

TRACKS

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Anniston Army Depot, Alabama

February 20, 2020

Town hall covers variety of topics

by Jennifer Bacchus

ANAD PAO

Col. Marvin Walker, Anniston Army Depot's commander, held a town hall meeting Feb. 12, calling together leaders and employees for an information and discussion session.

The meeting began with comments from Walker, who then turned the floor over to a panel of depot leaders who had important information to share with the workforce ranging from the current workload projections to a new directorate.

"I love these town halls because I love people, I love talking to people and I don't always get out like I want to," said Walker.

Leaders share depot status

Workload

"Our overall metrics look good," said Walker, as he addressed an audience of more than 400 employees in the Nichols Industrial Complex. "Our workload forecast looks good. Our overall goal is to continue working effectively and efficiently and always look for ways to excel."

According to Todd Dishman, the depot's director of Production Management, ANAD's current workload for fiscal year 2020 is 3.8 million direct labor hours.

"Just to give you a comparison, we executed 3.4 million direct labor hours in FY19," said Dishman. "So we have about 400,000 more hours to execute in FY20 than we had in FY19."

Dishman said the forecast for FY21 is currently 3.2 million direct labor hours.

Hiring and advancement

"The number one complaint I hear, aside from the term to perms, is the lack of upward or lateral mobility on the depot," said Walker. "We want you to grow at the depot and advance."

Vivian Henry, the director of the Civilian Personnel Advisory Center, a tenant at Anniston Army Depot, addressed the crowd and provided information on the direct hire



U.S. Army Photo by Mark Cleghorn

Col. Marvin Walker speaks to the workforce during his Feb. 12 town hall meeting.

authority, which has been extended through September 2025.

Henry reminded modified term employees who plan to compete for permanent slots to review the criteria in the job announcement they must meet, such as:

- Have competed under a modified term announcement, which will allow you to convert to a permanent position, if it is available.
- Have performed at an acceptable level.
- Have served two consecutive years on a modified term appointment.

"We are finding that we have a lot of employees who are concerned about how to do their résumés. They aren't sure how to construct those résumés or what should be in their résumé," said Henry.

She reminded employees that USA Jobs has résumé templates and employees can follow the guidance there.

Henry also reminded employees to carefully review the requirements for information needed to be considered for the job.

"Make sure you upload the documents which are required," said Henry.

Abby Quinn, the depot's director of Resource Management, reiterated to the workforce how healthy the workload is and discussed how that might impact hiring.

Attrition, the loss of employees through job changes or retirement, creates new positions to be filled.

"Make sure you are watching USA Jobs. Make sure you are watching the LAN, because we scroll those jobs announcements there. Make sure you are looking at that, so when those announcements are open, you can apply and have the ability to compete," said Quinn.

Quinn told employees to share their skills and knowledge through their résumé and not simply copy and paste a position description.

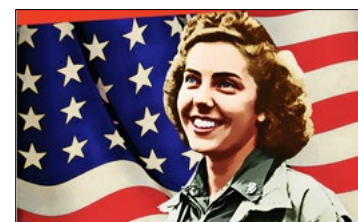
She also gave information from Commander's Policy 14, which establishes the

• See TOWN HALL, page 2

INSIDE TRACKS

GAP update

View and update of the metrics used in ANAD's Group Award Program. See article on page 5.



Women's History Month

March is Women's History Month and ANAD is celebrating with a luncheon March 12. See articles on page 3.



Report suspicions

Suspicious activity, such as invasive questions or surveillance should be reported to DES. See article on page 5.

NOTES

- Marine graduation
- Retiree breakfast
- Making Tracks 5K
- Recycle sales
- Food truck route
- Alert! system
- Cafeteria menus
- And more

See info on page 7.

From TOWN HALL, page 1

guidelines for merit based hiring, where applicants are anonymous and a panel is utilized to hire all wage grade leader positions, any supervisory positions and all GS-11 and above positions.

"The goal is that through all those processes the hiring process is based solely on the merits of the person who is applying," said Quinn.

GAP metrics

The maximum payout for the FY20 Group Award Program is \$2,000.

Quinn reviewed the various metrics which make up the GAP – Performance to Promise, Productive Yield – both direct and indirect, net operating result and continuous process improvement.

She highlighted the areas, such as P2P and NOR, where the depot is doing well and the areas where improvement is needed to achieve the full payout.

"Our direct and indirect yield and our CPI are lagging, but that's typical for this point in the year," said Quinn. "I can't tell you right now where I think we will end the year, but there is no reason why we can't achieve or exceed the payout we had last year."

For a list of the metrics as well as where the depot stands as of Jan. 31, 2020, see the GAP update on page 5.

Strategic Planning Directorate

Tommy Morgan, the chief of the depot's Logistics and Business Development Office, outlined the plans for a new directorate.

"The commander has created the Strategic Planning Directorate, which will include Enterprise Excellence, where the Lean efforts reside; LBDO, which generates new capabilities and workload for the depot; the Sales and Operations Planning Office, which will align our capacity planning to our customer requirements; and the



ABBY QUINN

Quality Assurance Division," said Morgan. The new directorate comes as a response to two recent command-driven assessments conducted at ANAD focused on efficiency and Lean processes.

"These observations were made by these consultants and, more importantly, these findings were reported to Army Materiel Command and actions are being taken based on these reports," said Morgan as he highlighted the results.

- Significant amount of time not utilized for productive work - 18 percent not working and 10 percent out of the area.
- Overtime can be more effectively managed.
- Man hour standards have not improved.
- Active supervision needs improvement.



TOMMY MORGAN

There is too much administrative time and not enough time on the floor.

- Majority of lost time driven by poor process control.
- "AMC has already generated three new command policies, one of which is the guidance for active supervision," said Morgan, adding the new policy directs that first line supervisors spend a minimum of 50 percent of their time on the shop floor engaging with employees.

The assessment focused on Lean helped to reinvigorate continuous improvement processes at ANAD.

- It also assisted in setting goals.
- Five percent improvement in man hour standards
 - Zero product quality deficiency reports from customers
 - 100 percent performance to promise
 - Stay constant or grow the business from the current level of 3.8 million direct labor hours
 - 15 percent new participation at all levels within an organization at Lean events.

Safety issues, goals discussed

OSHA Challenge and VPP

Drew Ramsey, chief of the depot's Safety Office, highlighted the Occupational Safety and Health Administration Challenge, which the depot is currently working through, as well as the Voluntary Protection Program.

According to Ramsey, the OSHA Challenge is a program which helps an organization achieve safety excellence.

"Their goal is to improve our safety and health management program, which will change our safety culture," said Ramsey. "We had safety programs here in the past. They weren't 100 percent. They weren't excellent. We want excellence."

There are three phases in the OSHA Challenge and the depot is currently in stage two, which is implementation of the safety program and tracking how it can be improved.

Ramsey said ANAD hopes to complete phase two in August and phase three in January.

After the completion of the OSHA Challenge, ANAD will be able to apply for VPP Star status. According to Ramsey, this will identify the depot as a workplace where employees and leaders are involved in the safety program.

"Everyone is engaged from the floor up to make sure safety is a priority," said Ramsey. "It's not really safety first with what we do, it's safety always."

Safety Goals

"In order to be a VPP site, you have to maintain injury and illness rates below the Bureau of Labor and Statistics averages for the industry you are being compared against," said Ramsey, adding that ANAD is compared against statistics for light truck manufacturing.

Currently, ANAD's recordable injury rate is down nine percent from FY19 and lost time reports are down 56 percent.

Part of the reason for the reduction is the change with new employee orientation, ensuring employees receive safety information and training prior to reporting to their work areas.

Some of the installation's goals for safety are:

- Reduce recordable incident rate.
- Reduce days away, restricted and transferred.
- Implement rigorous housekeeping programs.
- Complete hazard assessments for all work areas and processes.
- Extend safety training to additional employees.

Current Safety Issues

Homemade tools – Tools not purchased by the depot. There is a process if a tool needs to be created to perform a work function. Employees are encouraged to speak with their supervisor and depot process engineers to create and certify the right tool for the job.

Seatbelt use – All employees operating government equipment where a seatbelt is installed should be utilizing the seatbelt.

Speeding – Everyone is asked to adhere to all posted speed limits throughout the installation.

Crane usage – No cranes should be used without the proper training.

Additional information shared

Other topics covered at the town hall were the Civilian Harassment Intervention Program, the Sexual Harassment and Assault Response and Prevention program and the Hatch Act.

Patricia Boothe is the program manager for CHIP. She can be reached at Ext. 6243.

April is Sexual Assault Awareness Month and events are being planned to highlight the importance of sexual assault awareness and prevention.

Additional details will be in future issues of TRACKS.

For SHARP reporting or additional information, contact Wendy Suttles-Walker at Ext. 3447.

George Worman, the depot's chief legal counsel outlined Hatch Act guidance for political activity. For additional information on the Hatch Act, see page 6 or contact the Legal Office at Ext. 6518.

TRACKS

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MARCH IS WOMEN’S HISTORY MONTH

Paying tribute to trailblazing women

by Patricia Boothe

ANAD Protocol Office

Women’s history celebrates the achievements of women throughout the world.

The month of March is a time when we pay tribute to generations of women who opened the door and paved the way for women equality.

With so many contributions and achievements throughout the years, women are still making strides and breaking barriers today - from winning the right to vote to equal pay and treatment in the workplace to the many critical positions that women occupy today.

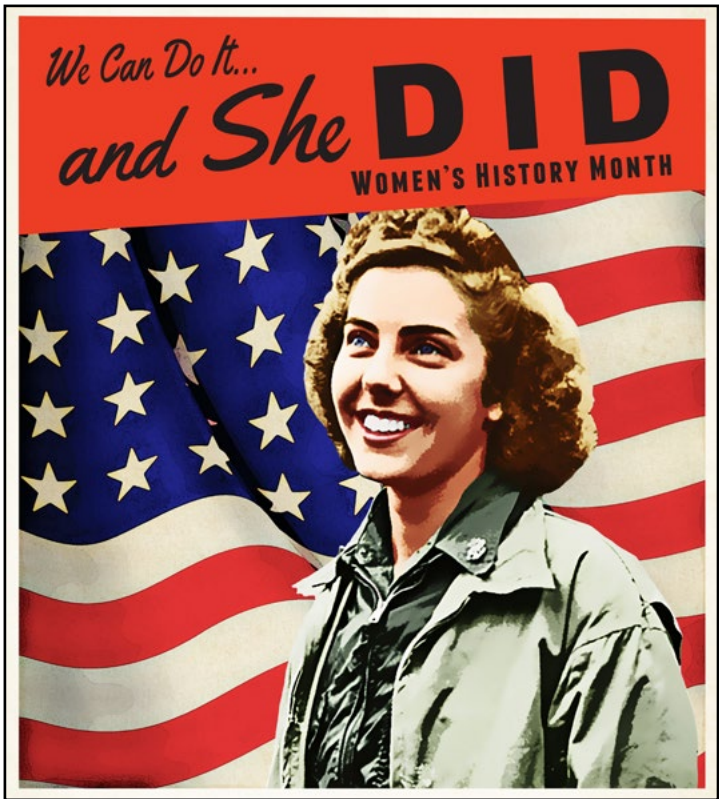
As we look at broken barriers and glass ceilings being shattered, we can also look to the women of Anniston Army depot.

From the beginning, women played a major role in the success of ANAD - from its meager beginnings as a four-person workforce to the several thousand employees that we have today.

The women of ANAD are a vital part of its growth and more importantly its success. They serve in many positions in direct support of ANAD’s mission to support the warfighters.

When we think of how far we’ve come since the 1940s, the women at ANAD have constantly broken barriers and moved from “traditional” women’s work to take on what many saw as a “traditional” man’s job.

We are thankful for the women of ANAD who set the example of “no limits” and moved from the offices to the shops.



Department of Defense Graphic

The Department of Defense Women’s History Month poster is the second in a series of posters commemorating the 75th Anniversary of World War II. Each commemoration poster highlights the significant contributions of special observance groups towards achieving total victory in this watershed event. Each poster is reminiscent of the 1940s Recruitment and Victory posters from the World War II era. The Women’s History poster consists of three versions, each of which is identical except for the woman depicted as the subject of the poster. To view the variations, visit DEOMI.org.

The women who fought for promotions and proved they had the skill sets to match any male co-worker.

We pay tribute to the first women who moved beyond those traditional jobs to make a different impact in the support of the warfighter.

ANAD is filled with trailblazers who set the example and crushed the ceilings of their

times.

From the secretaries, to first line supervisors, branch chiefs, directors and commanding officers, ANAD continues to evolve in how women impact our success as a depot.

Though there are many doors open, women still have many barriers to break as they continue to be a vital part of the growth and success of the depot.

Luncheon planned March 12

from Staff Reports

ANAD Public Affairs

Anniston Army Depot’s Women’s History Month Luncheon is scheduled for March 12 at 11:30 a.m. in the Berman-Varner House.

Tickets are \$10 and are available through directorate secretaries.

The menu for the event is grilled bruschetta chicken, green beans, garlic roasted new potatoes, garlic knot, garden salad, strawberry cannoli, tea and water.

Donna D. Ferguson is scheduled to speak at the luncheon.

Ferguson is the chief of the Behavioral Sciences Education and Training Division for the U.S. Army Military Police School.

She oversees the training, education and development of Military Police first responders, Military Criminal Investigative Organizations and other multidisciplinary professionals in the areas of special victims’ capabilities.

ties.

She currently serves as a member of the U.S. Army Family Advocacy Fatality Review Board and as a member of the

Department of Defense’s Sexual Assault training team for the military’s first Sexual Assault Response Coordinator and Unit Victim Advocate training, along with teaching at the U.S. Army’s SHARP Academy since its inception.

Her mental health experience, coupled with a conceptual understanding of vicarious trauma, led her to develop the U.S. Army’s Critical Incident Peer Support course that assists in helping professionals process their exposure to vicarious trauma. The CIPS program was deployed externally on three significant occasions: 2009 Fort Hood Shooting, 2010 Iraq Sexual Assault case and 2014 Fort Hood shooting.

For additional information about the luncheon, contact the Protocol Office at Ext. 6243.



DONNA FERGUSON

BUS SCHEDULE

Below is the bus schedule for the Women’s History Month luncheon, slated for March 12 at 11:30 a.m. at the Berman Varner House. The bus will return employees at the end of the event.

EAST SIDE

Time	Location
10:30	Bldg. 474
10:35	Bldg. 130 East
10:40	Bldg. 409 West
10:45	Bldg. 128 Middle
10:50	Bldg. 143 and 411 West end
10:55	Bldg. 106 West
11:00	Bldg. 111

WEST SIDE

Time	Location
10:40	Bldg. 5
10:45	Bldg. 362-Door 3
10:50	Bldg. 7
10:55	Bldg. 31



Safer work at ANAD means better equipment for Soldiers

by Charity Parris

ANAD Safety Office

One of the most important assets of Aniston Army Depot is you, the employee.

Without you, we could not do what we do best – disassemble and rebuilt various tanks and weapon systems to ensure our military has the best equipment.

Just as it is critical for our military to have the best and that it works, it is equally important for you to have a safe working environment, enabling you to focus on the job at hand.

The job of everyone at ANAD is to ensure we all go home each day just as we arrived, maybe a little tired but with all body parts intact and working properly.

In order to do this, we are all responsible for safety – the safety of ourselves and our coworkers, without whom we could not do our jobs.

This is why changing our safety culture is important.

Having more and more employees involved in the safety process is a huge part of the OSHA Challenge.

Employees have to own safety.

The best example is, “If you see something, say something.”

Though you often see that saying regarding security, it is just as relevant to safety. If you see someone doing something which could get them hurt, you must say something.

Stop the unsafe work before someone gets hurt!

Imagine someone failed to instruct you regarding a work process. You do the job the best you can, despite the needed instructions. You do things the way you think they should be done and one day everything goes horribly wrong.

You are injured and become crippled or maimed. You can’t support your family in the lifestyle to which they are accustomed.

Replay the same scenario as above, but, before everything goes horribly wrong, a co-worker notices and stops you. That co-worker shows you the correct way and no injury occurs.

It’s a win-win situation for everyone.

When injuries occur, it not only affects the injured worker and their family, but also

the coworkers.

Someone has to pick up the slack when an injured employee is unable to do his/her job because the Soldiers rely on equipment we provide.

There are additional financial strains:

- Doctor bills
- Workers’ compensation
- Time lost on the job – the stoppage of work due to the accident and its subsequent investigation
- Overtime costs when the cost center struggles to keep up production levels

An injury is just the tip of an iceberg which many people don’t see or notice.

When we successfully complete the OSHA Challenge, the entire workforce will be involved and take ownership of the safety program.

When that happens, coworkers will remind those who forget to put their safety glasses on after break.

When a visitor comes into the shop without proper personal protective equipment, employees will approach the visitor and instruct them on proper PPE.

You will say something anytime you see something unsafe occurring.

When employees are involved in the process, it lessens the change of accidents or injuries.

Everyone takes part in doing the right thing.

What can you do?

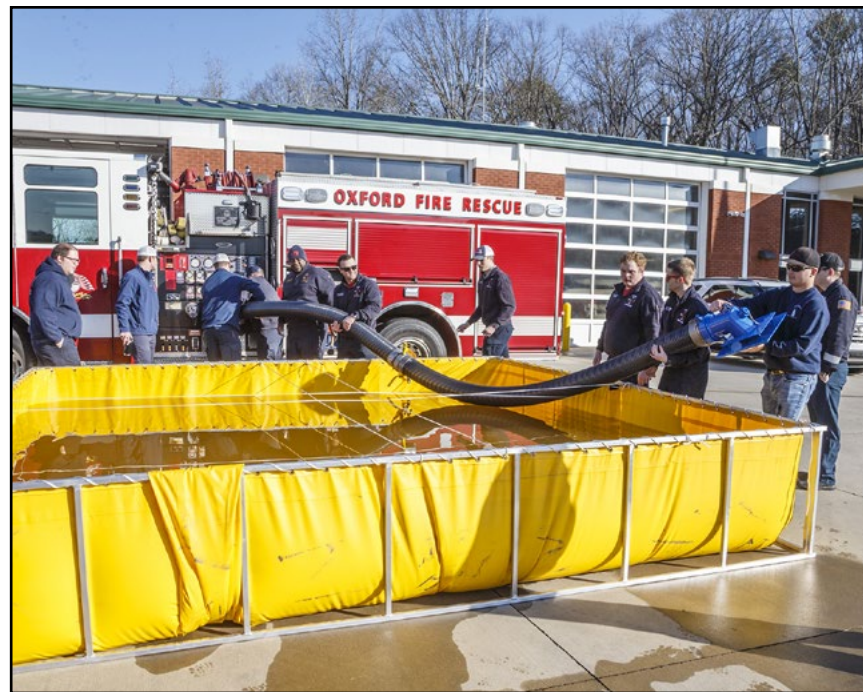
If you are the person responsible for properly storing dangerous chemicals, you can instruct coworkers on proper storage during a 6-minute huddle.

You can speak to your coworkers on safety topics you are familiar with, sharing your insight and perhaps a new perspective.

When you see something, you should always say something and stop unsafe work.

When we complete the OSHA Challenge, it will lead us to achieve the OSHA Voluntary Protection Program Star status, which makes us a winning site, a shining example.

We all have a stake here at ANAD and we should get involved. When we work together to make ANAD a safer work place, everyone wins!



U.S. Army Photo by Mark Cleghorn

Anniston Army Depot’s Fire and Emergency Services Division trained with the Oxford Fire Department Jan. 30.

ANAD fire personnel train with Oxford Fire Department

from Staff Reports

ANAD Public Affairs

Anniston Army Depot’s Fire and Emergency Services Division and the Oxford Fire Department conducted training with pumper and tanker operations Jan. 30.

“It is a mutual benefit for both fire departments to train together,” said ANAD assistant fire chief Lee Batey.

“It allows each fire department to understand the capabilities of each other.”

During the training, ANAD personnel set up a drop tank, filled it with 3,000 gallons of water and allowed Oxford firefighters to draft from it using low level strainers.

The training also included properly filling a water tanker from a hydrant and which selection of hose best fits those needs.

Report Suspicious Activity or Behavior

iWATCH

ARMY

iREPORT
i KEEP US SAFE

See Something Say Something

If You See Something, Say Something

Report Suspicious Activity to ANAD Security Forces

256-235-6222

Report suspicious activity

from Staff Reports

ANAD ISMO

During the Cold War (1945-1991), Americans were very aware of the intelligence threat posed by the Soviet Union and its proxies.

During this time, we saw the theft of U.S. atomic secrets, infiltration of various government agencies by agents working for the KGB and wide spread collection efforts across all aspects of American life in the continental United States.

Soviet intelligence efforts were likewise robust in many areas outside the U.S.

When the Soviet Union collapsed, the world breathed a sigh of relief. The threat had been eliminated and we could finally dial back the Cold War sense of hyper vigilance and awareness.

Unfortunately, with the lack of a large, concrete intelligence threat to the U.S. homeland, many have let their guard down, believing the threat had diminished.

This could not be further from the truth!

Some studies show the foreign intelligence threat to the U.S. is now greater than it has ever been, from a vast array of methods and adversaries. The challenge has never been greater.

Here at Anniston Army Depot, we are involved in many activities vital to the national defense. We are vulnerable to several collection means – from human intelligence to communications and electronic intelligence.

Attempted, suspected or suspicious collection efforts must be reported through official channels to Army Counter-Intelligence.

What should be reported?

- Attempts by anyone to acquire access to classified or unclassified Department of Defense information concerning facilities, activities, personnel or technology by use of questioning, bribery, blackmail, observation or correspondence. The collection attempt can be face to face, via email or social media.

- Any person suspected of working for or supporting a foreign intelligence or terrorist organization.

- Any willful leak or compromise of classified information.

- Contact with foreign nationals who

have an undue interest or knowledge in a DOD employee's job, mission, access or technology that is beyond friendly conservation.

- Incidents that involve a DOD employee or their family where a foreign government's security services take an undue interest in their duties or access to classified information while traveling in that country.

- Any gifts from a foreign national which place the DOD employee under a sense of obligation.

- Removal of classified information from the workplace or transmission of classified information through an unauthorized means.

- Any attempt or discussion is disrupting military activities or missions.

- Any DOD employee advocating the overthrow of the US government.

- Known or suspected intrusions into automated data processing systems by a foreign entity.

- Pressure brought on family members residing in a foreign country.

- Defection attempts or threats by DOD employees.

For the full list, please refer to AR 381-12, paragraph 3-1.

Have we had any incidents?

Surveillance of DOD facilities by foreign nationals on behalf of a foreign intelligence service is a concern throughout the U.S. military.

Recently, several Chinese nationals were arrested for the illegal surveillance and photography of military facilities in Key West, Fla.

Here at ANAD, suspected surveillance should likewise be reported, as it was on Jan. 13. That day, a vehicle stopped inside the ANAD fence line at one of the checkpoints and the driver was observed using a cell phone. They drove off after being spotted.

If you see suspicious activity or someone using a cell phone or other camera to obtain footage or photographs of the installation, contact DES at Ext. 6222.

When you call, if possible provide:

- Make, model and tag of vehicle
- Description of the individual
- Name, date of birth, nationality of the individual
- Time and date of the incident
- Description of activities



Courtesy photo

If you see suspicious activity or someone using a cell phone or other camera to obtain footage or photographs of the installation, contact DES at Ext. 6222.

- A photograph of the vehicle, person and their IDs

Remember, a little bit of accurate information is better than a lot of inaccurate information.

Reporting of the above items and those in AR 381-12 is not an option.

These items must be reported. If not, suspicion may arise with the individual who declines to report the incident.

Suspicious incidents can also be reported to the Intelligence and Security Management Office:

- Ext. 7310
- Usarmy.anad.tacom.list.smo-users@mail.mil
- U.S. Army Counter-intelligence at 800-CALL-SPY.

The iSalute tab on the depot's home page may also be used to report.

As we must be aware of potential terrorist threats, we must also be aware of intelligence threats, which have caused grave damage to the U.S. in the past.

As we say, SEE SOMETHING, SAY SOMETHING. In this case, silence is not an option for DOD employees.

More information from the Defense Counterintelligence and Security Agency can be found at: www.cdse.edu/documents/cdse/foreign-intelligence-entity-targeting-recruitment-methodology.pdf.

GAP update

For eligible personnel to receive the maximum FY20 GAP payout, all metrics must be met. Everyone must do their part each day to achieve these goals, which are attainable and important in executing ANAD's mission.

Productive Yield:

Direct Productive Yield:

Greater than 1,600 – \$250
 1,579-1,600 – \$187.50
 1,557-1,578 – \$125
 1,534-1,556 – \$62.50
 Less than 1,534 – \$0
Current hours – 1,551
Current payout – \$62.50

Indirect Productive Yield:

Equal to or greater than 1,702 – \$250
 1,683-1,701 – \$187.50
 1,663-1,682 – \$125
 1,642-1,662 – \$62.50
 Less than 1,642 – \$0
Current hours – 1,593
Current payout – \$0

Performance to Promise:

98-100 – \$500
 94-97 – \$375
 90-93 – \$250
 Less than 90 – \$0
Current percentage – 99
Current payout – \$500

Net Operating Result:

NOR loss less than ~\$22.4M – \$500.00
 NOR loss between ~\$22.4M and ~\$37M – \$375.00
 NOR loss between ~\$37M and ~\$51.5M – \$250.00
 NOR loss between ~\$51.5M and ~\$66M – \$125.00
 NOR loss is greater than ~\$66M – \$0
Current loss – \$3.26M
Current payout – \$500

Continuous Process Improvement

100 percent of goal - \$500
 80 percent of goal - \$375
 60 percent of goal - \$250
 40 percent of goal - \$125
 Less than 40 percent of goal - \$0
Current percentage – 7
Current payout – \$0

CURRENT TOTAL: \$1,062.50

How the Hatch Act applies to you

from Staff Reports

Office of Special Counsel

The Hatch Act generally applies to employees working in the executive branch of the federal government.

The purpose of the Act is to maintain a federal workforce that is free from partisan political influence or coercion.

A Covered Employee:

- May not be a candidate for nomination or election to public office in a partisan election.
- May not use his or her official authority or influence to interfere with or affect the result of an election.

• May not knowingly solicit or discourage the participation in any political activity of anyone who has business before their employing office.

• May not solicit, accept, or receive a donation or contribution for a partisan political party, candidate for partisan political office, or partisan political group.

• May not use any e-mail account or social media to distribute, send, or forward content that solicits political contributions.

• May not engage in political activity – i.e., activity directed at the success or failure of a political party, candidate for partisan political office, or partisan political group — while the employee is on duty, in any federal room or building, while wearing a uniform or official insignia, or using any federally owned or leased vehicle.

• May be a candidate in a nonpartisan election.

• May register and vote as they choose.

• May assist in voter registration drives.

• May participate in nonpartisan campaigns.

• May contribute money to political campaigns, political parties, or partisan political groups.

• May attend political fundraising functions.

• May attend political rallies and meetings.

• May join political clubs or parties.

• May campaign for or against referendum questions, constitutional amendments or municipal ordinances.

• May sign nominating petitions

• May circulate nominating petitions.*

• May campaign for or against candidates in partisan elections.*

• May make campaign speeches for candidates in partisan elections.*

• May distribute campaign literature in partisan elections.*

• May volunteer to work on a partisan political campaign.*

• May express opinions about candidates and issues. If the expression is political activity, however – i.e., activity directed at the success or

failure of a political party, candidate for partisan political office, or partisan political group – then the expression is not permitted while the employee is on duty, in any federal room or building, while wearing a uniform or official insignia or using any federally owned or leased vehicle.

* Further restricted employees may not engage in these activities.

Social Media

Social media – and the ease of accessing those accounts at work, either on computers or smart-phones – has made it easier for federal employees to violate the Hatch Act. Yet there are many activities employees can do on social media that do not violate the law.

In general, all federal employees may use social media to engage in “political activity” and comply with the Hatch Act if they remember the guidelines below.

Political activity refers to any activity directed at the success or failure of a political party or partisan political group (collectively, “partisan groups”), or candidate for partisan office. In the social media context, political activity includes sharing, liking, or retweeting a post from a partisan group or candidate for partisan office, or posting and/or tweeting a comment about a partisan group or candidate for partisan office.

All federal employees may not:

1. Use a social media account in your official capacity to engage in political activity at any time (including your official title/position on a social media profile is allowed).
2. Tweet, retweet, share or like a post or content that solicits political contributions at any time.
3. Like or follow the social media page of a candidate for partisan office or partisan group while on duty, to include TDY, or in the workplace.
4. Engage in political activity via social media while on duty or in the workplace.

In addition, further restricted employees may not:

1. Link to or post the material of a partisan group or candidate for partisan office at any time.
2. Share or retweet the social media pages or posts of a partisan group or candidate for partisan office at any time.

What happens if I violate the Hatch Act?

An employee who violates the Hatch Act is subject to a range of disciplinary actions, including removal from federal service, reduction in grade, debarment from federal service for a period not to exceed five years, suspension, letter of reprimand or a civil penalty not to exceed \$1,000.

For additional information, contact the Office of Special Counsel at 202-254-3650 or 800-854-2824, via email: hatchact@osc.gov or go to their website at www.osc.gov.

Heard around the depot...

TRACKS asks:

“What do you know about the OSHA Challenge and VPP?”



“VPP is for our personal safety.”

Jeanetta Daniel

Material Expediter

Directorate of Production Mgmt.

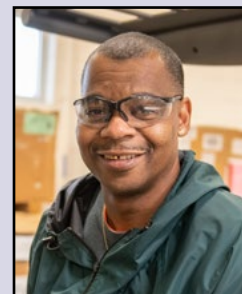


“Safety is everybody’s responsibility. Look out for you and your friends.”

Jason Haas

Small Arms Repairer

Directorate of Production



“I’ve heard about them and I would like to know more.”

George Malone

Material Expediter

Directorate of Production Mgmt.



“I haven’t heard about it.”

Orlando Ulloa

Welder

Directorate of Production

Remember...

Safety begins with you.

notes from around the TRACK



Courtesy photo

Turner completes Marine Boot Camp

Pvt. Logan Turner graduated Jan. 31 from Parris Island, SC, Third Recruit Training Battalion MCRD Parris Island, and Marine Corps Basic Training 13-week boot camp. Parents are, Christopher (DP) and Kristi Turner. He is the grandson of Donald (QAO) and Susan Turner and Wilfred “Snuffy” (Retired DPW) and Kathy Smith.

Retiree breakfast

Anniston Army Depot’s next Retiree Breakfast is scheduled for March 18. To be added to the contact list for breakfasts, send an email to the Protocol Office at usarmy.anad.tacom.list.protocol@mail.mil containing:

- Your full name
- Your street address
- Your preferred email address



ANAD food truck routes

- Morning**
- 5:55-6:05 Bldg. 400
 - 6:10-6:15 Bldg. 132
 - 6:20-6:25 Bldg. 131 & 132
 - 6:30- 6:35 Bldg. 108
 - 6:40-6:50 Bldg. 413 to 459
 - 7:00-7:05 Bldg. 190
 - 7:10-7:15 Bldg. 130
 - 7:20-7:25 Test Track
 - 7:35-7:40 Bldg. 447
 - 7:45-7:50 Bldg. 521
 - 7:55-8:00 Bldg. 131
 - 8:00-8:05 Bldg. 119
 - 8:10-8:15 Bldg. 102 & 103
 - 8:20-8:25 Bldg. 113 & 120
 - 8:25-8:30 Bldg. 106
 - 8:30-8:35 Bldg. 400
 - 8:35-8:40 Bldg. 474 & 475
 - 8:40-8:45 Bldg. 433

- Lunchtime**
- 9:30-9:35 Bldg. 400
 - 9:40-9:45 Bldg. 132
 - 9:50-9:55 Bldg. 131 & 132
 - 10:00- 10:05 Bldg. 108
 - 10:10-10:15 Bldg. 413 to 459
 - 10:20-10:25 Test Track
 - 10:30-10:35 Bldg. 521
 - 10:40-10:45 Bldg. 131
 - 10:50-10:55 Bldg. 119
 - 11:00-11:05 Bldg. 102 & 103
 - 11:10-11:15 Bldg. 113 & 120
 - 11:20-11:25 Bldg. 106
 - 11:30-11:35 Bldg. 400
 - 11:35-11:40 Bldg. 474 & 475
 - 11:40-11:45 Bldg. 433

Recycle sales

ANAD’s Recycle Sales are scheduled from 8-11 a.m. on the following dates:

- February 22
- March 21
- April 18
- May 16
- June 13
- July 11

As a reminder, Recycling will only accept checks, no cash. Call 256-235-6838 for additional information.



Anniston Army Depot’s Making Tracks 5K race is scheduled for May 2 at 8 a.m. Registration forms are available in MWR facilities. Contact Gerrad Slaton at 256-235-6385 for additional information.

Cafeteria menus

- | | | |
|---|--|--|
| Feb. 24
Meat loaf
Mashed potatoes and gravy
English peas
Fried okra
Yeast roll | March 2
Chili or potato soup
Grilled cheese sandwich
French fries | March 9
Hamburger steak
Mashed potatoes and gravy
Field peas
Fried okra
Yeast roll or cornbread |
| Feb. 25
Spaghetti and meatballs
Mixed vegetables
Corn nuggets
Side salad
Garlic bread | March 3
Salisbury steak
Rice and gravy
Great Northern beans
Fried squash
Cornbread | March 10
Baked lasagna
Steamed broccoli
Corn on the cob
Side salad
Garlic bread |
| Feb. 26
General Tso’s chicken
Pepper steak
Fried rice
Stir fried vegetables
Egg roll | March 4
Chicken or beef soft taco
Spanish rice
Mexican black beans and corn
Tortilla salad | March 11
Teriyaki chicken breast
Sweet and sour pork
Steamed rice or chow mein
noodles
Stir fried vegetables
Egg roll |
| Feb. 27
Fried catfish
Baked fish
Baked beans
Coleslaw
French fries
Hush puppies | March 5
Fried chicken
Baked chicken
Mashed potatoes and gravy
Pinto beans
Turnip greens
Cornbread | March 12
Fried chicken wings
Baked beans
Coleslaw
French fries or onion rings
Yeast roll |
| | March 6
Snack line | |

Important Note:

The Alert! system phone number is 703-454-0563 and states that it comes from Alexandria, Va. Please save this number to your phone’s contacts for when inclement weather events impact the installation. All employees should have their information in the Alert! system. If you need to update your information in the system, use the Alert! icon in your computer’s toolbar.

DATES TO REMEMBER

- Feb. 25:** Annual Prayer Breakfast - see details on page 7.
- Feb. 26:** The Morning Show airs live at 7:05 a.m. The topic is Heart Health Month.
- March 5:** TRACKS publication.
- March 8:** Daylight Saving Time begins - clocks “spring” forward one hour.
- March 11:** The Morning Show airs live at 7:05 a.m. The topic is nutrition.
- March 12:** Women’s History Month luncheon - see details on page 3. Tickets are currently available.

SAFETY'S IN BEING QUIET IS OUT!



Speak Up If You See Something Unsafe!