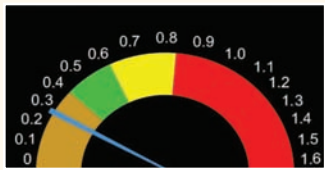


PBA SAFETY GLANCE



Safety Element for fiscal year 2017:
Lost Day Case:
0.27
Award Goal: 0.61

*** Lost time injuries for fiscal year 2017 is two. There is zero lost time injuries as of Sept. 5.**

***Recordable injuries for fiscal year 2017 are 10. There is zero recordable injuries as of Sept. 5.**

***Pine Bluff Arsenal days without a lost time injury are 124.**

***Pine Bluff Arsenal days without a recordable injury are 124.**

***Estimated hours worked without a lost time injury: 536,943.**

IN BRIEF

The Pine Bluff Military and Veterans Museum, located at 4th and Oak in the historic Boone-Murphy House in Pine Bluff, is seeking donations or loans of memorabilia highlighting the military heritage of Jefferson County, with special emphasis on Pine Bluff Arsenal.

The museum is looking particularly for memorabilia relating to the Pine Bluff Arsenal. Cash donations will also be accepted.

For information on donations or loans of memorabilia or donations call Jim Bacon at 870-543-9102; Ben Cumnock at 870-550-2359; Carolyn Devos at 870-879-5321; or Patsy Milligan at 870-534-1608. Cash donations can be mailed to P.O. Box 2113, Pine Bluff, Ark., 71613.

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Arsenal passes successful FAT on M49

By Rachel Selby

Pine Bluff Arsenal successfully passed First Article Testing of the M49 120 CFM (cubic feet per minute) gas filter in July. Justin Lieber, project engineer/project manager, with the Arsenal's Directorate of Business Operations, said that this is the first new production run of this type of filter in over 10 years.

"The sole provider and producer of the M49 filter," said Lieber. "Private industry tried to produce them but were unsuccessful. We used to make them years ago but haven't in recent years."

Lieber said that the filter used to be physically fabricated here but the capability was lost. "We have worked with Design West on the fabrication and assist in the supply chain. The goal is to reestablish the fabrication capability here at PBA," he said. "This is not something that will happen overnight. That workforce skill will have to be restored and the equipment – which is very expensive – would have to be purchased again."

The M49 filters are used as part of the Intercontinental Ballistic Missile Filter Set. The ICBM filter set in turn provides chemical and biological protection for employees at the control centers at Missile Alert Facilities. "The filters are also used in some mobile applications too," said Lieber.

Sixty-seven ICBM sets have been built and are currently pending lot acceptance approval in Maryland. "These sets are currently at the Edgewood Chemical Biological Center's Test Reliability and Evaluation Branch or TREB," said Lieber. "We anticipate LAT by mid- to late September."

The TREB provides a full-range of environmental and climatic testing services including temperature and/or humidity



The sun begins to rise March 16, 2015, at a missile alert facility near Malmstrom Air Force Base, Mont. The M49 120 CFM gas filter, that recently passed a successful First Article Test at Pine Bluff Arsenal, is used in filter sets at MAFs. U.S. AIR FORCE PHOTO BY AIRMAN 1ST CLASS DILLON JOHNSTON (Taken from the Malmstrom Air Force webpage)



M49 120 CFM gas filter. U.S. ARMY PHOTO

cycling, Accelerated Life Testing and Environmental Stress Screening, according to an ECBC website.

"These filters DMMP (dimethyl methylphosphonate) gas life is 60 minutes. DMMP is an agent simulant and it is how we test the filters," said Lieber. "The minimum is 60 minutes and our filters test out to 122 minutes on average which is very good. The filters being produced now are even better than 10 years ago."



Personnel at Edgewood Chemical Biological Center conduct testing. M49 filter sets from the Arsenal are currently at ECBC's Test Reliability and Evaluation Branch in Maryland in anticipation of a successful lot acceptance test by mid-to late September. U.S. ARMY PHOTO BY ECBC

Lieber said that the Arsenal is slated to produce approximately 435 M49 filters in a configuration outside the ICBM set. "One configuration includes five of the M49 filters and the other includes two M49 filters and one HEPA filter," he

said. "Once we pass the LAT, we will have the capability of doing both configurations."

There are currently back orders for the ICBM sets that are three and four years old, said

SEE FILTERS, PAGE 3

Patient wrap in works for textile line

By Rachel Selby

Pine Bluff Arsenal continues to increase the number of products it manufactures – from unique ammunition items to development and sustainment of chemical and biological defense products.

About this time last year, the Arsenal's textile manufacturing lines began testing then producing neck dams – a carbon impregnated material used by Soldiers to increase the protection of face seal type masks at the mask-garment interface. Now these same lines, with an increased number of production workers, will soon begin the manufacture of a Chemically Protected Patient Wrap.

"When a Soldier is injured in the field, and can-



The protective patient wrap is the next product that will be manufactured by Pine Bluff Arsenal's Directorate of Chemical and Biological Defense. U.S. ARMY PHOTO BY RACHEL SELBY

not put on their personal protective equipment, they are placed in a protective patient wrap and transported through a contaminated area to a nearby field hospital or

M8E1 Chemical Biological Protective Shelter," said Caitlin Buchanan, project engineer with the Directorate of Engineering and Technology. Buchanan has been a part

of textile manufacturing since the beginning.

According to Buchanan, the material for the patient wrap is

SEE WRAP, PAGE 4

Right Today

Accomplishing the mission *"right today"* simply means complying with regulations, policies, plans, work instructions, SOPs, and other requirements. We will not compromise the quality of products that will be used by our Warfighters and when we make these products, we will minimize impact on the environment and we will ensure no one gets hurt in the process.

Better Tomorrow

"Better tomorrow" means that every day, we will make improvements. Every time we start a manufacturing or administrative process, it should be more efficient and more environmentally friendly than it was before. Every day should be safer than the last one.

Commander's Column

As we head into the last month of the fiscal year, Pine Bluff Arsenal remains busy.

On the ammo side, we are continuing to produce significant quantities of smoke mortars, illuminating projectiles, and grenades, in support of the Joint Warfighter. The same goes for the chem-bio side of the house with neck dams, JSLIST training suits, filters, and DRSKO. PBA's critical manufacturing capabilities are directly linked to specific Warfighter mission requirements.

Kudos go out to the team on the M49 Gas Filter line for passing First Article Testing and transitioning to full production. Your attention to detail and



Col. Kelso C. Horne III

knowledge will protect the crews of those systems.

Bill Moore, Assistant Deputy Chief of Staff, Department of the Army-G4, will visit the Arsenal Sept. 26.

Two emergency preparedness exercises are

scheduled for the month of September with a CAIRA table top Sept. 19 and the Annual Force Protection table top Sept. 25. First responders should make note of these dates on their calendars.

As we move into September, please be aware of changing weather patterns. There may still be warm and humid days ahead as we head into the fall. Stay mindful of any heat index updates and plan outdoor work accordingly. No matter the weather, we should all be watching out for our teammates daily. Our safety record continues to be in the gold, and for this I thank you. You are the ones making it happen.

With the passing of Labor Day, summer is

officially over and school is in full swing. Please watch out for our children in the cross walks, near local schools and around the Arsenal's Child, Youth and School Services Center. The Arsenal's pool officially closed for the season Labor Day weekend.

Thank you to our entire workforce for the support you give to the Arsenal, our Nation, and our service members every day.

Enjoy what you do; make a difference, and most of all, thank you for being part of the PBA team.

*"Mission First.
People Always.
Enjoy What We Do"*

Social Security

Online estimates can help plan for retirement and more

By Tonya Cater
Social Security Public Affairs

Social Security encourages all Americans to take steps toward ensuring their financial security.

Wherever you are in life — starting your first job, beginning a family, or getting ready to retire — it's never too late or too soon to start planning for the years ahead.

We're here to help, and we offer a suite of online tools you can use to plan for a secure future for you and your family.

Your personalized Social Security Statement is among the many resources available to you through your online my Social Security account.

This important planning document allows you to:

- * Verify your lifetime earnings history;
- * Estimate the Social Security benefits you'll receive at retirement age;
- * See if you qualify to receive disability benefits if you become gravely ill or injured; and
- * Learn how your spouse and children may be provided for when you die.

You can open your own my Social Security account at www.socialsecurity.gov/myaccount.

Another tool you can use to estimate your possible monthly benefit amount is our Retirement Estimator at www.socialsecurity.gov/estimator.

It shows you how much you may be eligible to receive based on different scenarios, like different future earnings amounts and various retirement dates.

To learn more about your retirement benefits, you can read Your Retirement Benefit: How It's Figured and When to Start Receiving Retirement Benefits at www.socialsecurity.gov/pubs/.

We also encourage you to review the other online benefit estimates available from Social Security, because responsible planning includes contingency plans.

To learn more about the important safety net Social Security provides if you become disabled or die, visit www.socialsecurity.gov/disability and www.socialsecurity.gov/survivors.

Social Security is with you through life's journey. Get to know us at www.socialsecurity.gov.

Online Conduct Think. Type. Post

"Army Professionals, by our solemn oath, voluntarily incur an extraordinary moral obligation to uphold the Army Values, which apply to all aspects of our life. Although our lives are changed by the Internet and social media in general, the standards of our conduct have not.

Online misconduct is misconduct - wherever, whenever, and however it occurs. Whether in the form of online harassment, assault, bullying, hazing, stalking, discrimination, retaliation, improper relationships, or any other type of misconduct, we hold ourselves and others accountable.

Trustworthy Army Professionals do not

tolerate double standards; anything that is unacceptable to say or do in person is also unacceptable to write or post online.

When using electronic communication, members of the Army Team should apply "Think, Type, Post"

- "Think" about what messages/information is being communicated and who could potentially view it; "Type" messages or convey information that is consistent with the Army Values; and "Post" if the message/information is responsible and demonstrates dignity and respect for others.

Remember whenever on online -Think, Type, Post."

Fed employee charged with putting public service above private gain

(Editor's note: This article is the first of a six-part series on ethics.)

By Kari Hawkins
(AMCOM)

This summer, headlines have been flaunting the antics of Leonard Glenn Francis, a Malaysian defense contractor known as "Fat Leonard," who implicated Navy officials after pleading guilty to giving bribes, kickbacks and gifts in exchange for contracts, false payments and inside information about ship schedules to support his Asian refueling and marine supply business.

The result? Twenty-one current and former Navy officials are facing federal criminal charges, four admirals have been disciplined and up to 200 Navy personnel are being investigated for accepting bribes in cash, prostitutes, trips and extravagant gifts from "Fat Leonard."

"The scandal has rocked the Navy and will for years to come,"

said Army Materiel Command legal counsel Larry Wilde.

"Of course, the Navy is not the only military service or federal agency faced with such public embarrassment and criminal charges. Unfortunately, there are far too many such instances of military and federal civilian personnel failing in their professional and ethical obligations. The facts of each case vary widely, but they all share a common link: placing personal gain above the public good," Wilde said.

Wilde is among a force of attorneys at AMC and its major subordinate commands that advise and counsel employees on ethical matters. Toward that end, a six-week series beginning today will highlight various standards of conduct rules and principles that arise in different areas, such as conflicts of interest, gifts, misuse of position, outside employment and working with service contrac-

tors.

"Generally, these rules and principles apply equally to federal employees of all executive agencies, and to both uniformed and civilian personnel," Wilde said. "The goal of these articles is to sensitize employees so they can incorporate the ethical principles of federal service into everyday decision-making to maintain the high standards of ethical conduct that are necessary to preserve the public trust."

The Code of Federal Regulations contains a statement of "14 Principles of Ethics Conduct for Federal Employees." The first of these principles states: "Public service is a public trust, requiring employees to place loyalty to the Constitution, the laws and ethical principles above private gain."

"This principle is reflected in the Army Creed as honor, integrity and selfless service. It is the basis of the entire framework of the ethical laws, regula-

tions and policies that all federal employees in the executive branch of government are obligated to follow," Wilde said. "Failure to do so erodes the public's trust in government. It's difficult to maintain public trust when people see a seemingly endless parade of examples of official corruption in the news."

In the "Fat Leonard" case, some participants, if found guilty, will prove to be criminal-minded individuals who eagerly sought out bribes in willful disregard of their public duties, Wilde said. "For most though, it probably would never have occurred to them to engage in such conduct were it not for the lure of riches put before them and the influence of the command culture in which they found themselves," he said. "Fat Leonard was a master of manipulation. He would carefully study his victims and then adroitly exploit their weaknesses to further his ends."

Pine Bluff Arsenal

Army Substance Abuse Program (ASAP)

Employee Assistance Program (EAP)

EAP can help you with:

- *Emotional problems
- *Financial problems
- *Marriage and family problems
- *Substance abuse
- *Health management issues
- *Stress management
- *Anger management

EAP can help you:

- *Identify problems
- *Resolve issues
- *Improve your quality of life

..Many names..one goal, to help you in a time of personal crisis or other trouble.

Come visit with EAP staff members Pat Jenkins, Paula Smith, Cassandra Cosen and Dee Nesby at Building 13-040 or call 870-540-3094.

Arsenal Sentinel

Col. Kelso C. Horne III, Commander

Roch Byrne, Deputy to the Commander

Cheryl Avery, Public Affairs Officer

Rachel Selby, Editor

Hugh Morgan, Photographer

Stan Nelson, Webmaster

Keanon Reep, Advertising Manager

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Army Regulation-360

AR 360-1 is the regulation that governs the release of public information.

This includes what to release and how to release it to the public, non-releasable subjects, and items that need to be cleared through public affairs channels prior to release. The Public Affairs Program is the overall responsibility of the Arsenal commander.

Only the commanders and their designated representatives are authorized to speak for the Pine Bluff Arsenal. The PAO acts as the liaison between the media and the installation. However, employees are encouraged to speak to civilian professional groups on matters in which the individual has personal knowledge and expertise.

This needs to be coordinated through the Public Affairs Office. They shouldn't comment on military matters that are beyond their knowledge and experience. Obviously, classified information won't be discussed at all.

Wilde said that national studies have shown people are more likely to act in conformity with their environment and the people around them than abstract policies and rules. In the case of the "Fat Leonard" scandal, for example, many members of the 7th Fleet, starting with senior leadership, "had grown accustomed over the course of several years to openly accepting his hospitality and generosity while in Asian ports.

His gifts, although improper, were appreciated and ultimately expected. Such a command climate helped set the conditions for lower ranking Sailors to disregard their better judgment and agree to help their friend by steering business his way," he said.

"Fat Leonard" is an extreme example where unethical behavior actually crossed the line into criminal misconduct. Wilde said lower key unethical actions are seen more fre-

quently in federal government -- such as an employee who uses a government vehicle to pick up lunch for his office, the employee who spends half the workday updating her Facebook page or a supervisor who solicits subordinates to buy Avon products from his wife.

There are unethical instances of Army officers proposing a new contract position they hope to fill as their retirement job, and contracting officer representatives applying for a lucrative position with the company whose contract they are overseeing.

"It's important that that employees be familiar with which ethical rules, standards and principles apply," Wilde said. "When in doubt, they should always ask the question, 'Does this action compromise my own professionalism and the organization I represent?' and then they should make sure the answer meets ethical standards."

Hails and Farewells

Hails
Dylan C. Priest, security guards, has joined the Directorate of Law Enforcement and Security.

Tanequa Johnson, security guard, has joined the Directorate of Law Enforcement and Security.

Meagan M. Poe, security guard, has joined the Directorate of Law Enforcement and Security.

Shawn L. Blackledge, security guard, has joined the Directorate of Law Enforcement and Security.

Transfers
Nova-Dawn E. Mauldin has transferred from the Directorate of Engineering and Technology to the Veterans Administration in Fayetteville, Ark.



Slam Ball Toss winners announced

The Fitness Center's Slam Ball Toss Challenge was a blast!! Congratulations to our winners! Special thanks to all who participated!! It was fun!

Men
1st - Steve Reeve 20' 6"
2nd - Joseph Trotter 20' 1"
3rd - Charles Burrow 19' 11"

Women
1st - Katherine Berry 25' 9"
2nd - Lisa Davis 21' 7"
3rd - Megan Booker 20' 9"

We have some strong people out here!! Congratulations! Winners can pick up their prizes at the Arsenal's Fitness Center! Our next challenge will be this month.

Kizer to speak at next FEW chapter meeting

Courtesy of Bluff Center Chapter of FEW

The Bluff Center Chapter of Federally Employed Women will hold their next meeting at 11:30 a.m., Sept. 21, at the Pine Bluff Arsenal Training Center. Guest speaker will be Mary Ann Kizer from the Jefferson County Extension Office. Kizer will be speaking on leadership qualities.

For more information regarding the meeting, contact Becky Simmons, Chapter President, at 870-543-0585 or any of our PBA members including Melanie Moore, Dee Jermon and Sandra Hatcher. Our newest Arsenal member is Paula Smith.

The chapter held their August meeting at Jefferson Labs/NCTR. Women's Equality Day is celebrated on Aug. 26 each year, and commemorates the passage of the 19th Amendment to the U.S. Constitution granting the right to vote to women. Our chapter recognized the day during the August meeting via a Women's Equality Bingo Game, complete with door prizes. A short business meeting was also held during the meeting.

The 2017-2018 Chapter Secretary, Taylor Ingle, was installed by Installation Chair Pat Hopkins. Committee sign-ups were discussed along with future plans for September and October. A Webi-



nar series sponsored by FEW's National office will begin Sept. 20. The series will consist of four monthly webinars focusing on "Creating your Own Patterns for Success". For information on this webinar series, contact any FEW member or go to www.few.org

Our chapter meets the third Wednesday of the month at 11:30 a.m., alternating between Jefferson Labs/NCTR and the Pine Bluff Arsenal. Membership is open to all employees (women and men) of the U.S. Government, government contractors, and others who subscribe to the purpose of our organization.

FILTERS

Continued from Page 1

Lieber. "We are fulfilling those," he said. "We got the entire project off the ground and running in less than 30 months – that includes establishing the supply chain and finding a vendor to produce certain parts that would pass. We got it done quickly by using some new contracting methods."

The M98 200 CFM gas and particulate filter has taken a bit longer than anticipated, said Lieber. "The last portion of FAT – which includes shock and vibration testing – will conclude in mid-September. We anticipate it passing then," he said. "We were stalled for a while with the filter program due to contracting issues but I think that is behind us for now."

CPAC Corner

FEGLI Open Season changes become effective soon

Courtesy of Pine Bluff Arsenal CPAC

Coverage elected during the September 2016 Federal Employees' Group Life Insurance (FEGLI) Open Season will become effective on the first day of the first full pay period that begins on or after Oct. 1, 2017, as long as employees meet pay and duty status requirements as listed below. Employees can review pending elections by clicking on Transactions in EBIS (Employee Benefits Information System).

If you have any questions about your pending FEGLI Open Season election or made an election at another Federal agency before transferring to Army, DCMA, or National Guard, please contact the Army Benefits Center toll-free at (877) 276-9287. Benefits Specialists are available from 7 a.m. to 5 p.m., Central Time, Monday through Friday.

Please note this is not a new opportunity to elect FEGLI coverage. The coverage becoming effective soon is for an election made during last year's FEGLI Open Season.

Pay and duty status requirements are as follows:

- * A full-time employee on a biweekly pay period must be in pay and duty status for at least 32 hours during the pay period right before the one in which the coverage is to become effective.

- * A full-time employee on a monthly pay period must be in pay and duty status for at least 64 hours during the pay period right before the one in which the coverage is to become effective.

- * A part-time employee must be in pay and duty status for one-half of the regularly-scheduled tour of duty shown on his/her current SF 50.

- * An intermittent employee or an employee without a regularly-scheduled tour of duty who is eligible for FEGLI coverage must be in pay and duty status for one-half of the hours customarily worked in a pay period. Employing offices can determine the number of hours customarily worked by totaling the number of hours worked in the calendar year quarter ending June 30, 2016, and dividing that by the number of pay periods in that quarter.

Please note that sick leave, annual leave, donated leave, or any other kind of leave, whether paid or unpaid, does not qualify as pay and duty status.

New coverage does NOT begin until the employee meets the pay and duty status requirements, even if that is after October 2017. For some employees, new coverage will never begin because they will never meet the pay and duty status requirements.

Are there any exceptions to the pay and duty status requirements?

No. However, employees may meet the pay and duty status requirements at the following employment sites:

- * at an employee organization while on leave-without-pay to work there full-time;

- * at an international organization while on detail to work there; or

- * at a State, local, or Indian tribal government; institution of higher education; or other organization eligible under the Intergovernmental Personnel Act of 1970, while on temporary assignment to work there.

Approval authority thresholds raised

Courtesy of PBA AER Office

As it was announced during the 2017 Annual Army Emergency Relief Worldwide Training Conference, AER will raise the approval authority levels for Company Commanders/First Sergeants, AER Officers and Garrison Command Teams effective Sept. 1.

Approval authority thresholds at the local installation level will be increased by \$500 for Company Commanders, First Sergeants, AER Officers, Garrison Commanders and Garrison Command Sergeants Major.

To better serve our Soldiers and assist them in meeting valid

emergency financial needs, the maximum amount a Soldier can receive through the Commander's Referral Program will increase from \$1,500 to \$2,000.

This change was prompted through an assessment of our programs and assistance processes to ensure that they are meeting the needs of Soldiers and their Family members.

A recent assessment of the Commander's Referral Program confirms that it continues

to be an effective and expedient means for Commanders and First



Sergeants to directly assist Soldiers and Families.

In 2016, the Commander's Referral Program accounted for approximately 37 percent or \$8.6 million of all Active Duty assistance Army wide.

The program has proven to be highly successful, embraced by commanders, and recognized by the Government Accountability Office as being an effective

means to combat predatory lending institutions.

In addition to increasing the amount a Soldier can receive through the Commander's Referral Program, AER Officers, Garrison Commanders and Command Sergeants Major approval levels will also increase.

The approval level for local AER Officers will increase from \$2,500 to \$3,000 and the approval level for Garrison Commanders and Command Sergeants Major will increase from \$3,500 to \$4,000.

For information, contact Jan Brewer at 540-3417.

Commendation for work with textile production



(From left) Joyce Ladd, Michael Baugh and Quincy Pierce were recently presented with certificates of achievement commending them for their excellent performance in helping successfully establish the Textile Operations at Pine Bluff Arsenal. Their performance allowed for the success of the Neck Dam project from start of operations through First Article Testing. The success of the Neck Dam has led to the production of the Chemically Protected Patient Wrap. These individuals were chosen to receive the initial training on operation and maintenance of the textile equipment and have since trained and mentored new employees on that line. U.S. ARMY PHOTOS BY HUGH MORGAN

New guidance pushes for higher standard

By Nicole Ogrysko Federal News Radio

For the first time in nearly 25 years, federal employees have new guidelines for accepting gifts from outside sources. The general rule of thumb still applies, but the Office of Government Ethics wants federal employees to reach for a higher standard.

The final rule, which OGE published Nov. 18, 2016, updates gift acceptance policies that haven't been changed since 1992.

Federal employees may generally accept an unsolicited gift worth \$20 or less from an outside source in most situations. But OGE suggested that workers consider whether accepting the gift would question their integrity or impartiality.

The agency lists a few factors that federal employees should think about before accepting an otherwise permissible gift:

- * Whether the gift has a high market value.

- * Whether the timing of the gift creates the appearance that the donor wants to influence a

specific government action.

- * Whether the gift-giver has interests that could be affected by the "performance or nonperformance of the employee's official duties."

- * Whether accepting the gift would give the donor "disproportionate access."

The new ethics guidelines combine official rules and a handful of the 14 general principles of government ethics.

"This blending of values-based and rules-based approaches delivers the best of two worlds," OGE Director Walter Shaub wrote in a message announcing the final rule. "As always, employees must follow the rules prohibiting certain gifts, but we are now also asking employees to reach for the highest standard."

OGE first published a proposed rule for gift acceptance policies last November. It received several comments, some of which suggested that the agency increase the dollar threshold above the \$20 mark.

But OGE disagreed, arguing that \$20 is still "workable."

Another change would require employees to receive written permission to accept free attendance to a widely attended event or conference.

Specifically, agency ethics officers should consider whether having the employee attend the event would influence his or her decision-making, the rule said.

Agencies should also think about whether the employee is presenting views or information that differs from the organization's official position – or even from the sponsoring company or donor who works with the government.

Federal employees who give a speech or present agency information at a sponsored event or conference can typically attend for free, the rule said.

But employees can't attend a party free of charge, even if they believe they might discuss official matters with other attendees, because the agency did not assign them to present government information.

New guidelines on accepting gifts go into effect Jan. 1.



What did I do wrong?

(Editor's note: This article is an excerpt from the Army Sexual Assault website titled "Sexual assault: breaking the silence". (Morel, 2017))

Sexual assault is not gender specific, a man can also become a victim. A man's experience can be very different from a woman's. "It's harder for men to come forward, they may feel that they've lost their masculinity. For a lot of people, sexual assault is a female issue, and it's harder for that reason".

The Army wants victims to be protected and treated with dignity and respect. Commanders have to make sure that Army Soldiers and Civilians are not treated differently after sexual assault.

And the Army asked those who have not been a victim to listen, "to be there," to communicate without judgment and to encourage the survivor to get support.

"The biggest thing anyone can do if somebody says he was sexually assaulted is to support and believe. Survivors of sexual assault are always doing this internal dialog: what did I do wrong?" More information can be found at <http://myduty.mil/>.

On MyDuty.mil, you will find a lot of explanations about reporting and intervention options. For example, "go to a safe location away from the perpetrator" after a sexual assault, "preserve all evidence of the assault, don't bathe, wash your hands or brush your teeth. If you are still

where the crime occurred, don't clean or straighten up anything to preserve evidence."

Consequences of sexual assault can be destructive. The Department of Defense (DoD) safe helpline explains that victims may experience depression, eating disorder, sleep disturbance or suicide attempt.

People can be afraid to speak about a traumatic event, but they can ask for confidentiality. "When you call hotlines, there are restricted reports or unrestricted reports. Restricted means people can get help without an investigation, and we tell the garrison commander we have a case, the person is safe and is getting help. And if victims want an unrestricted report, the name will be known and the commander will know."

If you have been a victim of sexual assault, harassment retaliation or any sort of unappropriated behavior, the Army recommends you speak about it. "The quickest way is to call the Pine Bluff Arsenal hotline number at 870-209-4093. You will reach the SHARP SARC Barbara Smith or SHARP VA Cynthia Hahn.

The DoD safe helpline is another possibility for everybody to get help anywhere. It's confidential, anonymous, secure, and available worldwide, 24/7. You can call 877-995-5247 or you can text. You may also contact a consultant through Military OneSource (800-342-9647).

Ice Cream Day!!!



Rodney Rutledge, Courtney Lott, Melanie Moore and Debbie Paylor all enjoy a sweet treat at Cool Breezes Aug. 24. Pine Bluff Arsenal's Civilian Welfare Fund Council treated the installation to free ice cream sandwiches and orange dreamsicles during the day. U.S. ARMY PHOTO BY HUGH MORGAN



CYS SUMMER CAMP TALENT SHOW 2017



Alvin Wu and Ian Lee-Kim wow the crowd with their magic act during Pine Bluff Arsenal's Child and Youth Services Summer Camp 2017 Talent Show.



At the closure of the talent show, the children that attended Summer Camp sang a few songs for the audience.



Photo above, Trinity Haygood, Kayley Hobson and Ella Jafar perform a dance during the talent show.



Bethany Phillips and Madalynn Heird hula hoop while Elijah Watson sings and dances during the talent show.



Photo left, Grace Shelby performs a dance number with help from camp counselor Tanya Tiernan.



Photo right, a interpretive Hula dance is performed by children and teachers from the Arsenal's Child Development Center during the Summer Camp Talent Show.

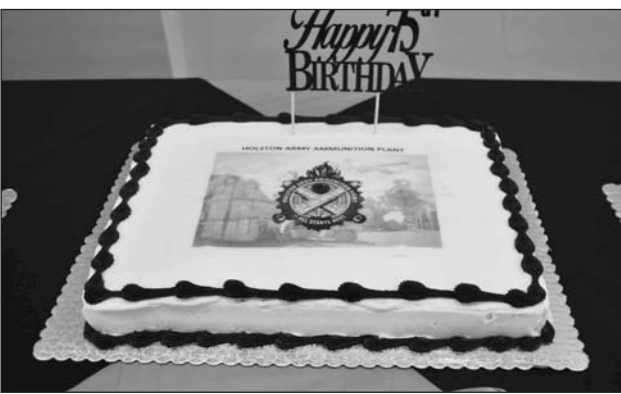
Holston celebrates 75 years

By Kathy O. Cole
HSAAP Public Affairs

KINGSPORT, Tenn. – Several events have taken place this year in honor of Holston Army Ammunition Plant's 75 years of operation.

The facility kicked off the celebration in April with a tree dedication deremony. A tree was planted for each year of operation, with three trees being dedicated to honor veterans, employees with 50 years at Holston and for the 11 individuals that made the ultimate sacrifice for Holston. Seventy-five care packages were also sent to 75 service men and women overseas.

The final event was held Aug. 2, to celebrate the occassion. Pine Bluff Arsenal Commander Col Kelso Horne III, and Joseph Kennedy, Commander's Representative ,hosted the event. The men and women of Holston were joined by local community leaders including Kingsport Mayor John Clark, Vice-Mayor Mike McIntire, John Abe Teague District Director for Congressmen Phil Roe, Lana Moore, Field Representative for Senator Lamar Alexander, Jill Salyers, Tri-cities Field Director



Top photo, Pine Bluff Arsenal Commander Col. Kelso Horne welcomes employees and guests to Holston Army Ammunition Plant's 75th anniversary celebration. Bottom photo, Holston's 75th anniversary cake. U.S. ARMY PHOTO BY HSSAP

for Senator Bob Corker and seven local aldermen in the celebration of Holston's rich history.

The event was a huge success with over 400 in attendance. Holston's history was proudly displayed through-out the auditorium to provide a walk down memory lane.

The celebration concluded with Horne and Kennedy cutting the ceremonial cake. This was an opportunity to showcase Holston to local officials and provide them a better understanding of our mission, our history and of the critical role that HSAAP plays in national defense.

Eclipse viewing



Karess Gioglio with Pine Bluff Arsenal's Directorate of Family Morale, Welfare and Recreation, checks out the eclipse with a group in front of the Arsenal's Child, Youth and School Services Center Aug. 21. U.S. ARMY PHOTO SUBMITTED BY CYS

WRAP

Continued from Page 1

very much like the neck dam, however, two pieces of the material are sown together which includes the carbon impregnated material. "They bonded the two pieces together for the ease of manufacturing so we don't have to sew them together," she said. "One thing we do on the patient wrap that we don't do on the neck dams is seam sealing around the window and on the back around the seams. The area of seam sealing will be a gateway for the Arsenal to get into the Gore-certified textile arena. The patient wrap is our first Gore item."

Six prototypes of the patient wraps have been built. "One of the prototypes has been sent to Carlos Custodio and Nancy Southwick with the U.S. Navy, Clothing and Textile Research Facility in Natick, Mass., so they can inspect it and make sure it is good to go. The material is pretty expensive so we want to make sure it is right before we move forward. Carlos and Nancy's expertise in helping us get the protective clothing production facility established here at the Arsenal has been great," said Buchanan.

Approximately 17 wraps will then be made for the First Article Testing, which is anticipated for mid-September. "We will send swatches to Battelle for the FAT," she said. "The Arsenal's Quality Evaluation Facility is also interested in doing some of the testing required for the textiles.

The requirements aren't all in place for that yet but in the future it may be something we are able to do in-house."

With several important visits from U.S. Army and Joint Munitions Command scheduled in the coming weeks, Buchanan said that the production lines should be busy and be able to showcase all of current and future textile products. "We have approximately 2,000 neck dams left to do out of the 8,000 originally scheduled," she said. "Currently, we have six operators on that line with the anticipation of two students from the University of Arkansas at Pine Bluff, coming on to work in the near future. Two of our operators have over 30 years of experience."

Another anticipated textile item awaiting manufacture is the Integrated Footwear System or IFS. "This is another Gore-certified item. We anticipate getting everything set up for this probably in the second or third quarter of 2018," said Buchanan. "There is a 100 percent test requirement for this item and the seam sealer will also be used."

More machines have also been added to the textile lines including the webbing cutter, which Buchanan said is like a hot knife for cutting straps and sealing them. "The other machine is a Velcro cutter. This machine will automatically cut the Velcro to whatever size you need," she said.

Radford hosts local Army Reserve for vehicle storage



Radford Army Ammunition Plant in Radford, Va., recently hosted the local Army Reserve Unit (811th Ordnance Co.) from Dublin, Va., with temporary storage space for their vehicles. Vehicles such as three 10,000 lb. forklifts, two HEMMT with PLS, one MTV trailers, one 20 foot CONEX container, three ISU 90 8x8x8 containers,one 5Kw generator and pallets of inert ammunition were stored. U.S. ARMY PHOTO BY DONALD G. TURKOVICH, QASAS, RFFAP



Pine Bluff Arsenal



Domestic Violence Prevention

5K
Or 2 Mile walk



Saturday, September 30, 2017

0800 hrs

Plainview Gate Overflow
(Creasey Complex)

\$20 In Advance

\$25 Day of race

Contact Jerry Pye at 540-3588 for any additional information.

"Love shouldn't hurt"

PINE BLUFF ARSENAL

ARMY SUBSTANCE ABUSE PROGRAM/E MPLOYEE ASSISTANCE PROGRAM

PRESENTS

SUICIDE PREVENTION/AWARENESS WALK



Saturday, September 23, 2017

9:00 a.m.

JRMC Wellness Center, Pine Bluff

Preregister to receive your free t-shirt.

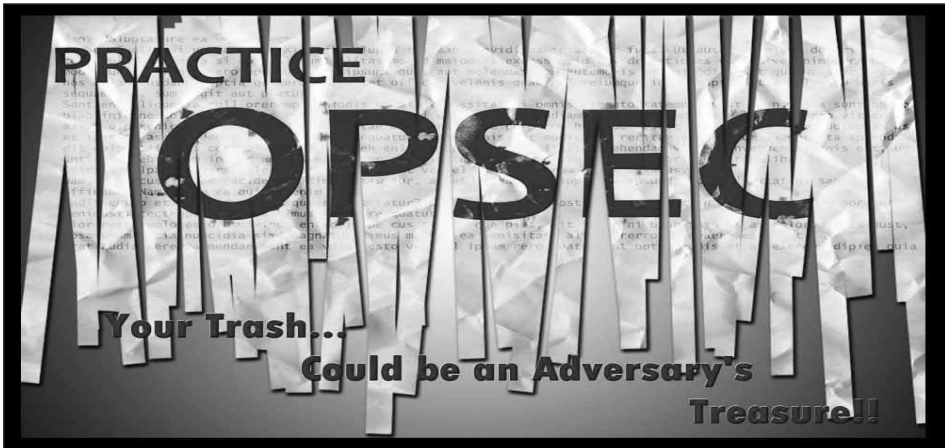
Please complete the attached registration form and return it to the Pine Bluff Arsenal by calling (870) 540-3094 or turn them in at JRMC Wellness Center.

Name _____
Address _____
City _____ State _____ Zip Code _____
Phone _____ Age _____ Sex M F

Preferred Shirt Size (if Adults: Small Medium Large XL XXL

I hereby release Pine Bluff Arsenal, Jefferson Regional Medical Center and Arkansasrunners.com, and other persons involved, from all claims of any nature for injury or loss in this event. Further, I hereby grant full permission to the sponsor to use any photographs, recordings or other records of this event.

Signature _____ Date _____



A new state of mind: Taking a look at suicide

Courtesy of Pine Bluff Arsenal Employee Assistance Program

Every year, more than 800,000 people die from suicide and up to 25 times as many make a suicide attempt. Behind these statistics are the individual stories of those who have, for many different reasons, questioned the value of their own lives.

In 2014, 9.4 million adults age 18 or older reported that, in the past 12 months, they had thought seriously about trying to kill themselves.

In that same year, 2.7 million made plans to do so, and 1.1 million made a nonfatal suicide attempt.

This report, part of SAMHSA's First Release Reports on the 2014 National Survey on Drug use and Health (NSDUH), reveals that adults age 18 to 25 were more likely to have thought about, planned, or attempted suicide in the past 12 months than older cohorts.

Although men and women do not differ in the risk of having serious thoughts of suicide, women are more likely to have made a suicide plan or to have attempted suicide in the past 12 months than men.

In addition, adults with a substance use disorder or with a major depressive episode in the past 12 months were more

likely to report suicidal thoughts and behavior during that time than those who had not experienced the disorder. (SAMSHA, 2014)

There's no single cause for suicide. Suicide most often occurs when stressors exceed current coping abilities of someone suffering from a mental health condition.

Depression is the most common condition associated with suicide, and it is often undiagnosed or untreated. Conditions like depression, anxiety, and substance problems, especially when unaddressed, increase risk for suicide. It's important to note that most people who actively manage their mental health conditions lead fulfilling lives.

Specific things to look out for when concerned that a person may be suicidal is a change in behavior or the presence of entirely new behaviors. This is of sharpest concern if the new or changed behavior is related to a painful event, loss, or change.

Most people who die from suicide exhibit one or more warning signs, either through what they say or what they do.

Below are identifying factors that appear to increase the likelihood of adults having suicidal thoughts or behavior.

Talk

- If a person talks about
- Being a burden to others
- Feeling trapped
- Experiencing unbearable pain
- Having no reason to live
- Killing themselves

Behavior

- Specific things to look out for include:
- Increased use of alcohol or drugs
 - Looking for a way to kill themselves, such as searching online for materials or means
 - Acting recklessly
 - Withdrawing from activities
 - Isolating from family and friends
 - Sleeping too much or too little
 - Visiting or calling people to say goodbye
 - Giving away prized possessions
 - Aggression

Mood

- People who are considering suicide often display one or more of the following moods:
- Depression
 - Loss of interest
 - Rage
 - Irritability
 - Humiliation
 - Anxiety

Health Factors/Mental health conditions

- Depression
- Bipolar (manic-depressive) disorder
- Schizophrenia
- Borderline or antisocial personality disorder

- Conduct disorder
- Psychotic disorders, or psychotic symptoms in the context of any disorder
- Anxiety disorders
- Substance abuse disorders
- Serious or chronic health condition and/or pain

Environmental factors

- Stressful life events which may include a death, divorce, or job

loss

- Prolonged stress factors which may include harassment, bullying, relationship problems, and unemployment
- Access to lethal means including firearms and drugs
- Exposure to another person's suicide, or to graphic or sensationalized accounts of suicide

Historical factors

- Previous suicide at-

tempts

- Family history of suicide attempts
- Every mind does matter and the Arsenal's Employee Assistant Office staff are here to help. We offer you a safe and confidential place to discuss concern, challenges, and strategies for managing difficulties in your life.

Come by our office is in Building 13-040, or call 870-540-3094.

NAME _____ SYMBOL _____

SUICIDE PREVENTION PUZZLE

ACROSS

6 A medicine or other substance which has a physiological effect when ingested or otherwise introduced into the body.

7 Feelings of severe despondency and dejection, sadness.

9 The quality or state of being irritable.

11 The way in which one acts or conducts oneself, especially toward others.

12 A long-term mental disorder of a type involving a breakdown in the relation between thought, emotion, and behavior.

13 A colorless volatile flammable liquid that is produced by the natural fermentation of sugars and is the intoxicating constituent of wine, beer, spirits, and other drinks, and is also used as an industrial solvent and as fuel.

14 The process of ceasing to take an addictive drug.

DOWN

1 A feeling of worry, nervousness, or unease, typically about an imminent event or something with an uncertain outcome.

2 Violent, uncontrollable anger.

3 A state of confusion.

4 Deeply unhappy or depressed and likely to commit suicide.

5 A person's condition with regard to their psychological and emotional well-being.

8 Hostile or violent behavior or attitudes toward another; readiness to attack or confront.

10 Having or relating to two poles or extremities.

WORD BANK

DEPRESSION
SUICIDAL
MENTAL HEALTH
AGGRESSION
WITHDRAWAL
BIPOLAR
SCHIZOPHRENIA
IRRITABILITY
RAGE
ALCOHOL
DRUGS
DISORDER
BEHAVIORS
ANXIETY

Please, bring completed crossword puzzle to the ASAP/EAP office and pick up prevention token.

CPI Achievements

The individuals pictured below recently received Certificates of Achievement for their contributions to the Continuous Process Improvement program. Their efforts have helped improve quality and increase achievements for Pine Bluff Arsenal. All photos are U.S. ARMY PHOTOS BY HUGH MORGAN

Amanda Heird
Project utilized reject metal parts for the 120MM projectile. This helped save extra costs associated with purchasing new parts. Heird received a cash award.

Bill Walther
Project helped to reduce body gap defects for the 120 MM mortar.

Chris Richards
Project helped to reduce body gap defects for the 120 MM mortar.

Jacqueline Green
Project included design of a device that will help reduce injury to a ammunition production worker's hand, wrist or arm. Green received a cash award.

Jada Gray
Project reduced overhead costs by getting rid of Frankenguards and switching to metatarsal guards for production operators protective shoes.. Gray received a cash award.

Jason Fullen
Project streamlined M295 to create better operational workflow by reducing environmental delay items. Fullen received a cash award.

Marty Owens
Project included the redesign of a radio support kit. This helped the Arsenal reduce costs and increase quantities ordered due to redesign of kits.

Kevin Rainwater
Project decreased the process time for bio-consumables dry collection kit. Created a device that would press all eight corners of sealed box at once instead of one operator hammering all eight corners. Increased production time and uniformity. Rainwater received a cash award.

Shannon Stowell
Project dealt with costs savings due to change in IAB requirements. Removed multiple badging requirements for NCTR and retirees.. Stowell received a cash award.

Jeffrey Vance
Project reduced expenses by using train the trainer methods. Reduced overhead costs by sending one employee to train every two weeks from the Directorate of Public Works. They would in turn come back and train other employees in the directorate.

Workers Comp

Workers’ comp claims need to be entered in ECOMP

Courtesy of Pine Bluff Arsenal Workers’ Compensation Office

The Department of Defense has migrated to a new method of filing worker’s compensation claims electronically.

The new application to be used is a Department of Labor’s (DOL) application titled Employee’s Compensation Operation and Management Portal (ECOMP).

An employee who has a job-related injury or illness to report will register with ECOMP (www.ecomp.dol.gov). As part of the registration process, employees will be given a User ID

and password, which enables them to file a claim (either a CA-1, Federal Employee’s Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation, or a CA-2, Notice of Occupational Disease and Claim for Compensation).

They can use the ID and password to check on claim status or if subsequently filing other claims.

The employee must enter the correct .mil e-mail address for their supervisor and the correct command.

The employee and supervisor can fill out

their portion of the claim form separately, unlike EDI which requires the employee and supervisor to work together to complete and submit the claim.

The employee routes the claim form to the supervisor, who receives email notification that the claim has been submitted and requires his/her review.

The computer being used does not have to be CAC enabled or connected to a .mil network, as is currently required for EDI. ECOMP will maintain a draft of the claim form for one week if the

filing process is interrupted (this capability does not exist in EDI).

Once the supervisor completes his/her review, the form will automatically be routed to the servicing Civilian Personnel Advisory Center Injury Compensation Specialist (ICS), called the Agency Reviewer, who will review the claim and submit it to DOL via ECOMP.

Employees, supervisors, and ICSs can attach pertinent documents to the claim as part of the submission, speeding up the adjudication process since the DOL Office of Workers’ Compensation

Claims Examiner will not have to wait to receive pertinent documents.

Again, this is not an option in the old EDI system.

In summary, the ECOMP process:

- Filing a claim in ECOMP will require the employee to register with ECOMP. The employee will be given a User ID and password they can use when subsequently filing other claims or to check on claim status.
- Employee and supervisor can fill out their portion of the claim form separately.

The computer does not have to be CAC enabled or connected to a .mil network.

• ECOMP will maintain a draft of the claim form for one week if the filing process is interrupted.

• Documentation can be attached to the claim when submitted to DOL thus speeding up the adjudication process since the DOL Office of Workers’ Compensation Claims Examiner will not have to wait to receive pertinent documents.

They will be submitted electronically with the claim.

Safety Corner



With school back in session, we should all be more mindful of speed limits, buses and young pedestrians around our schools, including Pine Bluff Arsenal’s Child, Youth and School Services Center. STOCK PHOTO

Slow down: Back to school means sharing the road

Courtesy of Directorate of Risk Management and Regulatory Affairs-Safety Division

School days bring congestion: Yellow school buses are picking up their charges, kids on bikes are hurrying to get to school before the bell rings, harried parents are trying to drop their kids off before work.

It’s never more important for drivers to slow down and pay attention than when kids are present – especially before and after school.

Schools often have very specific drop-off procedures for the school year. Make sure you know them for the safety of all kids. More children are hit by cars near schools than at any other location, according to the National Safe Routes to School program. The following apply to all school zones:

- Don’t double park; it blocks visibility for other children and vehicles
- Don’t load or unload children across the street from the school
- Carpool to reduce the number of vehicles at the school

According to research by the National Safety Council, most of the children who lose their lives in bus-related incidents are four to seven years old, and they’re walking. They are hit by the bus, or by a motorist illegally passing a stopped bus. A few precautions go a long way toward keeping children safe:

- Don’t block the crosswalk when stopped at a red light or waiting to make a turn, forcing pedestrians to go around you; this could put them in the path of moving traffic
- In a school zone when flashers are blinking, stop and yield to pedestrians crossing the crosswalk or intersection
- Always stop for a school patrol officer or crossing guard holding up a stop sign
- Take extra care to look out for children in school zones, near playgrounds and parks, and in all residential areas
- Don’t honk or rev your engine to scare a pedestrian, even if you have the right of way
- Never pass a vehicle stopped for pedestrians
- Always use extreme caution to avoid striking pedestrians wherever

they may be, no matter who has the right of way

If you’re driving behind a bus, allow a greater following distance than if you were driving behind a car. It will give you more time to stop once the yellow lights start flashing. It is illegal in all 50 states to pass a school bus that is stopped to load or unload children.

- Never pass a bus from behind – or from either direction if you’re on an undivided road – if it is stopped to load or unload children
- If the yellow or red lights are flashing and the stop arm is extended, traffic must stop
- The area 10 feet around a school bus is the most dangerous for children; stop far enough back to allow them space to safely enter and exit the bus

- Be alert; children often are unpredictable, and they tend to ignore hazards and take risks

On most roads, bicyclists have the same rights and responsibilities as vehicles, but bikes can be hard to see. Children riding bikes create special problems for drivers because usually they are not able to properly determine traffic conditions. The most common cause of collision is a driver turning left in front of a bicyclist.

- When passing a bicyclist, proceed in the same direction slowly, and leave three feet between your car and the cyclist
- When turning left and a bicyclist is approaching in the opposite direction, wait for the rider to pass
- If you’re turning right and a bicyclist is approaching from behind on the right, let the rider go through the intersection first, and always use your turn signals
- Watch for bike riders turning in front of you without looking or signaling; children especially have a tendency to do this
- Be extra vigilant in school zones and residential neighborhoods
- Watch for bikes coming from driveways or behind parked cars
- Check side mirrors before opening your door

By exercising a little extra care and caution, drivers and pedestrians can co-exist safely in school zones.

Blood Drive



Morgan Carter with Pine Bluff Arsenal’s Child and Youth Services takes a moment out of her day Aug. 10, to donate blood during an American Red Cross drive at Pine Bluff Arsenal. Every donor received a \$5 Target gift card via email for their donation. U.S. ARMY PHOTO BY HUGH MORGAN



Arsenal vending benefits CWF

By Rachel Selby

You may have noticed new vending machines have been re-installed on Pine Bluff Arsenal. You can thank the Arsenal's Civilian Welfare Fund.

The CWF, according to information provided by Ann Wright, chairperson, is a non-appropriated fund activity which uses money from the installation's vending to finance or subsidize activities for civilian personnel on the Arsenal. The Arsenal's CWF has been in existence for 30-plus years.

"The revenue from the vending machines pays for special items and events like the retirement flags and cases, Army birthday cakes, Employee Appreciation Day and Ice Cream Day," said Wright. "Our recent Ice Cream Day, which was held Aug. 24, was a big success. They were still coming to get ice cream at 3 p.m."

Canteen retained the contract for vending on the Arsenal, and the machines now have the ability to use debit/credit cards.

"Some buildings are being fulfilled once a week, and others are every other week due to our size," said Wright. "If they need to come more often to fill the

machines, someone in that building needs to let me know."

For refunds, employees can send an email to Jacquetta.a.wright.civ@mail.mil (Ann Wright) or call 540-3621 to request a refund for money lost in a machine.

"Employees just need to provide me their name, phone number and the building number where the machine is located," said Wright. "The employee will be notified as to when they can come pick up their refund at Building 16-310. Refunds take about a week to process."

The Arsenal's CWF will also provide a plant/flower in the event of an employee's death or their immediate family member.

Immediate family includes an employee's spouse, an employee's child or stepchild, or the employee's mother, stepmother, father or stepfather. These requests may be sent to Dee Jermon at 540-3390.

The CWF Council includes Wright, Jessie Brust, Amber Lecy, Geneva Granger, Laura Hiserodt, Dee Jermon, Vickie Huggins, Brooke Hobson, Cynthia Hahn, Leah Lampirez, Shiela



A Pine Bluff Arsenal employee purchases a snack from a vending machine in the headquarters building. All the vending machines on the installation benefit the Arsenal's Civilian Welfare Fund. U.S. ARMY PHOTO BY RACHEL SELBY

Laney, Crystal McCoskey, Donna Pye, Donna Handy, Brett Harris and John Bynum. They are always looking for more representation across the Arsenal.

"There are several Arsenal directorates that are not represented on the CWF. We would like to see a representative from each directorate," said Wright. "We meet every other

month unless a special event comes up. Meetings last approximately an hour. If anyone is interested in joining the CWF, they can contact me. The CWF would like to thank all the Arsenal employees for supporting the CWF by purchasing items from the vending machines. The revenue comes back to the installation to support special events."



(From the right) Col. Milton G. Kelly, Chief of Staff for the U.S. Army Joint Munitions Command, passes the CMA guidon to Col. James F. Reckard, CMA Director, during an assumption of command ceremony August 29, 2017 at Aberdeen Proving Ground, Md. The ceremony officially passed CMA leadership to Col. Reckard who will serve as the organization's second military leader. U.S. ARMY PHOTO-CMA

CMA gets new leadership

By Bethani Crouch

U.S. Army Chemical Materials Activity

ABERDEEN PROVING GROUND, Md. -- The U.S. Army Chemical Materials Activity held an Assumption of Command ceremony in August to welcome Col. James F. Reckard III as its new director.

Hosted by Col. Milton G. Kelly, Chief of Staff for the U.S. Army Joint Munitions and Lethality Life Cycle Management Command and Joint Munitions Command, the event officially passed CMA leadership to Reckard, who will serve as the organization's second military leader.

"CMA provides a capability that supports the Army warfighter in the most unique way - to safeguard our homeland by storing, protecting, assessing and destroying our Nation's chemical weapons stockpile and recovered chemical weapons," Reckard said. "It is my pleasure to lead an organization with such unmatched knowledge and expertise."

Reckard joined CMA in July after serving as Chief of Full Dimension Protection for HQDA G8 at the Pentagon and concurrently as Chief of Staff for the Army Biosafety Task Force. His command positions throughout his career include the 23rd Chemical Battalion at Fort Lewis, Wash., and the 4th Maneuver Enhancement Brigade at Fort Leonard Wood, Mo.

Reckard's awards and decorations include the Legion of Merit, Bronze Star Medal, Defense Meritorious Service Medal, Meritorious Service Medal, Army Commendation Medal, Army Achievement Medal, Ranger Tab, Parachutist Badge, Air Assault Badge, and the Army Staff Identification Badge.

During the ceremony, Reckard thanked the CMA staff for their warm welcome to the Activity, as well as his family for their ongoing support.

He noted that his goal for CMA is to make readiness the number one priority as it continues to serve as the Army's experts in the management of chemical warfare materiel.

DoD offers new policy guidance for veterans' discharge upgrade requests

WASHINGTON -- The Defense Department released guidance Aug. 28 to clarify the liberal consideration given to veterans who request upgrades of their discharge saying they had mental health conditions or were victims of sexual assault or sexual harassment.

The new guidance clarifies that the liberal consideration policy includes conditions resulting from post-traumatic stress disorder, traumatic brain injury, sexual assault or sexual harassment, said Air Force Lt. Col. Reggie Yager, the acting director of legal policy in the Office of the Undersecretary of Defense for Personnel and Readiness.

The policy is meant to ease the burden on veterans and give them a reasonable opportunity to establish the extenuating circumstances of their discharge, Yager said.

Cases involving invisible wounds such as PTSD or other mental health conditions, whether from combat or sexual assault, are some of the most complex and difficult cases to review, he said.

Mental health conditions, including those from PTSD, sexual assault and sexual harassment, affect veterans in many different ways, Yager said. "Liberal consideration, in our view, is the right balance to ensure we are making fact-based decisions while also giving appropriate leeway to the challenges posed by these invisible wounds," he added.

It is unknown how many veterans could be



affected, he explained, because the veterans most likely affected are those who did not disclose a sexual assault or sexual harassment during service, or their PTSD or other mental health condition was not diagnosed during their time in the military.

The Defense Department issued the liberal consideration policy in 2014. Today's clarification is available on the Defense Department's website.

Veterans from any era can seek an upgrade to their discharge or ask for reconsideration under the clarification, Yager said.

"The department is committed to helping veterans and taking care of our veterans regardless of whether they currently serve or if they've served decades ago," he added.

Requests for upgrades are reviewed by military department discharge review boards or boards for correction of military records.

To find the forms to request an upgrade, veterans discharged less than 15 years ago can go to the website for the board for their specific service (the Army's specific discharge review board website is listed below.) Veterans who were dis-

charged more than 15 years ago need to go to the board for correction of military records for their service, he said (the Army's board for military records correction is also listed and linked below.)

Veteran service organizations and military service organizations can provide assistance, Yager said, pointing out that legal counsel is not needed to request the upgrade.

Veterans seeking a discharge upgrade need to give the board evidence of a diagnosis, or provide examples of evidence to establish the mental health condition, or show evidence that they experienced an event such as sexual assault or sexual harassment that affected their behavior in a significant way, Yager said. They also need to explain how the condition caused the basis for their discharge, he added.

The boards consider the severity of the behavior that led to the discharge, Yager said, noting that not every discharge warrants an upgrade.

The review boards will consider four points, Yager said:

- * Whether the veteran had a condition or experience that may excuse or mitigate the dis-

charge;

- * If the condition existed or experience occurred during military service;

- * If the condition or experience excuses or mitigates the discharge; and

- * If the condition or experience outweighs the discharge.

The review takes up to a year on average, and a veteran who is denied an upgrade can appeal to the board for correction of military records, he said. A surviving spouse, next of kin or other legal representative can also file an appeal on behalf of a veteran who has died or is incompetent

New AMC Deputy Commanding General



U.S. Army Gen. Gus Perna, Army Materiel Command commanding general, conducts the oath of office with Lt. Gen. Edward Daly during a promotion ceremony at the AMC Headquarters at Redstone Arsenal, Alabama, Aug. 7, 2017. Daly assumed duties as AMC's deputy commanding general and Redstone Arsenal senior commander. Daly will be responsible for the day to day operations of AMC. AMC welcomes Daly and his family back to Redstone after he served a year as Commanding General of Army Sustainment Command. U.S. ARMY PHOTO BY SGT. 1ST CLASS TEDDY WADE