



# TRACKS

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Photo by Jennifer Bacchus

Employees of the Directorate of Engineering and Quality's Millwright Shop, from left, Clay Honaker, Bubba Haynes and Joe Folsom inspect part of the Ingersoll computer-aided machining equipment for oil leaks in the Combat Vehicle Repair Facility.

## ANAD aligns similar skill sets

by Jennifer Bacchus

ANAD PAO

Facility or equipment – that was the question posed for anyone submitting work orders at Anniston Army Depot.

After all, there is a difference.

Facility work orders – those involving infrastructure, like roads, railroads, buildings, or the primary systems for plumbing, electricity, heating and cooling in the buildings and the depot's utility systems – were handled by the Directorate of Public Works.

Equipment work orders for industrial equipment, primarily concerning the machinery – from grinders to cranes – utilized by ANAD mission employees every day, fell under the Directorate of Engineering and Quality.

The end to this separation of work orders is near. On Oct. 1, it will no longer exist.

“This reorganization will align the like skill sets,” said Martha Corby, deputy director for DPW.

Corby recalls a time, prior to 1998, when the skill sets did work together – all installation electricians, millwrights and riggers were in one shop. Then, the threat of the Installation Management Command taking over base operations functions instituted the separation

– splitting those who work on items directly related to production from those whose jobs cover everything else in base operations.

“Now, we have an electric shop and DEQ has an electric shop,” said Corby.

The reorganization to align all the skill sets again should make each shop more efficient.

“We will be able to allocate our resources more effectively and efficiently,” said Mike Mathews, the director of DPW. “This will give us the flexibility to reallocate people to work on the top priorities.”

At least for the time being, all shops will continue to be in their current locations – with shops located both in the Nichols Industrial Complex and in the depot's west area.

But, employees throughout the depot will now have only one place to submit a work order, making the process much simpler.

“We will now have only one construction group,” said Mathews. “So, when a shop needs an electric receptacle put in, they have only one place to call.”

Mathews added there will be additional opportunities for advancement with the reorganization, as it will create new supervisory positions.

• See REORGANIZATION CHARTS on page 4



### Hazard labeling

The Occupational Safety and Health Administration has updated the requirements for labeling of hazardous chemicals under the Hazard Communication standard.

As of June 1, all labels are required to have pictograms, a signal word, hazard and precautionary statements, the product identifier and supplier identification.

Distributors have until Dec. 1 to fully convert to the new HAZCOM standard and use Safety Data Sheets when shipping hazardous products.

Examples of the pictograms include:



Compressed Gas



Corrosive



Danger for the Environment



Explosive



Flammable



Harmful/Irritant



Health Hazard



Oxidizing



Toxic

# What are core depot requirements?

by Tommy Morgan  
ANAD LBDO

Title 10, Section 2464 of the U.S. Code requires each Department of Defense Service to maintain organic sustainment capability for major weapon systems.

These systems are classified by the services as core weapon systems.

Most all systems overhauled at Anniston Army Depot are core.

To maintain this capability, the services are required by statute to provide workload to depots at a level that will fulfill sustainment requirements, enabling the ability to surge in times of war.

That workload level is calculated using Department of Defense Instruction 4151.20.

The Logistics and Business Development Office at ANAD is involved in the establishment of initial core capability and the core calculation process, along with TACOM Life Cycle Manage-

ment Command and the Program Management Office personnel for ANAD-maintained weapon systems.

LBDO personnel also monitor planned execution workload to ensure ANAD is meeting core requirements as intended by the statute.

Maintaining core is difficult when defense budgets are tight.

There is a finite amount of sustainment work required.

Thus, in times of peace, when systems are not being utilized as much as in times of war, core, and consequently ANAD's workload, suffers.

Typically, enough total workload is available to maintain the total core number. The shortfalls occur in individual systems.

An example is the M88A2 Hercules.

In 2005, the Program Manager for Combat Recovery Systems worked with ANAD to develop the capability to overhaul the Her-

cules.

ANAD conducted several pilot overhauls, but no consistent workload was provided for several years.

In 2007, there was a requirement to overhaul six Hercules systems and three in 2011, but, no other Hercules work until 2015.

Because the knowledge base and skill sets had not been maintained, there was a steep learning curve required in order to execute the work.

In fact, BAE systems was contracted to assist in re-acquiring the capability. That is counter to the intent of core.

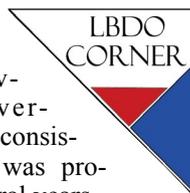
The purpose of core is to maintain a government owned, government operated source of sustainment which does not rely solely on private industry for maintenance of combat power.

If a contractor goes out of business or determines the work is not financially beneficial, the government can still maintain its warfighting capability.

The private sector develops combat power in a competitive environment, while the government maintains combat power with dedicated organic capabilities which are sometimes augmented by the private sector in the form of public-private partnerships.

There is a place for both entities in the life-cycle sustainment of systems. Core is the organic part of that mix and only core is mandated by law.

Maintaining core workload is critical to the Army and to ANAD. The LBDO will continue to pursue workload that sustains core skills and make sure ANAD remains a national treasure.



## SHARP creates healthy, respectful work environment

from Staff Reports  
ANAD ACS

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. The victim's privacy will be protected, offenders will be held accountable and 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 and sexual harassment is considered to be a form of gender discrimination.

Reporting sexual harassment behaviors at the lowest level is critical to prevention of future occurrences and may avoid a situation which could escalate to 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. In some cases, an abuse of authority can also be considered sexual assault.

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 evidence preservation is very important and medical treatment should be sought immediately.

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 to Policy 16.

Review the forms and follow all required reporting procedures accordingly.

For more information regarding SHARP or to report an incident, contact the SHARP Sexual Assault Response Coordinator at 256-624-8510.



Photo by Mark Cleghorn

Due to a decline in workload between 2011 and 2015, overhaul of the M88 is one of the core competencies Anniston Army Depot has struggled to maintain.



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PO Box 2285, Anniston, AL 36202. Commanding Officer.....Col. Martine Kidd Public Affairs Officer.....Clester Burdell Editor.....Jennifer Bacchus Photographers.....Mark Cleghorn Ben Williams



Photo by Mark Cleghorn

Staff Sgt. Jeremy Baharloui primes a M240 machine gun following reassembly. Baharloui is Army Materiel Command's NCO of the Year and is preparing to compete at the Department of the Army level.

## AMC Soldiers of the Year train at ANAD

Staff Sgt. Jeremy Baharloui, the Army Materiel Command NCO of the Year and Spec. Adam Walton, AMC's Soldier of the Year trained this week at Anniston Army Depot for the upcoming Department of the Army Best Warrior competition, which will be held in October.



Photo by Mark Cleghorn

Spec. Adam Walton reassembles a M240 machine gun in Anniston Army Depot's Small Arms Repair Facility. Walton is training for the Army's Soldier of the Year competition.

# It is not my fault

by LaVette Lyas Brown

ANAD Legal Office

After the first week of school, the family dog ate part of my son's Physical Education t-shirt, which I had recently purchased for him.

When I asked my son what happened, he quickly responded, "It's not my fault!"

I asked, "How did the dog get your t-shirt out of the dirty clothes hamper?"

My son looked surprised and said, "It wasn't in the clothes hamper, I left it in my gym bag on the floor."

I explained to my son that his failure to follow the house rules resulted in a negative consequence.

I reminded him he had accountability in this situation just as the dog.

I'm sure all of us can recount a similar experience we had as a child or with our own children when we have dealt with the lesson of responsibility.

The workplace is not that different from our home environment.

As coworkers, we are responsible for each other in the shops and offices in which we work at the installation. It is our job to follow the depot's rules and regulations regarding proper use of government property and equipment.

When a co-worker fails to comply with these rules, we are all accountable.

For example, an employee is driving a government vehicle on the depot while drinking her morning coffee, which she accidental-

ly spills on herself. The employee crashes into a post when she briefly takes her eyes away from the road.

The employee doesn't think she should be held responsible for the car accident because she didn't crash into the post on purpose. It was just an unfortunate accident.

Nonetheless, the car must be repaired and the employee is held accountable for the property damage after she failed to follow the depot's rules regarding proper operation of a vehicle.

An employee decides to take a short cut, instead of following all the procedures in a shop and accidentally injures himself when he removes a safety guard and his hand

gets caught in the machine.

The employee has to have emergency surgery for the injury and is out of work for several months to rehabilitate his hand.

Although a worker's compensation claim is filed and the employee is granted compensation, as a result of this accident the shop has to temporarily move other employees to cover the injured worker's job.

The employee's disregard for his own safety affected him personally and caused other employees to be pulled from other jobs to cover his absence from work.

He is, therefore, accountable for failing to follow established safety rules.

In a recent meeting of the Commander's Accident Review Board, Depot Commander Col. Martine Kidd reminded supervisors that numerous accidents which could have been prevented have an effect on the installation's overall budget, due to lost time and payment of worker's compensation claims.

Kidd stressed each of us has a vested interest to ensure that the installation remains a viable and safe workplace. If everyone takes preventative measures to avoid accidents, it benefits all depot employees.

So, if you see a co-worker about to engage in an unsafe work practice or misuse government property, speak up and remind them to follow the depot's well established rules and regulations in order to correct the improper behavior.

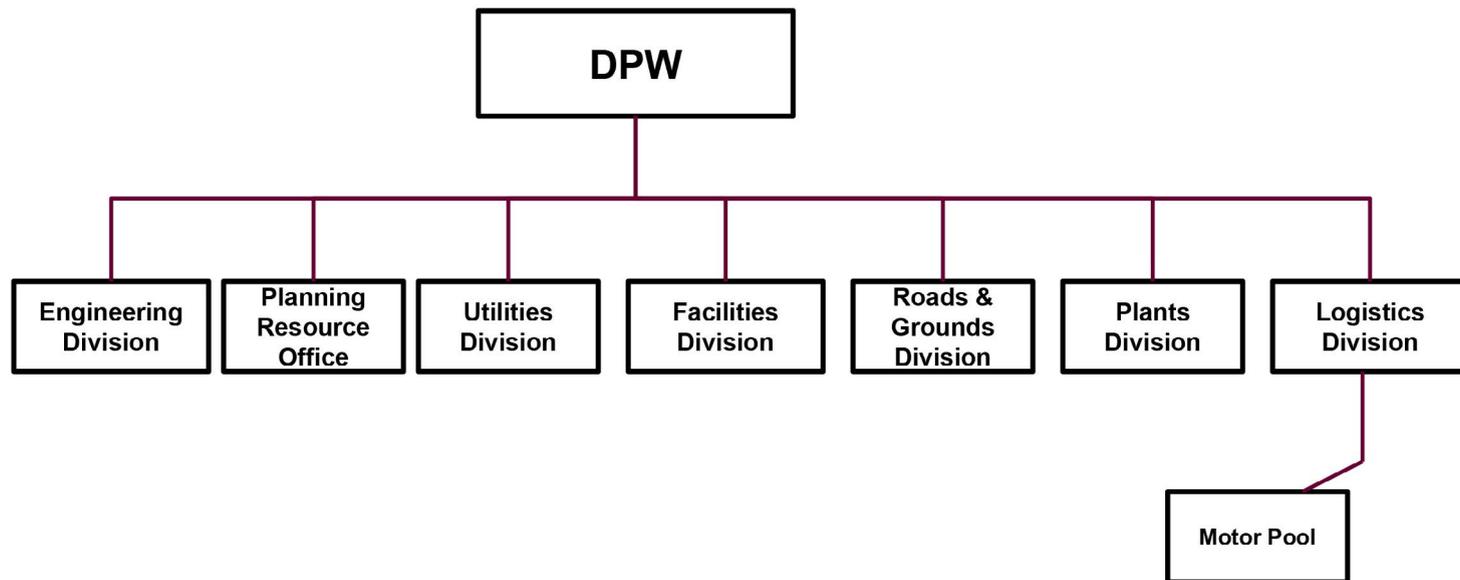
When a preventable accident occurs in the workplace, it's not just the employee's fault, it becomes all of our responsibility.

**Working safely  
is no accident**

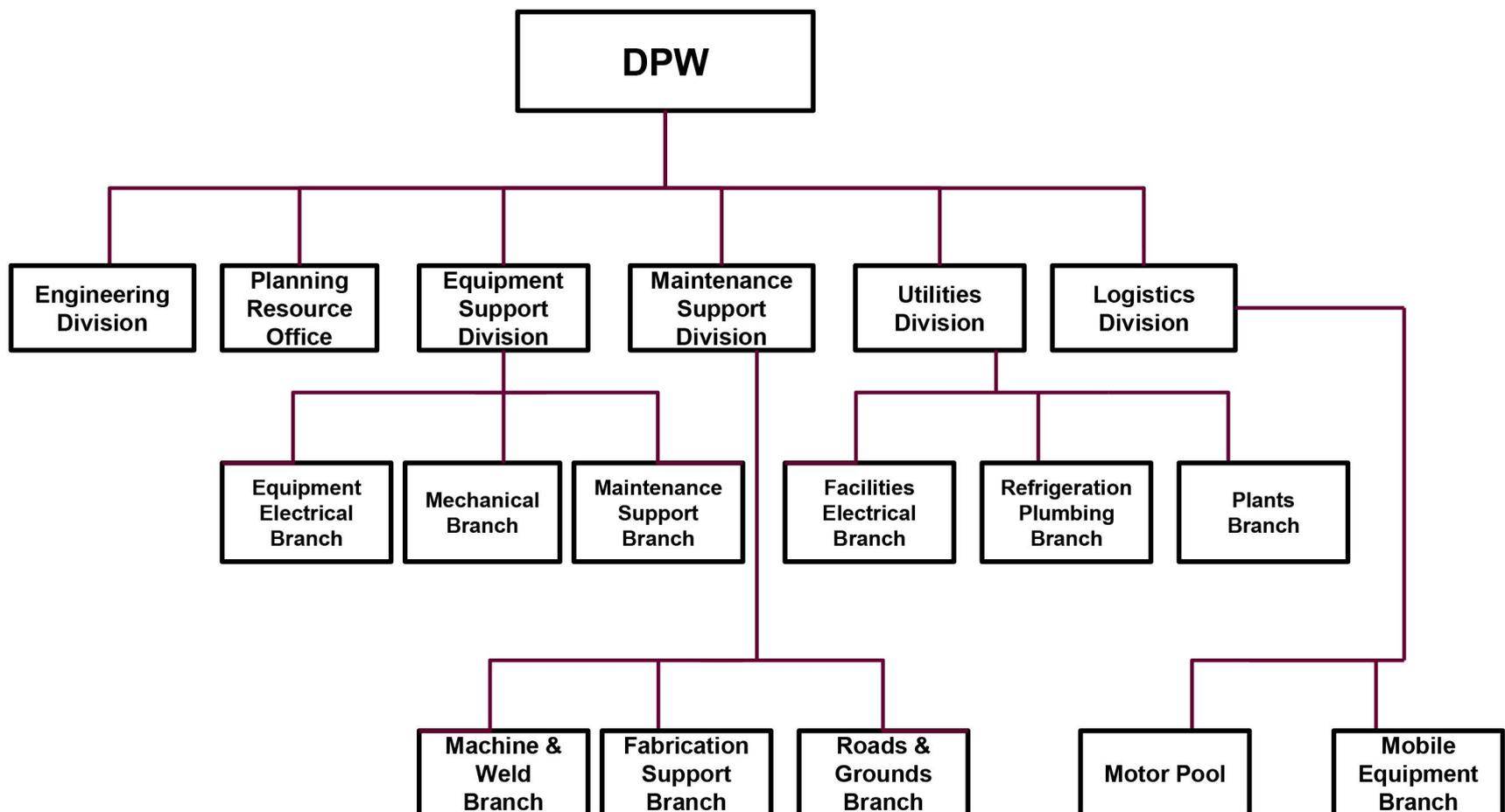
LEGAL  
CORNER



# DPW Current Organization



# DPW After Reorganization



# Honoring safe employees

from Staff Reports

ANAD PAO

Shannon Cooper was selected as the Directorate of Public Works' Safe Employee of the Quarter for Jan.-March of 2015.

He received his nomination while working in the Wood, Paint and Metal Division, though Cooper currently works in the Planning and Resource Office.

Cooper constantly strives to learn more and is eager to ask questions in order to learn all he can about the proper rules and regulations we, as a depot, are supposed to follow.

He is a strong believer in the Voluntary Protection Program and has volunteered to assist with many aspects of the depot's safety program by attending safety training and serving as a safety monitor in his division.

During his time as a safety committee member for his division, he worked closely with the Safety Office to ensure his shop was in compliance with all safety rules and regulations and that all Job Safety Breakdown Sheets were prepared

and posted in the shop.

Cooper has also been actively involved in the commander's Target Zero program and is proactive in correcting Target Zero deficiencies.

Billy Johnson, who was selected as Safe Employee of the Quarter for April-June of 2015, currently works in the Utilities Division as an electronic industrial controls mechanic.

Johnson's justification states he has never, to his supervisor's knowledge, sustained an injury while working on the depot.

He serves as a role model in the area of safety and can be counted on to perform each job in the safest manner possible, while keeping his safety and the safety of others at the forefront of his work day.

Johnson always wears the appropriate personal protective equipment for the job and always identifies and corrects safety deficiencies he encounters.

Since Johnson is required to work in any and all areas of the installation, he must be mindful of his surroundings at all times and be diligent in ensuring every job he performs is conducted in the safest manner possible.



Photo by Jennifer Bacchus

Shannon Cooper measures a door for the placement of a window. Cooper was recently selected as a DPW Safe Employee of the Quarter.



Photo by Jennifer Bacchus

Billy Johnson checks an electrical panel. Johnson was selected as the DPW Safe Employee for April-June of 2015.



## \$225,000 goal set for ANAD CFC

Anniston Army Depot's annual Combined Federal Campaign has begun.

Within the next few weeks, key people from throughout the installation will hold kick-off events in their work areas to distribute brochures and donation forms.

The depot's goal for this year is \$225,000.

These funds assist non-profit organizations in our local community as well as throughout the nation and globally.

If you are unsure who your work area's key person is or would like additional information about the Combined Federal Campaign, contact Scott Kay at Ext. 4587 or Amanda Mullinax at Ext. 7445.



Anniston Army Depot Virtual Career Library

[www.virtualcareerlibrary.com/anniston](http://www.virtualcareerlibrary.com/anniston)

The Virtual Career Library is an innovative online career guidance service providing unlimited access to today's best digital career guidance, education and employment resources.



Have a topic for The Morning Show?

Call Public Affairs at Ext. 6281!



Photos by Jennifer Bacchus

Students in Anniston Army Depot's high school Pathways program work together to repair a diesel engine under the supervision of Eric Cronan, a training instructor for the Pathways program.

## Students learning new career 'Pathways'

Fifteen high school students recently began learning new career skills. The students will spend half of every school day at Anniston Army Depot learning diesel mechanics. The program is geared toward creating the next generation of depot employees.

In addition to learning the proper way to diagnose and repair an engine, students are taught the proper safety equipment to wear and are shown the importance of punctuality, attendance and good grades.



LEFT: Michael Lipham, left, and Zachary Gerald work on a diesel engine in the depot's high school Pathways program. RIGHT: Nicholas McCain asks a question as he and other students learn to diagnose problems during repairs on a diesel engine while Travis Tullock tightens a part on the engine.

## Heard around the depot...

*TRACKS* asks:

"What is your favorite season of the year? Why?"



*"Fall - because it is cooler and better for working."*

**Daryl Ginn**

Directorate of Production  
HME Mechanic



*"Winter - because I've just gone through three summers in a row, since I was deployed to Australia."*

**Tony Woosley**

Directorate of Production  
HME Mechanic



*"Deer season - because I take off work to do something I love."*

**Kyle Marsh**

Directorate of Production  
Electronics Mechanic



*"Fall - it's not too cold or too hot. Plus, it's football season."*

**Ashton Cohill**

Directorate of Production  
Artillery Repairer

# notes from around the TRACKS

## National Prescription Take Back Day

Bring your old medications for proper disposal.

Date: Friday, Sept. 25  
Time: 10 a.m.-2 p.m.  
Locations: Physical Fitness Center  
Nicholas Cardio Center

For additional information contact Angela Durant at 256-240-3379.

**Got Drugs?**

Turn in your unused or expired medication for safe disposal

**September 25**

## DINING FACILITIES

### Nichols Dining Facility

Breakfast: 8-9:30 a.m.  
Lunch: 11 a.m.-12:30 p.m.  
Menu: 256-235-6368  
Phone: 256-235-7127

### Java Café East

Hours: 7 a.m.-1 p.m.  
Phone: 256-240-3526

### DeSoto Pastime Center

Lunch: 11 a.m. to 1:30 p.m.  
Monday through Friday. For to-go orders, call 256-235-7160.

**Socialize:** Monday and Tuesday evenings from 3:30-8 p.m., Wednesday and Thursday from 3:30-10:30 p.m. and Friday from 3:30 p.m. to midnight.

**Big Bingo:** Bingo with a \$1,000 progressive jackpot is played each Thursday at 6 p.m.

**Electronic Bingo:** Bingo is played daily starting at 3:30 p.m.

For more information on events, contact the DeSoto Pastime Center at 256-235-7160.



## Gold Star Mother's Day

Gold Star Mother's Day is Sunday, Sept. 27. This is a day set aside to honor and remember surviving military mothers.

The American Gold Star Mothers, Inc., was formed in the United States shortly after World War I to provide support for mothers who lost sons or daughters in the war.

Membership in the Gold Star Mothers is open to any American woman who has lost a son or daughter in service to the United States. On the last Sunday in September, Gold Star Mother's Day is observed in the U.S. in their honor.

### Veterans Day submissions

Did you serve in the U.S. Military?

TRACKS is compiling a list of depot Veterans to profile in the Nov. 5 issue.

Please contact the Public Affairs Office at Ext. 6281 to provide your name and contact information.

Additionally, the Depot Operations Office is seeking photo submissions from installation Veterans for the Nov. 5 Veterans Day program. Photos should be submitted to directorate secretaries, who will then route them to the DOO.

### Let your voice be heard

Anniston Army Depot will host its annual Army Family Action Plan Conference Oct. 29, bringing together representatives of the total Army Family.

AFAP gives everyone in the Army Family the opportunity to influence his or her own quality of life and standard of living.

Issues may be submitted at the Army Community Service Building, Physical Fitness Center, DeSoto Pastime Center, via e-mail to amanda.c.mullinax.civ@mail.mil or online at www.myarmyonesource.com.

## LMP Sustainment Training Schedule

Logistics Modernization Program users who are interested in the following courses may find additional information about the following courses and register for applicable classes in the Total Employee Development system.

These courses are open to all LMP users who meet the individual course prerequisites, which can be found in the Total Employee Development system.

There is a schedule of all courses offered in TED. All LMP courses for Anniston Army Depot begin with ANAD LMP.

### Upcoming courses:

09/14/2015	LMP Material Movement and Transfer Orders
09/22/2015	LMP 101, LMP Navigation, Timekeeping
10/13/2015	LMP 101, LMP Navigation, Timekeeping
10/14/2015	Sending material to DRMO
10/19/2015	Basic Expediter (301)



### Watch The Morning Show

The Morning Show airs live every other Wednesday at 7:05 a.m. on Local Area Network channel 21.

If you have a topic you would like to see on The Morning Show, contact the Public Affairs Office at Ext. 6281.

If you are unable to catch the live broadcast, there are two ways you can tune in.

Computer users may view the show on IPTV. It may also be seen on LAN channel 21 during these rebroadcast times:

Wednesday: 10:30 a.m., noon, 2 p.m., 4:30 p.m., 10 p.m., midnight and 2 a.m. (Wed. night/Thurs. morning)

Thursday/Friday: noon and 10 p.m.

Next show: Sept. 30 – Tune in for details on the upcoming Disability Awareness Luncheon as well as information from meteorologist James Spann.

### TRACKS renewals

In adherence with Army Regulation 25-51, an annual, written request must be on file for each off-depot individual receiving a printed copy of TRACKS.

If you receive TRACKS in the mail, wish to continue and have not updated your information in 2015, please provide your name, address and telephone number to the ANAD Public Affairs Office.

This information may be sent via e-mail to usarmy.anad.tacom.list.publicaffairs@mail.mil or may be mailed to Anniston Army Depot, Attn: TAAN-SCO, 7 Frankford Ave., Anniston, AL 36201-4199.

Additionally, you may call the Public Affairs Office at 256-235-6281 to update your information.

Note: mailed copies of TRACKS are only available to those who do not have access to copies distributed on Anniston Army Depot.

Employees on the installation who do not have regular computer access, may send their personal e-mail address to Public Affairs to receive an electronic link to the newspaper.

Have an article idea for  
**TRACKS?**

Call PAO at Ext. 6281!

# Calhoun County leaders tour installation for defense, security day



Photo by Mark Cleghorn

Leadership Calhoun County visited Anniston Army Depot Sept. 10 as part of their Defense and Security Day. During the tour, the group visited the Combat Vehicle Repair Facility and Small Arms Repair Facility. Earlier that day, the group toured the Center for Domestic Preparedness. Leadership Calhoun County is a program of the Calhoun County Chamber of Commerce exposing business leaders and individuals to all that Calhoun County offers.



## FEELIN' TEXTY?

**HIDE THE TEMPTATION  
BEFORE DRIVING!  
PUT THAT PHONE  
OUTTA SIGHT!**

At any given daylight moment across America, approximately 660,000 drivers are using cellphones or manipulating electronic devices while driving, a number that has held steady since 2010. In 2012 alone, 3,328 people died on U.S. roadways in distracted driving crashes, and an estimated 421,000 were injured in motor vehicle crashes involving a distracted driver.

**PROTECT YOURSELF AND YOUR  
BATTLE BUDDIES!**