presidential-proclamation-national-hispanic-heritage-month-2012>



AIRFIELD

(From Page 5)

Public Affairs Office
Sierra Army Depot
74 C Street
Herlong, CA 96113

end. I was truly impressed with the teamwork and sense of urgency of our employees.

I discovered there is a lot that goes into preparing for a mission, and ensuring success requires coordinating a myriad of well-trained, core personnel from many departments. IBO is the initial point of contact with the customer. Directorate of Information Management staff monitors and operates radio equipment. The Directorate of Base Support conducts thorough pre-mission runway sweeps, and makes sure K-loaders are operational. The police force monitors security, and puts additional measures in place well before the aircraft lands at Amedee. The fire department is on site for the duration of each mission, providing support not only with personnel, but sophisticated, state of the art equipment, to include water and foam tanks.

Transportation staff and the Airfield Manager work together to prepare all required documentation for a mission. The Asset Management Directorate load crew provides the exact weights, dimensions, and placement of paperwork, in ad-

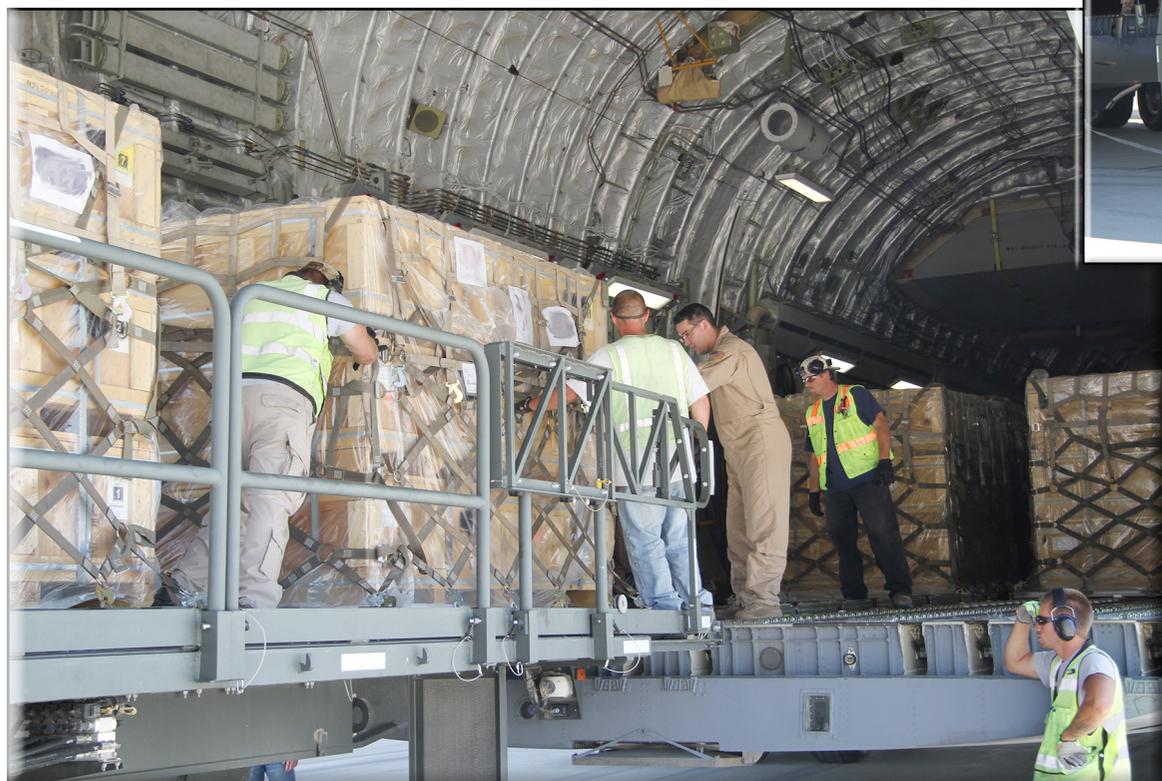
dition to working with the load planner (typically a Nevada Air Guard representative) to assure the load plan is correctly prepared and submitted to Air Mobility Command (AMC). The Airfield Manager is responsible for assuring the plane arrives and taxis safely, and that all systems are operational at Amedee Army Airfield. Our Asset Management Directorate prepares the shipment, by retrieving the material from storage sites and assembling that material on 463L pallets. They move the material to the airfield, working with the plane's loadmaster to assure the established load plan is acceptable, and determine how that load plan will be executed. The Air Traffic and Airspace Officer is responsible for coordinating with all of the stakeholders, assisting with airfield radio duties, and communicating with our Command Group and Mission customers on the status of the mission. During airfield operations they handle all special requests and VIP coordination, which is accomplished with zero interference to operations.

Landing an aircraft at Sierra offers many logis-

tical advantages. Amedee provides 10,000 feet of runway and can accommodate all military aircraft, and Sierra can accommodate any flight mission with no restriction on destination. Amedee is not located in close proximity to any major residential area, which eliminates restrictions which might otherwise affect operations. There are no significant obstacles to takeoff or landing. There is a fully operational railway which transects the depot, and storage areas are located a mere two to eight miles from the runway. Amedee can be used for training missions, and pilots familiar with Bagram Air Base in Afghanistan have drawn parallels between the geography surrounding that location and Sierra. Modern, fully operational weather detection and communication equipment and a fully operational VORDME are utilized for all missions.

Sierra has supported missions transporting many different types of equipment to various units/posts/camps in Theater and within the United States.

Participating in these missions was a great experience and I'm grateful to have been given the opportunity to do so. I look forward to future missions and believe that Sierra's capabilities, our resources, and assets such as Amedee Army Airfield provide us with a lot to offer our current and potential customers.



Clockwise top left, C-17 landed at Amedee Army Airfield to receive two separate shipments of material for Soldiers in the field. Above, an employee positions a K-loader up to the C-17 in order for pallets of equipment to be loaded. At left, Employees and flight crew maneuver a pallet full of various equipment from the K-loader onto the tail of the C-17.