



TRACKS

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Depot honors those who served, died

by Jennifer Bacchus

ANAD Public Affairs

Anniston Army Depot Commander Col. Martine Kidd believes it is appropriate that Memorial Day falls at the end of May and is a day which marks the unofficial start of summer.

“What could be a more fitting tribute to the men and women who died in service to our country than pausing to remember them on a day which signals not the end, but the beginning - a day that gives birth to a season filled with warmth and life,” she said.

The installation celebrated this day and the memory of soldiers of each war who have gone before us during a wreath laying ceremony May 26 at McClellan Military Cemetery.

The cemetery, which is located on the former Fort McClellan, is now maintained by Anniston Army Depot.

Several installation employees as well as military and civilian leaders from Calhoun County participated in the event by placing flags in front of each of the 355 headstones at the cemetery.

Memorial Day’s roots stretch back to May 1868 when a Civil War officer, Gen. John A. Logan, initiated a Decoration Day.

This day was a time to honor and remember those who lost their lives in the Civil War through the placement of flowers at their gravestones.

Decoration Day soon encompassed those lost in World War I and World War II.

Memorial Day became an official federal holiday in 1971.

“Here, at McClellan Cemetery and at countless cemeteries around the world, we are reminded that freedom is not free,” said Kidd.

She told those gathered for the event that the service members interred on that land lived by the same

Army values which soldiers have today - loyalty, duty, respect, selfless service, honor, integrity and personal courage.

“We have all been touched by the sacrifices soldiers have made in service to our country and we know the suffering this loss has brought to mothers, fathers, sisters, brothers, spouses and friends,” said Kidd.

Maj. Gen. (retired) Gerald Watson, a former commander of Fort McClellan was on hand for the ceremony.

He said his thoughts on Memorial Day often turn to the spouses of those who served, particularly his own.

Carol Ann Watson died in January 2014 and is now interred at Arlington National Cemetery.

“I think about all the things she contributed,” said Watson as he reminisced over the time his wife spent at the hospital caring for soldiers and their families.

Kidd reminded those gathered for the ceremony to remember the families of those who served also.

“Each of these survivors have suffered a loss and yet have stood strong through uncertainty and their resilience, dedication and commitment to their soldiers continue to shine as a beacon for the rest of us,” she said.

Kidd also asked those present to remember the missing as well during Memorial Day.

“Our nation is committed to the warrior ethos ‘I will never leave a fallen comrade behind’ and continues efforts to locate, identify and repatriate those men and women who have not yet returned home,” said Kidd. “For them, for their families, their journey is not yet complete.

**Additional photos on Flickr and
• See MEMORIAL, page 5**



Photo by Mark Cleghorn

Anniston Army Depot employees and military and civilian leaders from the surrounding communities participate in a Memorial Day Ceremony May 26 at Military Cemetery on McClellan.

Quality is ANAD's reputation

by Michael Burke

ANAD Deputy to the Commander

Anniston Army Depot has a reputation for producing quality heavy combat vehicle and small arms weaponry.

Our survivability depends on it.

The equipment we produce does not compare to ordinary commercial products that can be purchased at the local department store. Soldiers and Marines' lives depend on what we do and our products are crucial for the success of our Armed Forces.

Our customers expect us to deliver quality products. If we do not, they will quickly look for alternatives.

Every individual on this installation plays a role in our mission to produce high quality equipment. Improving our quality is a never ending job.

During the next few months, you will see changes to our Quality Management System aimed at improving our product quality. In this column, I'll address the basic role, relationship and responsibilities of that office and in subsequent columns, I'll update you on the progress.

In the recent organization change, the former Directorate of Engineering and Quality's Quality Assurance Division was realigned under the Command Staff and thus renamed the Quality Assurance Office.

This office is primarily responsible for verifying performance through monitoring,

sample inspection and auditing.

When products fail in the field and are returned, a failure analysis is conducted. The findings are posted monthly in the work areas and provide insight to solve problems and take corrective action and prevent recurrence.

The Directorate of Production Management is responsible for communicating with the customer and overall program management to ensure we are meeting their expectations.

DPM provides the Directorate of Production with a Shop Project Order concurring with the Scope of Work. The SPO includes

the man hours, publication reference, mandatory replacement parts, SOW, general instructions, quality plan, safety instructions, special instructions, work station requirements, inspection check sheets and any special tools required.

It outlines the customer's request and provides a reference to the latest drawings, specifications and instructions that are used to manufacture and inspect the commodity.

To assist in analyzing quality problems, the Directorate of Production Engineering identifies root causes and suggests corrective actions.

This office determines whether parts and various components conform to the applicable drawings. They draw various fixtures, components, and alterations of parts. They submit engineering change proposals and provide assistance

with deviation waivers.

In DP, each shop technician is responsible for the work they perform, along with inspecting parts during each process.

You are our first line of defense to ensure we are producing quality equipment.

When parts are received in the maintenance area, they are inspected for identification, quantity, and damage. All inspections are recorded in the Electronic Maintenance Inspection Data Analysis System.

If a defect is entered in eMIDAS, it is the responsibility of the receiving organization to conduct an investigation and provide a corrective action in the system.

Problems that cannot be resolved at their level should be elevated through the chain of command.

QAO will also conduct trend analysis on the defects and provide assistance with corrective actions when needed. The staff is available to provide the necessary eMIDAS training and any special eMIDAS reports or analysis upon request.

In conclusion, quality is not a department, position, or title.

Quality is not a cost center or final inspection. It involves every employee. We must work together to ensure we are doing our part to continuously improve quality and decrease defects.

Our mission is to provide superior industrial expertise, products, and services to support America's war fighters, allies and commercial customers.

Let's all do our part and make them proud to do business with Anniston Army Depot!



MICHAEL BURKE



Photo by Mark Cleghorn

Sam Sutthaleo, the owner of Thai One On, a local restaurant, and native of Thailand spoke during Anniston Army Depot's Asian American Pacific Islander Heritage Month Luncheon May 25.

Local restaurant owner overcame adversity for dream

by Jennifer Bacchus

ANAD Public Affairs

Sam Sutthaleo, owner of the Thai One On restaurant in Anniston, Ala., spoke at Anniston Army Depot's Asian American Pacific Islander Heritage Month Luncheon May 25.

Sutthaleo, who immigrated to the United States at the age of 13 in 1975, detailed some of the hardships he faced growing up and how they shaped his life.

He learned to never give up.

One of his daughters had an illness and doctors predicted she wouldn't live to be an adult.

"I didn't give up on her," said Sutthaleo. Instead, he found other doctors who found treatments.

His daughter is now 27 and healthy.

He learned to make the best of everything that happens.

The first two restaurants he opened were in Indianapolis, Ind. Both closed following a downturn in the economy.

So, he took the opportunity to begin again in a new place, in Alabama.

"I work hard," said Sutthaleo. "I work hard every day. It's not where you come from or what color you are. Don't use anything for an excuse."

Sutthaleo then encouraged those present at the event to work hard to achieve their dreams and to never let excuses stand in the way of achieving them.

**Have an article idea for TRACKS?
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Preventative maintenance a daily task

by Jennifer Bacchus

ANAD Public Affairs

Preventative maintenance is an ongoing process at Aniston Army Depot.

Each day, employees of the Directorate of Public Works' Equipment Support Division perform some form of preventative maintenance on machining equipment, cranes, paint booths, furnaces, the spinner hangers, test stands and other equipment for the installation and its tenant organizations.

"Every asset or production machine has a life cycle," said Ronald Gregg, division chief for Equipment Support. "A good preventative maintenance program maximizes those life cycles and ensures optimal performance and productive value."

Each piece of equipment is logged and tracked in a preventative maintenance schedule, detailing the type and frequency of maintenance needed.



Photo by Jennifer Bacchus

Zach West, left, and Elliott Reedy add oil to a computerized numerical control, or CNC, grinder in one of the depot's machine shops.

This schedule, which is based on recommendations of the Equipment Support Division.

by the equipment manufacturers and history of breakdowns, then becomes the work schedule for employees. Though they have each piece of equipment scheduled, employees know maintenance is often needed

between the preventative checks.

That is where they rely on those who use the equipment every day.

In order for the preventative maintenance program to be successful, it takes time and attention by everyone who uses or cares for the equipment.

"An operator's daily, weekly or monthly checks are just as important as the technician's," said Gregg.

"If operators see or hear a problem, they can ask their supervisor to put in a work order early," said Jeff Cromer, supervisor for DPW's Maintenance Support Branch. "It's best to have our employees come out before there is a total failure on the equipment."

Work orders can be called in to the Work Order Hub at Ext. 6344, by filling out form SIOAN 420-20-E or they can be requested through the Facilities and Events Management System.

What happens when you slip, trip, fall?

from Staff Reports

ANAD Safety Office

Slipping is a loss of balance caused by too little friction or a loss of traction due to wet surfaces or spills.

To prevent slips, follow these tips as appropriate for your work area:

- Use appropriate footwear
- Increase the friction between your shoes and the surface on which you are walking
- Use strap-on cleats when needed

When a person trips, an employee's foot hits an object, their balance is thrown off, creating the momentum to fall.

Trips often occur because of cluttered work areas, poor lighting, areas with loose footing or employees who are in a hurry or inattentive.

To prevent trips, follow these tips:

- Ensure you can see over the load you are carrying
- Ensure adequate lighting

- Keep work areas free of clutter and litter
- Keep furniture out of walkways and traffic areas

Tape down extension cords and keep them out of walkways

- Eliminate loose footing on stairs, steps and floors

- Properly store ramps and gangplanks in loading dock areas

Falls occur because a person moves too far from their center of balance.

Falls are often caused by makeshift ladders, the misuse of ladders, poor climbing habits or improper scaffolding use.

To prevent falls, follow these tips:

- Don't jump from elevations, such as docks, trucks or work stages
- Ensure adequate lighting
- Repair or report loose or broken stairs, handrails
- Don't use stairs or aisles as storage areas
- Wear appropriate footwear



Courtesy image

Proper ladder usage can prevent falls in the work area.



Portable ladder safety tips

from Staff Reports

ANAD Safety Office

Falls from portable ladders (step, straight, combination and extension) are one of the leading causes of occupational fatalities and injuries.

Each June, ladders are scheduled to be inventoried, inspected and stamped for the next periodic inspection.

Follow these rules for safe ladder usage:

- Read and follow all labels/markings on the ladder. Always inspect the ladder prior to use!

- Avoid using a metal ladder near power lines or exposed electrical equipment.

- If the ladder is damaged, remove from service by using DD Form 1577 Red Tag.

- Always maintain a 3 points of contact and face the ladder when climbing and descending.

- Keep your body near the middle of the step and do not reach or lean.

- Ladders must be free of any slippery material on the rungs, steps or feet.

- Do not use a step ladder as a single ladder or in a partially closed position.

- Do not use the top step/rung of a step ladder unless it was designed for that purpose.

- Only use ladders on stable and level surfaces, unless the ladder is secured.

- Do not place a ladder on boxes or other unstable bases to obtain additional height.

- Do not move or shift a ladder while a person or equipment is on the ladder.

- An extension or straight ladder used to access an elevated surface must extend at least 3 feet above the point of support.

- Do not stand on the three top rungs of a straight, single or extension ladder.

- Be sure that all locks on an extension ladder are properly engaged.

- Do not exceed the maximum load rating of a ladder. Be aware of the ladder's load rating and of the weight it is supporting, including the weight of any tools or equipment.



SHARP program encourages respect

by Tim Rolfe

ANAD SHARP Coordinator

The primary goal of the Sexual Harassment Assault Response and Prevention program is to create an environment where all Soldiers, Family members and civilian employees are treated with dignity and respect.

SHARP aims to eliminate sexual harassment and assault from within the ranks and reinforces the Army's core values of loyalty, duty, respect, selfless service, honor, integrity and personal courage.

All reports of sexual harassment and assault will be taken seriously, victims' privacy will be protected and offenders will be held accountable. Bystanders are encouraged to intervene to prevent these behaviors before they occur.

There are several different forms of sexual harassment, including verbal, nonverbal and physical contact.

This type of harassment is considered to be a form of gender discrimination.

Reporting sexual harassment behaviors at the lowest level is critical in preventing future occurrences and these reports may resolve a situation which could escalate to the level of a sexual assault.

Early reporting reduces the impacts and devastating effects on the individuals involved, units and work sections, the community at large and even the overall mission.

Sexual assault is defined as rape, sodomy or attempts to commit these acts.

Sexual assault typically involves some level of physical force, verbal and physical threats, and, in some cases, an abuse of authority.

The victim of sexual assault does not, or cannot, consent.

Sexual assault occurs without respect to gender, spousal relation or age.

If you have been the victim of a sexual assault, it is critical to remember to seek medical treatment immediately and to preserve evidence.

When a sexual harassment or assault case is reported, supervisors must utilize the Internal Report Form and Supervisor Checklist to ensure proper reporting procedures are followed.

These forms can be found on the Intranet under Regulations & Policies/Commander's Policies. Scroll down until you see Policy #16. Review these forms and follow all required reporting procedures accordingly.

For more information regarding sexual harassment/assault prevention and response or to report an incident, contact the SHARP Sexual Assault Response Coordinator at 256-624-8510.

ACS hosts resiliency training

by Tim Rolfe

ANAD ACS

Army Community Service hosted the 2016 Master Resiliency Training course and Stress Management Training May 25 at Anniston Army Depot's DeSoto Entertainment Center.

The effort was coordinated with depot leadership to ensure the mental health and well-being of depot employees is enhanced and sustained during rather turbulent times.

The intent was to provide quality, in-depth training to assist employees who may be struggling with multiple life-stressors, strengthen stress management techniques and enhance resiliency skills to meet future challenges at work and at home.

As a certified Master Resiliency trainer, I'm always looking for new and creative ways to implement such a critically important curriculum like the MRT course at ANAD.

The benefits of such a course can be immeasurable because the training not only addresses work-related issues and how to better relate with coworkers, but the skills taught carry over into the employee's personal life as well.

We know there is a direct correlation, and if an employee's personal life is stable, their productivity increases and focus on the mission will automatically improve.

ACS also used the Army Family Team Building curriculum, particularly its stress management compo-



Photo by Mark Cleghorn

Tim Rolfe, standing, discusses the principles of resiliency and stress management with Anniston Army Depot employees.

nent, to enhance the training.

AFTB Program Manager Amanda Mullinax assisted with the class.

Resiliency and stress management training are key parts of the AFTB curriculum and Mullinax feels these courses add value to the depot community. This is reinforced by responses obtained through participant surveys.

"Employees responded well to the training and they seemed to truly benefit from the content," said Mul-

linax.

Participants have suggested ACS provide the extended version of the MRT curriculum, which provides more time to delve deeper into the content, and offer the course on a quarterly basis so more employees have an opportunity to attend.

ACS will assess the results of these surveys with depot leadership and continue to explore how to best implement courses, according to the needs of the community.



From MEMORIAL, page 1



Photos by Mark Cleghorn

Anniston Army Depot Commander Col. Martine Kidd, left, and Chief Warrant Officer 3 Adrian Pubill place a wreath at the Military Cemetery on McClellan in honor of the Veterans interred there.



Maj. Aatif Hayat, physician for the Dear Occupational Health Clinic located at Anniston Army Depot, places a flag at one of the headstones at the Military Cemetery during the May 26 Memorial Day ceremony.



Maj. Gen. (retired) Gerald Watson, commander of Fort McClellan from 1985-1989, places a flag at the McClellan Military Cemetery during Anniston Army Depot's Memorial Day Ceremony.



Depot Commander Col. Martine Kidd addresses the employees, dignitaries and members of the community present for the installation's Memorial Day Ceremony at the former Fort McClellan.

ANAD 75TH ANNIVERSARY: 1941-2016

Depot attorney recalls 30-year career

by Jennifer Bacchus

ANAD Public Affairs

Editor's note: In honor of Anniston Army Depot's 75th anniversary, TRACKS is looking back at the installation's changes through the eyes of those who were present.

Mickey Starling began his career at Anniston Army Depot in April 1986. At first, Les Mason, the depot's chief counsel at the time, hired him to work part time.

"I worked part time because I was teaching at Jacksonville State University and had to finish that commitment before I could be full-time," said Starling.

At the time, the Legal Office was collocated in the same building as the depot's club, which Starling found amusing.

"I thought it was interesting, you had a bar and members of the bar in the same building," he said.

He was far less interested in some of the building's other visitors, local wildlife, including snakes and rats.

During his first year, Starling focused on labor and Equal Employment Opportunity cases before transitioning into an area which has become a passion for him, environmental law.

One of the first issues Starling dealt with as an environmental attorney involved the newly built wastewater treatment plant. The plant was out of compliance with Alabama Department of Environmental Management regulations almost from the first moment it went online.

"Bill Camp, who led the Directorate of Engineering and Logistics

at the time, assembled a group of people who each had a role to play in the project to solve the problems," said Starling. "The group was dedicated to the task and worked so well to find and resolve the issues that, by the time ADEM decided on



Photo by Jennifer Bacchus

Mickey Starling looks through paperwork for a case in Anniston Army Depot's Legal Office.

the further action, all work was complete."

As the depot's environmental attorney, Starling was involved in the chemical demilitarization efforts from the beginning. He liked the fact that the community didn't automatically get behind the program, but, instead, questioned the process.

"I always thought the opposition here made us better," he said.

Starling credits the fact that employees at ANAD and the Anniston Chemical Activity were from the area

eventually helped the protesters accept that chemical demilitarization here would be safe.

"It's something about the depot – people trust us. The idea in the community was that we were part of them," said Starling.

Starling is proud of the men and women who ensured the process worked safely and without incident.

"We absolutely disposed of seven percent of the toxic stockpile in the United States without harming a soul or harming the environment."

In the early 90s, during operations Desert Shield and Desert Storm, both the depot and Starling were called upon to perform additional duties for the Army.

Serving overseas has become one of the depot's traditions over the years, but the Gulf War was the first of those efforts.

Starling was mobilized with his Army Reserve unit in September 1990. Though most of his unit stayed in Riyadh, Starling was placed in Dhahran. He was the only member of his unit there.

At Abdullah Aziz Airbase, he met two employees from Anniston Army Depot who were there to assist deployed units with maintenance on vehicles.

"It turns out the depot had sent employees over there," said Starling, adding that ANAD employees had set up a depot

operation in one of the suburbs of Dhahran. "I never heard so much praise as I did for our people and the work they did there for the 7th Corps. It was a great personal risk for our civilian employees to go over there."

He shared some of his favorite memories of things which have changed over the years and things which have come and gone.

When Starling arrived at ANAD, there was a swimming pool near what is now the cooperative education facilities.

Terrace Homes, a housing development where employees lived with their dependents, was in the area where the Museum Support Center now stands.

"In the 1940s, when the depot was built, 10 miles to Anniston was a long way. So, the Army built housing out here," said Starling, explaining how the need for housing waned over the years as the idea of commuting from a distance grew more prevalent.

Today, some ANAD employees commute more than 100 miles to work.

Military housing, specifically the commander's and sergeant major's quarters, were the only housing remaining when Terrace Homes was demolished. The commander's home, in 2009, became the headquarters for the Directorate of Public Works before finally being demolished last year.

Starling stated that, though the number of depot employees has remained fairly consistent throughout the years, in previous years there were less contractors employed on the installation and more military serving here.

Those employees, according to Starling, have always been what makes the depot special.

"This place has always been like family," he said. He credits that feeling of family and the positive changes he has seen throughout the years to good leadership.

"The biggest change I've seen, from 1986-2016, is the number of minorities and women in leadership. That is such a positive thing, which I attribute to our leaders throughout the years," said Starling.

“

“I thought it was interesting, you had a bar and members of the bar in the same building.”

Mickey Starling
Depot Legal Counsel

notes from around the TRACK

2016 GRADUATES



Courtesy photo

Ellison

Taylor M. Ellison graduated from Oxford High School May 17.

She is the daughter of Anthony K. Ellison (DPM). She is pictured with her sisters Tessa and Victoria.

Taylor plans to attend North West Mississippi Community College on a softball scholarship.

She finished an amazing high school softball career. Taylor was chosen as an All-State tournament player in 2014, was on the All-County first team four time, was the 2015 Calhoun County Most Valuable Player and helped her team win a state title in 2014 and earn second place in 2016.

Pope

Jonathan Pope received his bachelor's degree in history from the University of Alabama May 7.

He is the son of Scott (DES) and Tina Pope. Proud grandparents are Joe and Carol Gibson, Betty Gibson (deceased) and John (deceased) and Beverly Pope.

Jonathan is considering furthering his education while weighing career options in his field.



Courtesy photo

Satcher

Amber Satcher graduated cum laude May 7 from Alabama State University with a Bachelor of Arts in theatre arts.

She is the daughter of Jerry (DP) and Torina Satcher. Her uncle is Rodrick Satcher (DLA). Proud grandparents are Jerry and Patricia Satcher of Anniston, Ala., and Jewell Brown of Valley, Ala.

Amber, who has been active in movies and the theatre while earning her bachelor's degree, plans to continue her education and earn a master's degree while pursuing work in the theatre.



Courtesy photo

Satcher

Savannah Satcher graduated from Jacksonville High School May 26.

She is the daughter of Jerry (DP) and Torina Satcher. Her uncle is Rodrick Satcher (DLA). Proud grandparents are Jerry and Patricia Satcher of Anniston, Ala., and Jewell Brown of Valley, Ala.

Savannah plans to study political science at Auburn University at Montgomery on a Tolbert scholarship, an AFAPA scholarship, a Jackson State iPad and technology scholarship and a West Anniston Foundation scholarship. She received numerous awards during her time in high school and was a drum major for the band during her junior and senior years.



Courtesy photo



Courtesy photo

Chao Liao rips a forehand against Ivan Skripnik during the State Table Tennis Championship final round.

Depot hosts state table tennis tournament

On May 14, 55 players from across Alabama competed in several different events at the State Table Tennis Championships.

Players could enter different events based on skill level, age and gender with a total of eight events.

Anniston Army Depot has hosted a state tournament at the Physical Fitness Center every year since 2004.

Some years, the installation hosted two events, the State Teams Tournament and the State Championships.

The State Championships are played in different cities each year based on club activity.

Chao Liao, a graduate student from Auburn University defeated Ivan Skripnik of McCalla 4-1 in the championship final.

It was Liao's first state title. The Auburn team won the Alabama Teams Tournament in March.

Liao used his quick feet and left-handed attacking game to win the \$200 first prize. Skripnik earned \$100.

Skripnik and teamed up with Ben Hartwiger of Birmingham to win the Championship Doubles. They beat the Birmingham team of Chris King and Danny Feldman 3-0 in the finals.

Donnie McGinnis, an Anniston Army Depot retiree, beat Fred Mitchell of Athens 3-0 in the Class C title match.

Tom Alexy, a Defense Logistics Agency Anniston retiree made it to the finals of the Esquire Division.

Tournament committee members were: Tournament Director Michael Harris (DPM) Tom Alexy and Jason Stancil (DMM).

Weekly club play is held Tuesdays at the Physical Fitness Center for those would like to participate and get some good exercise.

Why is heat hazardous to employees?

from Staff Reports

OSHA.gov

When a person works in a hot environment, the body must get rid of excess heat to maintain a stable internal temperature. It does this mainly through circulating blood to the skin and through sweating.

When the air temperature is close to or warmer than normal body temperature, cooling of the body becomes more difficult. Blood circulated to the skin cannot lose its heat.

Sweating then becomes the main way the body cools off. But sweating is effective only if the humidity level is low enough to allow evaporation, and if the fluids and salts that are lost are adequately replaced.

If the body cannot get rid of excess heat, it will store it. When this happens, the body's core temperature rises and the heart rate increases.

As the body continues to store heat, the person begins to lose concentration and has difficulty focusing on a task, may become irritable or sick, and often loses the desire to drink.

The next stage is most often fainting and even death if the person is not cooled down.

Excessive exposure to heat can cause a range of heat-related illnesses, from heat rash and heat cramps to heat exhaustion and heat stroke. Heat stroke can result in death and requires immediate medical attention.

Since 2000, 176 heat stroke fatalities have been recorded by the Occupational Safety and Health Administration.

Exposure to heat can also increase the risk of injuries because of sweaty palms, fogged-up safety glasses, dizziness, and burns from hot surfaces or steam.

Types of heat related illnesses

Heat stroke, the most serious form of heat-related illness, happens when the body becomes unable to regulate its core temperature. Sweating stops and the body can no longer rid itself of excess heat. Signs include confusion, loss of consciousness, and seizures. "Heat stroke is a medical emergency that may result in death! Call 911 immediately.

Heat exhaustion is the body's response to loss of water and salt from heavy sweating. Signs include headache, nausea, dizziness, weakness, irritability, thirst, and heavy sweating.

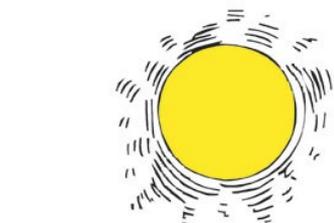
Heat cramps are caused by the loss of body salts and fluid during sweating. Low salt levels in muscles cause painful cramps. Tired muscles—those used for performing the work—are usually the ones most affected by cramps. Cramps may occur during or after working hours.

Heat rash, also known as prickly heat, is skin irritation caused by sweat that does not evaporate from the skin. Heat rash is the most common problem in hot work environments.

Heat illness prevention

Most heat-related health problems can be prevented, or the risk of developing them can be reduced.

The best way to prevent heat-related ill-



ness is to make the work environment cooler. A variety of engineering controls can reduce workers' exposure to heat:

- Air conditioning (such as air-conditioned crane or construction equipment cabs, air conditioning in break rooms)
- Increased general ventilation
- Cooling fans
- Local exhaust ventilation at points of high heat production or moisture (such as exhaust hoods in laundry rooms)
- Reflective shields to redirect radiant heat
- Insulation of hot surfaces (such as furnace walls)
- Elimination of steam leaks

Employers should have an emergency plan in place that specifies what to do if a worker has signs of heat-related illness, and ensures that medical services are available if needed.

Employers should take steps that help workers become acclimatized (gradually build up exposure to heat), especially workers who are new to working in the heat or have

In the heat? Don't forget to hydrate!

Anniston Army Depot's heat injury policy

In accordance with ANADR 385-1, during hot temperatures the following plan will be followed to provide protection for employees:

- Supervisors will train employees annually on heat stress
- Employees will be encouraged to drink plenty of fluids
- Water will be made available to employees
- Employees will be encouraged to pace themselves
- Unscheduled breaks will be permitted for individual employees as needed

Heat Index	Risk Level	Protective Measures
Less than 91°F	Lower (Caution)	Basic heat safety and planning
91°F to 103°F	Moderate	Implement precautions and heighten awareness
103°F to 115°F	High	Additional precautions to protect workers
Greater than 115°F	Very High to Extreme	Triggers even more aggressive protective measures

been away from work for a week or more. Gradually increase workloads and allow more frequent breaks during the first week of work.

Workers must have adequate, potable (safe for drinking) water close to the work area and should drink small amounts frequently.

Rather than being exposed to heat for extended periods of time, workers should, wherever possible, be permitted to distribute the workload evenly over the day and incorporate work/rest cycles.

If possible, physical demands should be reduced during hot weather, or heavier work scheduled for cooler times of the day.

Rotating job functions among workers can help minimize overexertion and heat exposure.

Workers should watch out for each other for symptoms of heat-related illness and administer appropriate first aid to anyone who is developing a heat-related illness.

In some situations, employers may need to conduct physiological monitoring of workers.