ANAD provides gifts for 200 children

from Staff Reports
ANAD Public Affairs

Anniston Army Depot’s 2017 Christmas Cheer program culminated Dec. 13 with the delivery of three truckloads of gifts and bicycles to Calhoun County’s Department of Human Resources office in Anniston. This year, 200 children in protective custody with DHR will receive gifts due to the generosity of depot and tenant employees.

Several cost centers throughout the depot donate money to Christmas Cheer, leaving the shopping to Jeanette Baxter and her team of volunteers.

One of those volunteers, Cat Rossiter, has been assisting with the Christmas Cheer program for 14 years and it has become a family event as her grandson began to help her shop each year.

“The guys in our shop just give, especially when you mention kids,” said Rossiter, who works for the Test, Measurement and Diagnostic Equipment Support Center, a tenant at ANAD. “I’m very humbled by the depot. I’ve never seen any group give to their community as much as these people do. It’s a family out here.”

The depot’s history with Christmas Cheer began in 1983 with assistance given to fellow ANAD employees. That year, coworkers banded together to provide food for the holidays for those in need.

The installation employees quickly began to look outside the installation’s gates.

In 1997, the program teamed up with DHR, supporting 58 children that year.

Depot Sgt. Maj. Ronald Ferdinand said he was proud to see the outpouring of support from the depot to the community.

“In my 28 years in the Army, I’ve never seen an organization this tight with their community,” he said.

For each child, employees gave gifts valued between $150 and $200. This means depot and tenant employees gave more than $30,000 in support of the children.

Department of Human Resources case workers will ensure the wrapped gifts make it to the homes of sponsored children before Christmas Day.

“This matters more than you can know because it takes a lot of stress off families who are under a lot of stress,” said DHR interim director Marsha Busby as she noted that many parents will purchase gifts for their children only to find they don’t have the funds to then pay their bills.

Christmas Cheer also allows depot employees to sponsor installation families. Coworkers who experienced hardships this year and have financial needs are approved through depot leadership for participation in this program.

These installation families are anonymous to contributors – only identified by a number and the family’s situation.

This year, depot and tenant employees gave $6,060 to five depot families.

Santa hands a bike to Anniston Army Depot Sgt. Maj. Ronald Ferdinand and Tank, Automotive and Armaments Command Chaplain Lt. Col. David Snyder at the Calhoun County Department of Human Resources.

• Additional photos on page 8 and at www.flickr.com/photos/101336510@N02/
CO: Thank you for all you do in support of troops

by Col. Joel Warhurst
ANAD Commander

Team Anniston – As we approach the holiday season, I want to extend my greetings to each of you. I am once again proud to be a part of this great team.

Let us reflect on the remarkable things that have occurred as we near the end of this calendar year.

Together, we delivered over 500 combat vehicles, 1,700 subassemblies and 18,000 small arms weapons.

While we have much to be proud of, we must continue to improve our processes.

We must understand our challenges and continue to maintain our reputation of providing quality products on time and at or below cost. Lives are dependent on our products.

Focusing on reducing rework should be a critical task in the upcoming year. We were able to reduce rework from FY16 to FY17 by approximately $1M, but we see that trend reversing this year.

We have to ensure our products are built right the first time and cut down on the errors causing rework to increase. This is a key way we can remain competitive in today’s environment.

Last year, we finished at 78 percent Performance to Promise. We are currently executing at 94 percent. We must maintain our momentum and forge ahead. This is huge and you should be proud.

Readiness remains the Army’s top priority. I applaud each of you as we continue to do our share to ensure our Soldiers have the equipment they need to deploy, fight and win across the entire spectrum of conflict.

As General Robert Abrams, CG, US Army Forces Command (the son of Gen. Creighton Abrams, for whom the M1 Abrams tank was named) said, “we used to focus on being ready at a particular point in time. We have to create a sense of urgency throughout the entire Army to Be Ready Now, because we won’t get to pick the time and place next time. Leaders at every level have to believe it, demonstrate it, and help us create and sustain that kind of readiness throughout the Total Army Force.”

The Army’s greatest asset is our people – the finest men and women our great nation has to offer. Throughout the year, you have proven yourselves and worked long hours in support of our Soldiers, Marines, Sailors and Airmen.

When a Soldier pulls the lanyard, starts the engine or moves the selector switch from safety to fire – the equipment cannot fail. It has to perform in the roughest, most austere environments in the world.

During this holiday, I ask you to remember our service members, who forgo so much for us. Around the world, many of them may be deployed or on assignments without the comfort of home or the company of family and friends.

We often hear the phrase Safety First. Safety is a top priority. I challenge all of us to consider our personal safety. Let’s continue to reduce injuries and unsafe practices.

As you enjoy the holidays with your friends and families, please take time to remember safety in all you do.

Get plenty of rest before getting behind the wheel, follow the laws and avoid driving distractions.

Let’s kick 2018 off to a great start as we continuously look for ways to become more efficient and productive while providing the best equipment and weaponry possible.

From the Warhurst family to yours – we wish each of you the happiest of holidays and a most prosperous New Year!
Reflections on our good fortune
by Lt. Col. Michael Lindley
DLA Dist. Commander

It surely is beginning to look a lot like Christmas, one of the most joyous times of the year. Meanwhile, it is hard to believe that 2017 is already coming to a close.

Before 2017 ends, I want to thank employees and the tenant commands for your teamwork.

To the members of the DLA Distribution Anniston, Ala., family, thank you for internalizing the need to ACT right.

Your Attitude, Communication and Teamwork made for a highly productive year and poised our distribution center for continued success.

Moreover, your hard work, dedicated service and resiliency have made a positive, lasting impact on me.

I hope you have a chance to reflect on our blessings of the past year. During your reflection, please remember the important work you do to support the warfighter, reflect on your good fortunes and set some challenging, but achievable, goals for the new year.

Most importantly, take care of yourself, your family and each other.

Remember everyone needs a support system and your thoughtful generosity can make the difference.

In 2018, more challenges await us. But, I am confident you will exceed expectations, based on your continuously demonstrated professionalism and work ethic.

I am proud to be a member of the DDAA family and I am excited about 2018.

I know time does fly when you love your job and the people you work with, so, in the new year, I am looking forward to making memories I will always cherish.

From the Lindley family to you and your family, happy holidays and best wishes in the new year.

Thank you for your hard work, dedication
by Lt. Col. Craig McIlwain
ANMC Commander

As we draw closer to the end of 2017 and look forward to the new year, I would like to thank each Active, Reserve and Civilian team member of Anniston Munitions Center.

Each of you devote hard work and distinguished service to completing ANMC’s mission of supporting the nation’s warfighter.

A special thanks also goes to the Anniston Army Depot Community for the tremendous support ANMC receives for all mission requirements.

We all have much to be thankful for and, while we take this time to celebrate, I also ask everyone to remember the ones who have sacrificed and served as those who may be deployed and are unable to be with their loved ones this year.

When you celebrate this holiday season, please spend time with and appreciate what matters most - your family and friends.

Many of you will travel during this season, so please do so with safety in mind.

While the season is a time of happiness for most, that may not be the case for everyone. Take time to check in on your teammates.

Remain vigilant and look out for one another to ensure everyone returns from the holidays safely and ready to tackle the missions of 2018.

Whether you are at home or deployed, Adriane and I send our warmest greetings to you and your family.

Again, thanks for all you do and have a great Christmas and new year.

Have a healthy, happy holiday season
by Maj. Juan Diaz
Dear Clinic Medical Director

As we celebrate the holiday season and the coming New Year with our families and friends, I’d like to take this opportunity to share my thanks for each of you and all you do.

Your dedication and contributions you make to our efforts to support the warfighter do not go unnoticed. The Dear Occupational Health Clinic thanks you for all you do.

As 2017 comes to a close, I want to share with you the Dear Clinic’s main objective, which is the safeguarding of your health.

This is an important collaborative effort, in need of your active participation in the pursuit of securing long-term health.

Your work makes a real difference in people’s lives, enjoying long-term health enables you to enjoy what you’re passionate about, on and off duty.

When we here at the Dear Clinic think of all the benefits of being at Anniston Army Depot, we quickly think of our relationships with great employees like you.

Thank you for giving us the chance to do what we enjoy.

The end of the year brings no greater joy than the opportunity to express to you season’s greetings and good wishes. May your holidays and New Year be filled with joy.

The Dear Clinic family and my family wish everyone Happy Holidays and a healthy New Year!

Happy Holidays!
from the Strategic Communications Office
VSSMs aid ANAD shop safety

by Jennifer Bacchus

ANAD Public Affairs

With its limited staff, Anniston Army Depot’s Safety Office doesn’t have the capacity to assist with every shop’s weekly and monthly inspections.

However, a program initiated at the beginning of fiscal year 2017 is providing that much-needed capacity in the form of Value Stream Safety Monitors.

The idea arose from a Safety Office trip to Red River Army Depot.

There, Safety Office employees realized production supervisors could be uniquely qualified to assist with safety walk-throughs in their former work areas.

“They are the VSSMs are basically one-on-one support for the supervisors,” said John Rogers, a safety engineer at ANAD.

Five supervisors were chosen by the Production Optimization Managers for the four production value streams - Weapons and Components, Powertrain, Manufacturing and Tracked Systems.

Tracked Systems, the largest of the four, has two VSSMs to handle the workload.

Steve Pennington, POM for the Powertrain Value Stream said the VSSMs are instrumental in overseeing the shops.

“They have time to get into the shops and every area to look at production through a fresh set of eyes,” he said. “They identified a lot of depot-made tools without engineering drawings being used by employees, which enabled them to ensure the proper tools, with engineering specifications, could be created.”

These safety monitors were vital to ANAD’s change from material safety data sheets to the new safety data sheet system. Knowing the processes in the shops, they assisted supervisors in determining exactly which chemicals were being used.

“Coming from the Manufacturing Division as a supervisor, I’m more familiar with manufacturing processes and how to relate them to safety concepts,” said Marcus Staples, one of the VSSMs.

These safety monitors are now an extra set of eyes and ears in the shops every day. Since they know what right looks like on the production floor, they can easily tell when safe practices are not in place.

“They have knowledge from the supervisor’s standpoint and all have experience in the shops and in their individual areas,” said Rogers.

To assist with their duties, the VSSMs have received additional safety training, enabling them to see and understand things from a safety perspective they may have missed as a supervisor.

“We had blinders on. As supervisors, we were focused on production and quality,” said Doug Turner, a VSSM. “They are sharing that knowledge throughout the shops.

“We are educating the employees on the floor all the way up to the POMs, teaching them where we need to be safety-wise,” said Turner.

Their efforts are paying off.

In FY17, injuries dropped to 10 percent from 20 percent in FY16.

“I’ve seen a big difference in forklift drivers especially,” said James White, a VSSM, noting an issue last year with seat belts being worn. “I’d say a vast majority of the forklift drivers now wear their seat belts.”

Occasions when an accident was narrowly avoided, known as a near miss by the Safety Office, were reported more frequently - 40 were reported in FY17 compared to one or two in previous years.

Though that may sound like a negative statistic, according to Drew Ramsey, chief of the Safety Office, the numbers indicate a change in safety culture.

Now, instead of ignoring an occasion when an accident was avoided, it’s being reported. This enables the safety monitors, supervisors and Safety Office to ensure an actual accident doesn’t eventually occur.

The Safety Office has also begun to incorporate the VSSMs in accident investigation. Their expertise is invaluable to understanding the underlying issues of an accident and helping determine the best way to avoid that type of accident in the future.

“We are the middle people between Safety and DP,” said Michaela Haynes, one of the VSSMs.

The latest training being presented to the VSSMs is on Lean, as the Safety Office plans to be a more integral part of all Lean events in the future - ensuring the process finds and corrects all safety issues in the area of the Lean event.

Controlling recycling contamination

from Staff Reports

ANAD DRK

The most common issue faced in recycling is contamination of materials.

Following is a brief description of how the most common recyclables are collected and what is acceptable for recycling.

- **Paper:** Containers are available at each building for the collection of recyclable paper.

These containers should contain only loose paper or shredded paper that is in a sealed bag.

- **Plastic:** Containers at each building are designated for the collection of recyclable plastic.

All plastic bottles should be empty before being placed in the recycling container.

There should not be any type of plastic wrap, bags, buckets or other hard plastics placed in the containers and never any bottle that has been used as a spit bottle.

- **Aluminum cans:** Containers are located at each building for the collection of recyclable cans.

The cans should be empty before being placed in the recycling container. There should not be any aluminum foil or any type of trash placed in the container. Food cans are not aluminum and we are not able to recycle them.

- **Cardboard:** Each building has a designated pick-up location or a roll-off container for cardboard.

All cardboard should be free of trash, wood or packing materials before it is staged for pick-up by Recycling.

- **Wood:** Many buildings have a designated pick-up location or roll-off container for wood.

All wood should be free of trash and parts before being staged for pick-up.

We appreciate your support of the recycling effort.

To schedule a pick-up of recyclables or if you have any questions, contact the Recycling Center at Ext. 6838.
**Habitual tardiness a problem at ANAD**

In April, you read in TRACKS about progressive discipline and some of the more common problems in the workplace that warrant discipline, including attendance problems, failure to follow rules, inappropriate or offensive behavior, and discourtesy.

Of these, the most frequent disciplinary issues supervisors deal with are attendance related problems, such as tardiness.

What’s the big deal about being tardy and what does it mean anyway?

Dictionary.com cites a passage from *The Choctaw Freedmen* by Elliot Flickinger, which read, “tardiness is a disappointment and an interruption; a kind of falsehood and theft of time.”

Isn’t that interesting?

And, yes, five minutes can make a difference; after all, we have over 2,500 employees.

When employees are tardy without justifiable reasons, such absences can be charged to an approved leave status or charged to unauthorized absence without leave status and may become the basis for disciplinary action.

Can employees be removed for tardiness? Yes.

Remember the TRACKS article on progressive discipline?

If an employee is late for work, a verbal counseling may be in order.

If the employee continues to be tardy, subsequent corrective measures may involve a Letter of Leave Instructions, a Written Reprimand, a suspension and, possibly, removal.

According to AR 690-700, Chapter 751, Army Table of Penalties, removal may be warranted if the tardiness is habitual.

Being tied up in traffic is one of the most common excuses for tardiness.

We all know a traffic accident may occasionally impede traffic flow and cause a delay in your arrival to work. That is understandable.

But, an everyday occurrence in delay of traffic flow may require you to reevaluate your departure time from home and/or your route to work.

Getting your children up and ready for school may also cause you to be late for work.

Although that may be a valid reason, the delayed arrival may not be excused.

The car failing to start for the third time in a week and causing you to be late is not a justifiable reason to excuse your tardiness.

We are all responsible for our own transportation to work. It is not the depot’s responsibility to make sure we get to work on time.

It is not the depot’s responsibility to ensure our personal needs and preferences are taken care of before we report to duty.

Sure, there are situations where things happen, which may cause us to be unable to report for duty when expected and in a timely manner, but, those situations should be a rare occurrence, not routine.

Life happens. We all understand that and Murphy’s Law is no stranger to many of us.

But, when all is said and done, we have an obligation and responsibility to report for duty as expected; ready, willing and able to work.

Tardiness is a serious employee attendance issue and needs to be addressed promptly.

An employee’s failure to report to work as scheduled can have a negative impact on an organization’s ability to complete the mission.

Remember, it is the employee’s responsibility to arrive at work on time.

Who knows, in the final analysis, your job may depend on it.

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**Blanketed in snow**

**from Staff Reports**

**ANAD Public Affairs**

Calhoun County received approximately 24 hours of snow at the end of last week.

Snow began falling about 3 a.m. Friday, Dec. 8, continuing through the day and night.

Accumulation began on grassy areas and vehicles, but by 7:30 a.m. Friday reports of icy patches on roads throughout the area were being called in to the Calhoun County Emergency Management Agency.

The city of Anniston closed roads first. After reporting ice on Alabama Highway 21 between 22nd Street and Blue Mountain Road just before 8:30 a.m., the city closed all roads 10 minutes later.

Oxford and Piedmont followed suit at 9 a.m. and Jacksonville at 9:30 a.m.

Anniston Army Depot halted operations at 11 a.m. Friday, and cancelled night operations that day as well as all shifts Saturday.

Saturday morning saw clearing skies, with the snow and its cloud cover moving out of the area.

Anniston reported 10 inches of snowfall at 4:45 p.m. Friday. Calhoun and Randolph Counties received the most snow during the event.

Roads began to open throughout the county at approximately 9 a.m. Saturday morning.

Dec. 11, as ANAD employees began to return to work, snow could still be seen blanketing grassy areas, particularly in shaded spots, throughout the installation.

Photo by Mark Cleghorn

Tanks on the rail spur at Anniston Army Depot still have a coating of snow, as does the ground, Monday, Dec. 11.
At Anniston Army Depot, cleaning the hull of a M1 tank - weighing in at approximately 70 tons - takes special equipment in the form of two large buildings. Known colloquially on the installation as the spinner hangers, these large-scale abrasive blast booths remove unwanted substances from combat vehicles using stainless steel beads known as shot, which are propelled at about 12,000 revolutions per minute.

Terry Newton removes stainless steel beads from a M1 tank after it has been cleaned in one of the depot’s spinner hangers.

Photos by Jennifer Bacchus

Employees from the Directorate of Production Management’s Components Branch pose in front of some of their Christmas decorations.

Photos by Jennifer Bacchus

Matthew Martin, left, and Terry Newton remove one set of chains from a M1 tank in preparation of placing it in a spinner hanger at Anniston Army Depot for cleaning.

Unique equipment in use at ANAD

by Jennifer Bacchus

ANAD PAO

Alexus Brown, left, and Lori Stephenson of the Fuel and Electric Shop put the finishing touches on their tree. The duo decorated several areas throughout the shop.

Brenda Yevick, left, and Gwen Shell place items on the snowman tree in the telephone operations center.

Employees make work areas festive

SEEN IN THE SHOPS
notes from around the TRACK

Save the dates

February 7
Prayer Breakfast
Anniston Army Depot will hold two breakfast events in the month of February - the annual Prayer Breakfast, hosted by DFMWR and the Black History Month Breakfast, hosted by EEO.

February 15
Black History Month Breakfast

Wounded Warrior Hunt set

The depot’s annual Wounded Warrior Hunt is scheduled for Jan. 12-14. The hunt, which is held in the restricted area, is open to Purple Heart recipients.

If you are interested in participating in the hunt or volunteering, contact Andrew Burns at Ext. 7549.

Additionally, the Directorate of Family and Morale, Welfare and Recreation is taking orders for Wounded Warrior Hunt apparel. Order forms are available at DFMWR facilities.

December Cafeteria menus

Dec. 14
Fried catfish
Coleslaw
Baked beans
French fries
Hush puppies

Dec. 15
Snack line only

Dec. 18
Salisbury steak
Mashed potatoes and gravy
Green peas
Vegetable sticks
Yeast roll

Dec. 19
Beef tips and rice
Corn on the cob
Green beans
Fried okra
Yeast roll

Dec. 20
BBQ pork
Fries or onion rings
Baked beans
Coleslaw
Texas toast

Dec. 21
Breakfast only

Dec. 26
Snack line only

Dec. 27
Snack line only

Dec. 28
Java Café open, but cafeterias closed

Dec. 29
Restaurants closed

Exceptional Family Member Program

from Staff Reports, Army Community Services

The Exceptional Family Member Program is a mandatory enrollment program for active duty Soldiers.

The EFMP works with other military and civilian agencies to provide comprehensive and coordinated community support, respite care, housing, educational, medical and personnel services to families with special needs.

The EFMP also lends assistance and support to Department of Defense civilians who have special needs family members that relocate overseas to ensure needed resources are available.

Please contact the EFMP Manager, at 256-235-7971 for additional information and enrollment assistance.

Info for TRACKS? Call Ext. 6281!

Have you donated to CFC yet?

The Combined Federal Campaign is the official workplace giving campaign of the federal government.

The mission of the CFC is to promote and support philanthropy through a program that is employee focused, cost-efficient and effective in providing federal employees the opportunity to improve the quality of life for all.

Donating is easy.

For all contributions, please log on to https://setristatecfc.org/

A step by step guide has been set out to all employees. If you have any questions, contact Shynta Gray at Ext. 5493 or the following committee members:

Mary Davenport - Ext. 5010
Derek Abney - Ext. 6427
Amanda Mullinax - Ext. 5247

Last day to donate is Jan. 12.

Watch The Morning Show

The Morning Show airs live at 7:05 a.m.

For those who are unable to watch live, the show is rebroadcast at 10:30 a.m., noon, 2 p.m., 4:30 p.m., 10:30 p.m., midnight and 2 a.m.

Depot employees may view The Morning Show and its archives any-time on IPTV.

Tune in for this upcoming show:

December 20 – Glen Milner and Lanoah Ealy will discuss recycling efforts at ANAD. Rachael Long will share information about back safety.

Gerrad Slaton will provide an update about the 2018 Choose to Lose competition and we will view a recap of the Christmas Cheer delivery.
Anniston Army Depot and Calhoun County Department of Human Resources employees work together to off-load presents for 200 children donated by ANAD employees through Christmas Cheer.

Depot employees and volunteers pass bicycles along the line to the truck waiting to deliver them to the Calhoun County DHR.

If you suspect it, report it...

- People drawing, measuring or photographing buildings
- Strangers asking questions about security forces, security procedures or details of the depot’s mission and workload outside the scope of natural curiosity
- Cars, trucks or vans parked in no-parking zones in front of important buildings
- A briefcase, package or backpack left behind

If you see or hear something that could be terrorist-related, trust your instincts and call Ext. 6222!