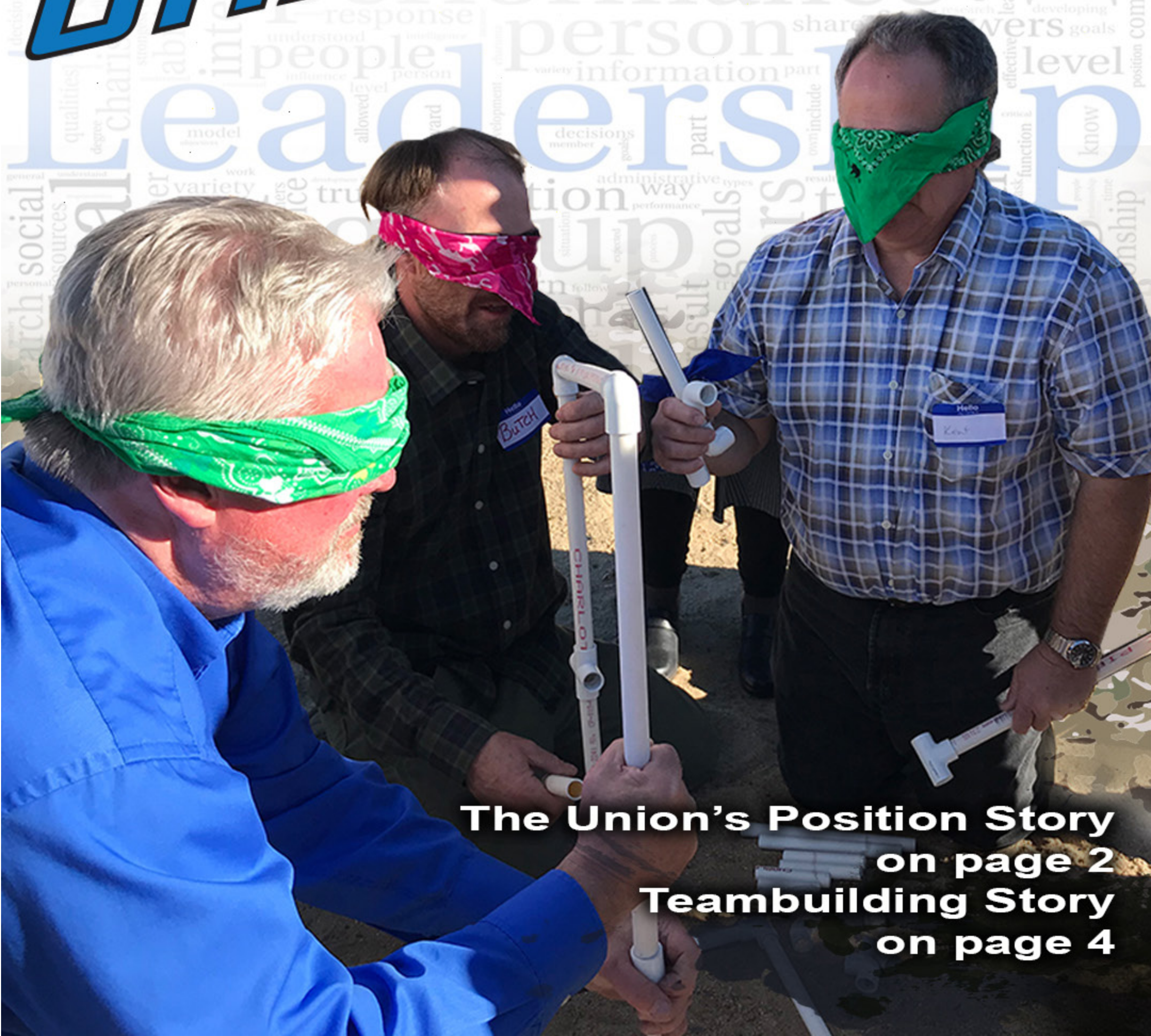


April 2018  
Vol. 73 No. 6

# The CHALLENGE



**The Union's Position Story**  
on page 2

**Teambuilding Story**  
on page 4

# Commander's View

Thank you to the entire workforce for your participation in the Town Hall Sessions, March 12-15. We conducted six sessions in total and we want to give you some feedback on our assessment of the top five issues:

**Leave Policy Administration** – Letters of Concern and Leave Restriction Letters. We are standardizing both, in accordance with a new standard operating procedure (Civilian Personnel Advisory Center proponent). All LRLs must be updated to the new format and registered with CPAC no later than April 30.

**Family Medical Leave Act** – We will continue to ensure compliance and improve education. The Resource Management Manpower Division will remain the central repository for FMLA packets.

**Hiring Process** – We will address the mistrust many have in the SIAD hiring process. I will personally check three to five hiring panels for operations in accordance with the SIAD SOP to ensure we are in compliance with laws, regulations and best practices.

**GSA Vehicle Reductions** – The workforce is concerned about past reductions and planned reductions. We promised to address with TA-COM to the best of our ability.

**Comprehensive SIAD Policies, SOPs, and Regulations** – We committed to update and post all existing SIAD publications to the SIAD Sharepoint site no later than April 16. If a publication is not on the sharepoint by this date, it has been superseded (or deleted).

On November 1 and 2, approximately 40 senior leaders from Sierra participated in a Strategic Planning Offsite. The main purpose



Lt. Col. Benjamin G. Johnson

of the event was to align our five year strategy with Tank-automotive & Armaments Command and Army Material Command. Our objectives were to:

**Develop 2-5 Year Strategic Plan**  
**Ensure Shared Understanding of Our Strategic Plan**

**Build a Cohesive Team**  
**Develop Our Leaders**

We plan to publish our 2018 – 2023 Strategic Plan by May 15. We want your feedback when we publish so we can ensure it is a useful and common sense plan.

We appreciate all the hard work that you perform to deliver readiness to the Army!

**Pride in Excellence! Army Strong!**

## CFC Campaign Kick-off cfenca.org

Department of Defense (DoD) employees worldwide can support their favorite charities from Oct. 2, 2017 to Jan. 12, 2018 by participating in the 2017 Combined Federal Campaign (CFC).

CFC is the world's largest and most successful annual workplace charity campaign with 36 CFC Zones located everywhere federal employees work. Last year, military and civilian employees contributed more than \$167 million to almost 20,000 local, national and international charities. Members of the military and DoD civilians accounted for more than \$67 million of that total.

Once again this year, DoD employees worldwide have the opportunity to give to their favorite charitable cause during the CFC giving season from Oct. 2, 2017 to Jan. 12, 2018.

During the next four years it is expected that 250,000 service members will transition into civilian communities, annually.

- ▶ One in 10 homeless adults is a veteran.
- ▶ Since 2001, more than 2 million American military children have had a parent deploy at least once.
- ▶ Deployed veterans are 41 percent more likely to commit suicide when compared to the general U.S. population.

## THE UNION'S POSITION: AFGE LOCAL 1808

### Weingarten Rights

In 1975 the United States Supreme Court in the case of *NLRB v. J. Weingarten, Inc.* 420 U.S. 251 (1975) upheld a National Labor Relations Board (NLRB) decision that employees have a right to union representation at investigatory interviews. These rights have become known as the Weingarten Rights.

During an investigatory interview, the Supreme Court ruled that the following rules apply:

**Rule 1:** The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

**Rule 2:** After the employee makes the request, the employer must choose from among three options:

Grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee; deny the request and



end the interview immediately; or give the employee a clear choice between having the interview without representation, or ending the interview.

Monthly Union membership meeting is on the first Tuesday of the month at 5:15 p.m. at the Union Hall.

*The Challenge*

Depot Commander/Publisher \_\_\_\_\_  
Editor \_\_\_\_\_  
Graphic Design/Photographer \_\_\_\_\_

Lt. Col. Benjamin G. Johnson  
Julia Simpkins  
Lloyd Gubler

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# Airmen test readiness during exercise

By Tech. Sgt. Liliana Moreno  
621st Contingency Response Wing

A 50-member Contingency Response Element assigned to the 821st Contingency Response Group operated out of Amedee Army Airfield, California, and partnered with the 60th Air Mobility Wing, during a readiness exercise, Jan. 31 to Feb. 2.

The exercise highlights the importance of CR forces ability to support combatant commanders around the world during contingency operations by establishing air mobility operations at austere locations or during rapidly developing crises.

"It facilitates our shared mobility mission here at Travis AFB. As a team, we can learn, practice, test and improve the very processes that we would execute in response to real-world events," said Lt. Col. Robert Kline, 821st Contingency Response Squadron operations officer. "The exercise also affords us the opportunity to train new CR Airmen and allow others to increase their proficiency and focus on full spectrum readiness as it pertains to future operating environments."

During the exercise, the CRE performed 24-hour operations to facilitate C-5M Super Galaxy and C-17 Globemaster III aircraft operations.

Airmen trained throughout the day on skills necessary to establish a forward operating base. The training focused on engine running offload for quick-turn cargo transfers, as well as night vision equipment operations.

"Ultimately, we are looking to prepare our Airmen and hone our mission effectiveness by executing specific scenarios that challenge our mental and physical toughness on the battlefield," Kline said. "This exercise will help us increase our individual and unit readiness to meet future challenges."

According to Air Mobility Command officials, the command is laser-focused on ensuring mobility Airmen are trained, prepared and ready for any contingency. Scenario-based training and mission-ready Airmen ensure a first-in, last-out capability to combatant commanders and extend the reach and persistence of joint forces in all environments.

"Environments tested in the exercise scenario will likely challenge the tactics, techniques and procedures that we have developed and become comfortable with during the last 16 years of conflict," Kline added. "It also provides us with a terrific venue to incorporate chemical, biological, radiological and nuclear defense scenarios and learn from added challenges inherent in these operating environments."



Airmen assigned to the 821st Contingency Response Group practice weapons immediate and remedial training while deployed to Amedee Army Airfield, Calif., as part of a week-long readiness exercise, Feb. 1, 2018. The exercise evaluated the Airmen's readiness and ability to execute and sustain rapid global mobility around the world. (U.S. Air Force photo by Tech. Sgt. Liliana Moreno)

## Force Protection system change prompts new inspection procedures

By Kenneth Holmes  
Force Protection Officer

An update to Department of Defense Instruction 2000.16 has changed the Force Protection Condition system. After the update was published, U. S. Army North issued directives that add to the FPCON changes. Force Protection Condition measures identify the actions required to counter the identified threats, and are linked to a specific FPCON level. The changes were made to the FPCON security measures. Now, some inspection procedures, such as vehicle inspections, may take more time. Also, all personally carried items such as backpacks, lunch boxes, and purses are required to be inspected, as well as the vehicle. Personnel are advised to leave for work earlier, considering the chance of being selected for a random vehicle inspection, and the effect the inspections may have on traffic at the Access Control Points, or gates. The FPCON levels did not change-there are still five levels: Normal, Alpha, Bravo, Charlie, and Delta. Each FPCON level corresponds to an increased probability of terrorist attack or hostile act, and a corresponding increased specificity of these threats targeting DoD elements and personnel. Sierra Army Depot is currently at FPCON Bravo, which directs SIAD to implement all FPCON measures in levels Normal, Alpha and Bravo. The USARNORTH changes added additional measures to each FPCON level. The desired effects of Deter, Detect, Delay, Deny, and Defend are gained by implementing FPCON measures to counter terrorists or other hostile adversaries. The depot's protection requires every employee to be proactive in matters of security, such as conducting building security checks, securing government buildings and government owned vehicles when not in use, and reporting suspicious items, behavior, and activity.

To report suspicious items or behavior, call 827-4345 for non-emergencies. For anonymous reporting, dial 827-5262.

Never accept a friend request from someone you don't know, even if they seem to know a friend of yours.

Don't share information that you don't want to become public.

Limit the personal information in your profile.

Be cautious when listing your professional details.

Pay attention to your Privacy Settings.

Disable Geotagging.

Beware of location-based social networking services.

The devil is in the details. Avoid them.

**Remember OPSEC**



## SIAD holds 2017 strategic planning off-site

By Laurence Rose  
*Strategic Planning*

On Nov. 1 and 2, Lt. Col. Benjamin Johnson, commander, Sierra Army Depot, Don Olson, deputy commander, senior staff, and key personnel attended SIAD's annual Strategic Planning off-site.

Forty attendants gathered in South Lake Tahoe, California to ensure that the Depot's goals are aligned with its higher headquarters' goals; to set priorities; and to allocate needed resources for the short-, mid-, and long-term.

Brian Butler, deputy to the commanding general, Tank and Automotive Command Life Cycle Management Command, gave a detailed presentation of TACOM's Lines of Effort and priorities. The depot's mission has not changed. It exists to provide rapid, expeditionary logistics support and long-term sustainment solutions to enhance readiness for the Total Army and the Joint Force. The Depot must be able to deliver Readiness at the speed of war, and with optimal efficiency.

To ensure that the Depot's goals are met, four teams will focus on the priorities identified during the event. In order to build

commitment, and to promote cooperation and innovation between all the Directorates, four employee representatives were invited to take part to the off-site. They were given the opportunity to provide input from their point of view. The four teams and the employee representatives were:

- The Operations team, led by Deb Browy, mission manager, as well as Butch Young from the Power Systems branch of the Maintenance Directorate. The team aims to enhance supply availability for critical war-fighting fleets, and to execute materiel distribution and divestiture to improve Equipment On Hand readiness;
- The Processes team, led by Steve Balmer, Quality Management director, and Jonna Berrier from the Reutilization Distribution Site branch (Redistribution & Reutilization directorate). The Processes team focuses on the optimization of outputs, and on managing logistics and production data and information to enable delivery of readiness;
- The People team is led by Andrea Breyton, R3 director. The team was joined by Mr. Blake Giese from the Facilities, Roads & Grounds division (Base Support Directorate). The team's goal is to train and develop the workforce to enable future missions, and to build positive relationships with the

surrounding community;

- The Infrastructure team, led by Patrick Rothbauer, garrison manager, and Barry Combs, from the Facilities and Engineering division, Base Support directorate. The team postures the depot's infrastructure to maximize delivery of readiness in a quality work environment.

All four teams provide Johnson and Olson with a quarterly performance review of their specific enabling tasks.

Future workload was among the topics. It has always been difficult to predict which programs SIAD would receive funding for. There are, however, positive indicators: the R2, and the Retrograde, Redistribution & Re-utilization (R3) missions are stable; the Demil Prep mission exceeded its goals, and may increase in the next two years; container repair and storage have the potential to grow further; and the Army is short on equipment that the depot is resetting, such as Container Roll Out Platforms. Additionally, Army Materiel Command and the SIAD Business Development Office contracted for an extensive marketing study for the depot. The study will assist SIAD in defining capacities to market both internally (Army-wide) and externally (to the Joint Force and to private industry) to grow and sustain business and mission capabilities.

The combination of these efforts will enable the Depot to reach its vision for the future, and become the Army's End of First Life Center while continuing to provide expeditionary logistics support and long-term Readiness solutions.



Photos by Julia Simpkins



Specialist Andrew Guillory takes his Oath of Reenlistment atop the tank in front of Sierra Army Depot Headquarters with Lt. Col. Benjamin Johnson, commander.



Photo courtesy U.S. Air Force

Airman Hason Alabaca, a SIAD employee family member, graduated Air Force boot camp December, 2017.



Sergeant Arenrey Normal takes his Oath of Reenlistment with Lt. Col. Ben Johnson, Sierra Army Depot commander.

Photos by Lloyd Gubler



Photo by Lloyd Gubler

Sierra Army Depot Commander, Lt. Col. Benjamin Johnson presided over a number of ceremonies for Soldiers and civilian employees.



Photos by Julia Simpkins

Catalino Burgos Flores, a civilian employee at United States Army Medical Materiel Agency, takes his oath of civilian service with Lt. Col. Ben Johnson, SIAD commander.



Longtime Command Secretary Carolina Martinez leaves the depot for the Reno Veterans Administration Hospital.

## Spring safety tips: Slow your roll

By U.S. Army Combat Readiness Center

The days are getting longer and warmer, the geese are heading north and the urge to throw your leg over the saddle and fire up your motorcycle is almost too much to bear. Before you bring that bike back to life, however, there are a few things you must do to get it and yourself ready for the riding season.

First, listen to your MOM. We're not talking about that sweet lady that cooks Sunday dinner and tells you to pack a sweater in 90-degree weather. Instead, we're referring to your motorcycle owner's manual. If you put your bike into hibernation the way your MOM told you to, just follow its instructions to get your scooter back on the road. You'll have your work cut out for you, though, if you just parked that baby in the corner of your garage or shed.

For those of you that followed the MOM, your prep time will be relatively short. Pull off the cover, fill up the gas tank, change the oil and check the tires for correct pressures and signs of dry rot. Remove any plugs you installed to keep the critters out of your exhaust, carburetor and air filter intake and then connect the battery following the MOM's procedures. If you didn't put your battery on a trickle charger, you might have problems getting the bike fired up. But between your MOM and T-CLOCS, your pre-ride inspection should cover everything.

Although your bike might be road ready now, you have to check your personal protective equipment to make sure it still fits and is in serviceable condition. Those extra pounds you put on over the holidays might mean a trip to the bike shop to buy a new jacket or leather chaps. This is also the time to make sure your bike is licensed and insured properly. Some of you might have deregistered your motorcycle during the winter to place it on your homeowners insurance. If so, you'll have to go through the registration and insurance processes again. Do it early so you can get on the road as soon as the weather breaks.

Next, you need to get yourself ready for the road. Your first trip shouldn't be from Fort Riley to Daytona for bike week. Ease back into shape and knock off the rust by practicing your riding skills. You might need a refresher course if it's been longer than a few months since your last ride, so contact your local safety office to schedule an experienced rider's course. Lane position is important when you're on the road. Always position yourself in the lane of travel so you can be seen at the greatest distance possible. You'll also need to be more diligent with your scanning

technique and pay particular attention to the road surface so you can spot any cracks or potholes that developed over the winter. Those of you stationed in colder climates know what I'm talking about — the pothole that bottoms out your suspension, rattles your eyeteeth and leaves you wondering if you bent your rims. If your unit or installation has a Motorcycle Mentorship Program, call them up and join the group. The MMP is a great way to meet people that share the same passion for riding, and you also can enjoy group rides and activities. If your installation doesn't have an MMP, contact your safety office to check on starting one.

Local MMPs increase the general public's awareness of motorcyclists by putting groups of Army riders — whether they're active duty, retired or DOD civilians — together on the road. Therefore, it's important to remember some folks still think motorcyclists are over-the-edge people that don't abide by the norms of society. We all know this isn't true and applies to only a very small percentage of the riding population, but be aware that someone is always watching. Your conduct can help elevate riding to a respectable and acceptable form of recreation, so save the wheelies for a sanctioned event.

Whether you're a hardcore or fair-weather rider, machine, mind and body have to be firing on all cylinders to ensure a safe and enjoyable riding season. Warm weather will come and go, so enjoy it while it's here.



**Homeland Security** Pathway to Violence  
Warning Signs and What You Can Do

**Be Alert to Signs of Trouble**

Potential warning signs include:

- Increasingly erratic, unsafe, or aggressive behaviors.
- Hostile feelings of injustice or perceived wrongdoing.
- Drug and alcohol abuse.
- Marginalization or distancing from friends and colleagues.
- Changes in performance at work.
- Sudden and dramatic changes in home life or in personality.
- Financial difficulties.
- Pending civil or criminal litigation.
- Observable grievances with threats and plans of retribution.

**Appropriate Intervention**

Help ensure the safety of you and your colleagues by:

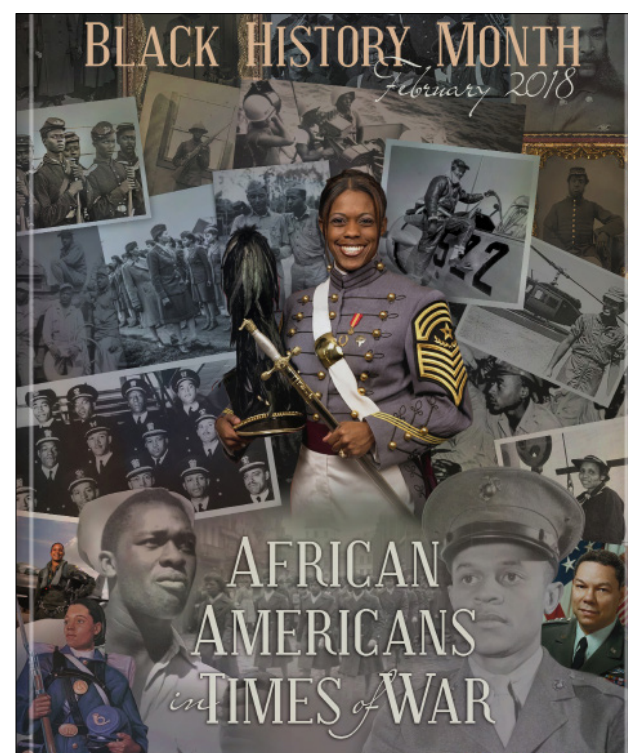
- Being aware of drastic changes in attitude toward others.
- Taking note of any escalations in behavior.
- Providing any information that may help facilitate intervention and mitigate potential risks.

**Reach Out for Help**

Concerned? Witnessed disturbing behavior?

Contact your supervisor or your human resources department to alert them of potential dangers and enable them to mitigate any emerging risks.

**You are the first line of defense. Report suspicious activity.**  
In an emergency, always call 9-1-1 or contact local law enforcement.



**SHARP**  
U.S. ARMY SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

**I AM THE FORCE BEHIND THE FIGHT.**

**I Am Committed**  
to Stopping Sexual Harassment  
and Sexual Assault.

**I Am Living**  
the Army Values.

**I Am Protecting**  
the Members of My Team.

**I.A.M. STRONG**

[www.PreventSexualAssault.army.mil](http://www.PreventSexualAssault.army.mil) DoD Safe Helpline: 1-877-995-5247

## Emergency Preparedness: Planning is everything

By Justin Kenton  
For Do1thing.com

The United States has seen its share of disasters in recent years. Hurricanes, tornadoes, wild-fires, and domestic terror acts have made their scars and left people homeless, separated from loved ones, financially unstable, injured, or worse. There may always be a threat of disaster, but emergency preparedness can go a long way to helping avoid or better react to disaster situations.



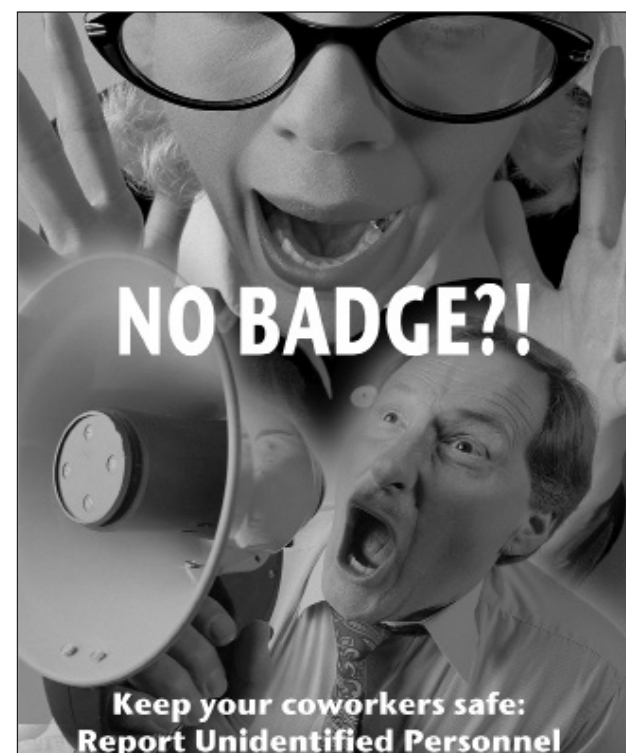


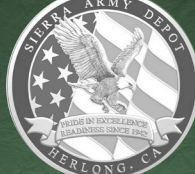
Disasters can happen at any time and leave one entirely caught off-guard and cut-off from normal routine. Disasters vary based on geographic location, so it may not be necessary to prepare for a hurricane or volcanic eruption in Lansing, Michigan, but it would be beneficial to prepare for inclement weather that could cause a variety of problems.

While it is impossible to prepare for every type of conceivable disaster,

there are basic principles that any person can build into their life to make a significant difference when a disaster does happen. Communication, unique family needs consideration, food and water, shelter, and being informed are just some of the monthly focus topics to prepare a person for that winter ice storm, tornado, flooding event, severe storm, power outage, or other situation that disrupts normal life.

Preparedness may not resonate for many at a personal level because of the notion that nothing bad will ever happen because it never happened in the past. An example of an excuse to not prepare could simply be, "There hasn't been a tornado around here for more than 20 years." Experience does tend to influence the decision-making process, but not shedding the blinders of this type of bias is dangerous and unreasonably risky. The need to prepare for disasters is real and necessary.

When developing an emergency preparedness plan, it is important to recognize that it will take time and effort. Every component of the emergency plan does not have to be completed immediately. Use the time each month as an advantage to address the topic's details and fully understand how to act when a disastrous event takes place. If you have family or other members in the same household, make sure that everyone understands and to address each person's unique needs adequately. The *Do 1 Thing* outline will provide you with the framework to accomplish such tasks and can be a very useful tool to successful preparation.

**KEEP CALM AND THINK SAFETY**

SIAD VPP Mission and Vision Statements

Safety is our number one core value. We are uncompromising in our commitment to the health and safety of our employees, contractors, customers, and community. We will continually improve our processes, demonstrate leadership, and promote process safety. We require personal accountability and the commitment to co-worker safety, expect all employees to adhere to our safety standards, and actively participate in and support the advancement of our health and safety practices. Safety is the responsibility of all employees, including both top management and the individual worker. Everyone is entitled to a SAFE day, a SAFE tomorrow, a SAFE year, and a SAFE career.

**BE CAREFUL**  
WHAT YOU POST ONLINE.

**DON'T BECOME AN EASY TARGET.**



Internet-based social networking sites have created a revolution in social connectivity. However, con artists, criminals, and other dishonest actors are exploiting this capability for nefarious purposes.

**Preventive Measures Include:**

- Do not share any information you want to protect on any device that connects to the Internet.
- Always use high security settings on social networking sites, and be very limited in the personal information you share. Monitor what others are posting about you on their online discussions.
- Use anti-virus and firewall software. Keep them and your browser, and operating system patched and updated.
- Change your passwords periodically, and do not reuse old passwords. Do not use the same password for more than one system or service.
- Do not post anything that might embarrass you later, or that you don't want strangers to know.
- Verify those you correspond with. It is easy for people to fake identities over the Internet.

CDSE

For more information on Social Networking Cybersecurity visit <http://www.cdse.edu/toolkits/cybersecurity/socialmedia.html>

**Report unsafe activity**  
[https://ice.disa.mil/index.cfm?fa=card&sp=97713&s=648&dep=\\*DoD&sc=29](https://ice.disa.mil/index.cfm?fa=card&sp=97713&s=648&dep=*DoD&sc=29)



## Black History Month celebrates a Man of Honor

Master Diver Carl “Maxie” Brashear was the first African American U.S. master diver to serve for the United States Navy. A native of Sonora, Kentucky, a 17-year-old Brashear



enlisted in the United States Navy on February 25, 1948, shortly after the Navy had desegregated. His road to graduation wasn’t easy. Brashear received hate notes on his bunk during his training. Despite this, he was the first black to attend and graduate from Diving & Salvage School, and would later earn the rank of master diver in 1970 after intense dives up to 1,000 feet. Brashear retired from the navy in 1979. Years later, Brashear would return to active duty. It was one incident that put him back in history as the first amputee diver to be certified as a U.S. Navy diver. He lost his leg during an operation to recover a hydrogen bomb that dropped into waters off Spain. During the mission, two U.S. Air Force planes collided. While recovering the bomb, his leg was hit by a pipe. To avoid gangrene, doctors amputated his leg. Brashear’s training as an amputee was grueling, but he wouldn’t express just how painful it was to the Navy. He knew they would take him out of training. In 2000, Brashear’s life was portrayed by Cuba Gooding, Jr. in the film “Men of Honor.”

Carl Brashear passed away in July 2006 from

respiratory and heart failure.



*Photos of Carl Brashear courtesy of the U.S. Navy*



*Photo by Lloyd Gubler*