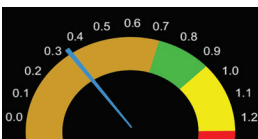




**Pine Bluff Arsenal
24/7 SHARP
Hotline
870-209-4093**

PBA Safety Glance



**Safety Element for fiscal year 2024
Lost Day Case Rate: 0.34
Award Goal: 0.95**

***Lost time injuries for fiscal year 2024 is one. There is zero lost time injuries for April 2024.**

***Recordable injuries for fiscal year 2024 is six. Recordable injuries is one for April 2024.**

***Pine Bluff Arsenal days without a lost time injury is 74.**

***Pine Bluff Arsenal days without a recordable injury is 21.**

***Estimated hours worked without a lost time injury: 215,001.**



PBA gathers for training, competitive fun

By Rachel Selby

Pine Bluff Arsenal's Workforce gathered April 18 at the White Hall Community Center for a morning of mandatory trainings, and an afternoon of food and games for PBA's annual Employee Appreciation Day.

The morning session also included trainings from Army Materiel Command's Jewell Loving on the Army's Sexual Harassment/Assault Prevention Program (SHARP); AMC's Skip Johnson on suicide prevention; Jamal Williams and Michael Springer, with the State of Arkansas Office of the Drug Director, did a briefing on substance and opioid abuse; and an informational briefing on the government's Thrift Savings Program was presented.

Arsenal Commander Col. Collin K. Keenan and PBA Deputy to the Commander Roch Byrne kicked off the morning, each addressing the Workforce team members.

"How are we doing PBA? This is a great morning and I hope we have a lot of fun today. There are five key objectives I want to get to today - number one is building morale and number two is recognizing our great Workforce because it is all about you today. We are going to complete some mandatory training. We had some individuals who drove straight through the night to be here and present today," said Keenan. "We are also going to eat some good food and then we are going to partake in some friendly competition. I'm excited to be here in person this year."



Top photo, from left, Jim Walter, Billy Ray Ashcraft, Roch Byrne, Col. Collin K. Keenan and Brent Webber, serve up Corky's barbecue to Pine Bluff Arsenal employees during Employee Appreciation Day April 18. Photo right, Jamal Williams, State Drug Directors Office First Responders Comprehensive Addiction and Recovery's Act, Project Director, and Michael Springer, Called2Duty, Lead Veteran Peer Support Specialist present a training on substance and opioid abuse.

U.S. ARMY PHOTOS BY HUGH MORGAN

Keenan said he hoped everyone would take the time and enjoy the festivities. "Truly it is about each and every one of you," he said, as he asked Bruce Spicer, with PBA's Directorate of Ammunitions Operations, to come forward to be recognized as the Employee of the Quarter. Spicer received thunderous



applause from the Workforce.

During his preparation for the day's events, Keenan said one of the things he wanted to bring in his message to the Workforce is family.

"I want you to think of this organization as a family. When you think of strong organizations some of the words that come to mind are commu-

nity, companionship, company, camaraderie, fellowship, and society. I think the term family is appropriate," he said. "This is not true for every business because it is all about profits, but we are a different type of organization. What you do each day and the products and services

See EAD Page 3

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

Bolstering our organizational family

When considering strong organizations, we often think of terms like community, companionship, company, comradery, comradeship, fellowship, and society. Another term likened to organizations with positive morale is family. The importance of families in modern society is they can provide many benefits for individual well-being, no matter what stage of life you are in.

Families often provide social connection, basic needs, and a sense of belonging. As strong as families can be, we must also recognize families are not entirely perfect. They often face tough challenges and must grit through a wide array of obstacles each day.

While recognizing we are not a perfect organization, PBA must strive to improve our organizational culture each day. I have identified a few characteristics to establish a framework of unity within our Workforce. Here are a few positive practices to consider while serving at PBA.

1. Unconditional Love: Family members provide unwavering love and support, regardless of circumstances or mistakes. This love creates a sense of security and belonging. This is the opposite of selfishness, gossip, and personal greed.

2. Strength and Support: When facing life's challenges, families stand by your side thus providing strength and encouragement. Their support helps individuals navigate difficulties with resilience. This is the opposite of tearing down others and discouraging their efforts.

3. Value Transmission: Families model good values and behaviors. Children learn essential life lessons by observing their parents and other family members. Our essential values practiced at PBA are Respect, Innovation, Teamwork, and Safety. These practices must be demonstrated daily.

4. Companionship and Belonging: Strong families provide companionship and help reducing feelings of loneliness. Being part of a family provides a sense of belonging

and identity. Are any of your co-workers' facing struggles and do you take the time to listen and care? Do you include your fellow co-workers in daily activities and strive to be the most cohesive unit possible?

5. Self-Esteem Building: Positive family relationships contribute to healthy self-esteem. Encouragement, affirmation, and acceptance from family members helps boost confidence. Who do you encourage each day and are there individuals you are neglecting?

6. Brain Development: Families significantly influence a child's brain development. Positive interactions within the family shape individual cognitive and emotional growth. Are you helping others advance in their careers? Are you continuously learning more about yourself, your profession, and taking advantage of educational/career advancing opportunities?

7. Social Skills: Interacting with family members helps children develop social skills, empathy, and an understanding of people. How is your communication with others and do you do your best to portray a positive attitude to those around you?

8. Emotional Intelligence: Positive family relationships enhance emotional intelligence, teach empathy, and improve communications. Do you stop and think before making comments? Do you listen to others while attempting to remove personal biases?

Unity must be an essential element in our Workforce culture. Founding father John Dickinson expressed the importance of unity some 256 years ago in his pre-Revolutionary War song "The Liberty Song" in 1768. In the song, Dickinson wrote: "Then join hand in hand, brave Americans all! By uniting we stand, by dividing we fall!" Patrick Henry also used this phrase in his last public speech in 1799. Henry stated, "let us trust God, and our better judgement to set us right hereafter. United we stand, divided we fall. Let us not split into factions which must destroy that union upon



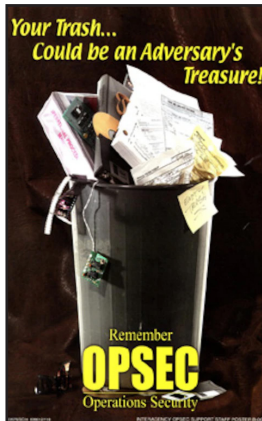
Col. Collin K. Keenan

which our existence hangs."

I'll leave you with a few simple questions. "What are you doing to help unite your workplace and co-workers?" "Do you listen intently to those working on your left and right?" "Are you recognizing and encouraging those struggling within their own lives?" For us to grow and advance as an organization we must strive to increase trust, appreciate our coworkers, respect the beliefs of others, and foster an atmosphere where we conduct regular check-ins with our team members.

The Army is not your typical business organization. Rather than simply focusing on profits, **PBA exists to support and sustain Munition, Chemical/Biological Defense and Textile Readiness of America's Joint Warfighter.** Our work helps defend the sovereignty, values, and Constitution which make this nation great. Let's continue to establish a culture of family, unity, and comradery across the Workforce!

Be All You Can Be!
41st Commander PBA



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.

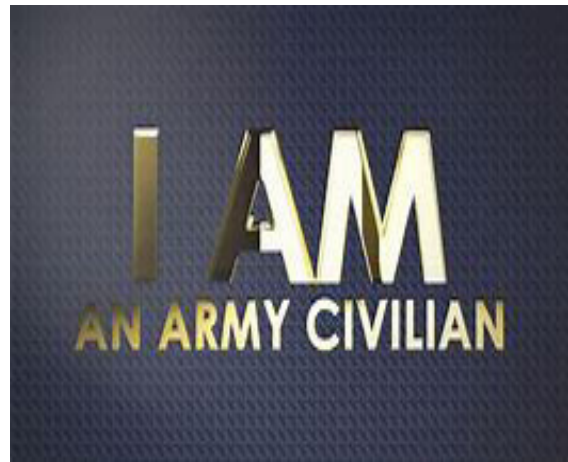
Online misconduct is misconduct - wherever, whenever, and however it occurs. Whether in the form of online harassment, assault, bullying, hazing, stalking, discrimination, retaliation, improper relationships, or any other type of misconduct, we hold ourselves and others accountable.

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 message/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 online - "Think, Type, Post."



Arsenal Sentinel



Col. Collin K. Keenan, Commander
Roch Byrne, Deputy to the Commander
Cheryl Avery, Public Affairs Officer
Rachel Selby, Sentinel Editor/Social Media
Hugh Morgan, Photographer
Kevin Wilson, Webmaster

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Hails and Farewells

Hails

Jordan D. Freer, General Engineer (Project Management), has joined the Directorate of Chemical and Biological Defense Operations.

Rachel D. Greig, Accountant, has joined the Directorate of Resource Management.

Ronald W. Maxwell, Jr., Quality Assurance Specialist, has joined the Directorate of Material Management.

Sonny G. Phillips, Chemical Equipment Repairer, has joined the Directorate of Chemical and Biological Defense Operations.

La Stephanie Dianne Scott, Information Technology Specialist, has joined the Directorate of Information Technology.

Brian A. Dobson, Chemical Equipment Repairer, has joined the Directorate of Chemical and Biological Defense Operations.

Promotion

Arey D. Surratt, Supervisory General Engineer, has been promoted from the Directorate of Business Operations and Planning, and has joined the Directorate of Engineering and Technology as the director.

Retirements

Shawn W. Ross, Maintenance Mechanic, has retired from the Directorate of Public Works. Ross retires with 21 years of government service.

Travis D. White, Training Specialist, has retired from the Directorate of Emergency Services. White retires with 17 years of government service.

Robert L. Merriweather, Jr., Supervisory Security Guard, has retired from the Directorate of Emergency Services. Merriweather retires with 22 years of government service.

Farewells

Kyle D. Evans, Firefighter, has left the Directorate of Emergency Services. Evans has taken a position with the Department of the Navy.



EAD from Page 1

you provide ensures our Warfighters who defend our nation's freedoms come home safely from their deployments. Thank you!"

We aren't without our challenges, said Keenan. "I recognized we aren't perfect. We can strive to improve things every day. Strong families come together," he said. "Despite the challenges, you can still count on your brother and sister. If someone from the outside tries to mess with your family, you defend them. This is the type of culture I want to build here."

I'm only here for two years, said Keenan. "I get to come in and be a part of the organization for a short time. You guys are the continuity staying here, and making sure we deliver first-class products," he said. "I have a couple questions I want you to think about as you do your activities today. What are you doing to help unite your workplace and your co-workers? Do you listen intently, and recognize those who are facing challenges and work to help motivate and encourage them? Do you appreciate and respect the beliefs of others? These are real important things, and it is hard to accomplish our mission if we don't do these things."

There are a few things I would like for PBA to strive for, in our organizational culture said the Commander. "These are a few characteristics of good, strong families: unconditional love; strength and support; values and values transmission; companionship and belonging; self-esteem building; brain development; social skills; and emotional intelligence. Unity must be an essential element in our Workforce culture," said Keenan. "I want everyone's voice to be heard on this Arsenal. It is important. We must respect everyone as a human being. We get one crack at this thing called life. We may as well come in and enjoy it. We are a people organization."

Byrne gave a heartfelt greeting to the Workforce. "Good morning Team Pine Bluff Arsenal," he said. "It is an honor to serve next to Col. Keenan. We are honored and privileged to have him on this installation. I'm looking for-



Bruce Spicer, with PBA's Directorate of Ammunition Operations, was recognized by Pine Bluff Arsenal Commander Col. Collin K. Keenan, as the Employee of the Quarter at the Arsenal's Employee Appreciation Day morning training session April 18. Spicer was also named the inaugural People's Champion and got to take a photo with the championship belt. U.S. ARMY PHOTO BY HUGH MORGAN

ward to serving the next 15 months with him."

The training line up is great today, but one of the things I would like to foot stomp on is the Thrift Savings Plan, said the DCO.

"I was lucky when I started my career 38 years ago, I had a father who pushed me to save money. If you are not contributing at least 10 percent to your TSP, you need to get on it quick. I am talking especially to the younger folks in this room," said Byrne. "The longer you have the money in this account the more it makes. My challenge is if you think you can't afford, you can. You owe it to yourself and your family to do this."

Reporting on the business results at the halfway point of the fiscal year, Byrne said the Arsenal is doing well. Some of the priorities for ammunition and chemical and biological defense are M83 TA smoke grenades, M18 red smoke grenades, M1121 155mm white phosphorus projectiles, Dismounted Reconnaissance Sets,

Kits and Outfits production, Army Physical Fitness Uniform-Maternity pilot program and large filter production.

More photos from EAD on Pages 6-7

"When I was in ammo, probably the top programs represented 80 percent of the direct labor hours, these are the ones you don't want to mess up," said Byrne. "You certainly don't want to mess up the ones with the high labor hours and the direct revenue. Right now, we are tracking well with our net operating result. We just need to stay on track and execute the projects ahead of us."

In the safety arena, Byrne said we are doing well in this area.

"You heard the colonel talk about safety. It is important to me that each and every one of you go home every day with all your fingers and toes," he said. "Bottom line is we are doing well. We just need to keep focused and keep safety at the forefront always. Take care of each other and yourself."



Bewley joins DES in emergency management role

By Rachel Selby

Clay Bewley has joined Pine Bluff Arsenal's Directorate of Emergency Services as an emergency management specialist. He comes to the Arsenal from the Arkansas Department of Emergency Management after working for the state for 15 years.

"I was an area coordinator with ADEM and was working with 15 counties in the central part of the state," said Bewley. "I was also the supervisor over the other four coordinators/counties. The state is currently broken up into five areas."

He said the position with DES is a new position.

"Someone has always done the emergency management role. The position was within the Directorate of Risk Management and Regulatory Affairs but has since moved to DES," said Bewley. "This is a full-time position, which makes it a sole focus instead of another duty as assigned."

As the emergency management specialist for PBA, the quarterly Chemical Incident or Mishap Response and Assistance or CIMRA (former CAIRA) exercises are the biggest focus of the job.

"I am working with the QEF every quarter on these exercises and working to schedule additional exercises to help with our emergency skills," said Bewley. "I'm working to focus on really building the program, and the Emergency Operations Center is a big piece."

Bewley, who is originally from Perryville, Ark., said his focus will be to reformat and restructure the EOC.

"Since working in the state EOC, I am kind of modeling PBA's EOC after the state's setup. It works great and is the standard based off the Incident Command System and the National Incident Management System. It's not anything new," he said. "By creating and identifying the different positions for the EOC in operations, planning and



Clay Bewley

logistics, etc., everyone will know their roles and the tasks set before them. This will take some training and learning to use these positions and roles better."

The new Army-wide Physical Security Integrated Framework system or PSIF has been a learning curve for everyone who is using it, said Bewley. "I'm learning with everyone else. I was very familiar with Web EOC, but this system is a bit broader, and a bit more confusing," he said. "We have to use it and make it work."

Jim Walter, director of DES, said he is excited to have Bewley on board.

"As the newest member of DES, he brings a wealth of knowledge with him," he said. "This will greatly enhance the Arsenal's preparedness for, response to and recovery from large-scale events."

Bewley said he has a draft plan for the EOC positions. "It's on paper, and once it gets reviewed and approved will be the basis for my monthly trainings I want to conduct so everyone can be aware and prepared for their EOC roles," he said. "I am also taking on the task of the Alert system, and I'm going through all the paperwork right now."

Bewley graduated from Perryville High School and has a bachelor's degree in emergency management from Arkansas Tech University in Russellville, Ark. He resides in North Little Rock, with his wife and three children.

CUTOFF CONCENTRATIONS IN THE MILITARY DRUG ABUSE TESTING PROGRAM

INITIAL TESTING CUTOFF CONCENTRATIONS

Drug Class	Cutoff nanograms/milliliter (ng/mL)*
Amphetamines	500
Designer Amphetamines	500
Benzodiazepines	200
Cannabinoids	50
Synthetic Cannabinoids	10
Cocaine Metabolites	150
LSD	0.5
Opioids (Morphine / Codeine)	4,000
Opioids (Thebaine)**	5
Opioids (Heroin metabolite 6-monoacetylmorphine)	10
Opioids (Oxycodone / Oxymorphone)	100
Opioids (Hydrocodone / Hydromorphone)	300
Opioids (Fentanyl / Norfentanyl)	1.0

*Value given is immunoassay (IA) cutoff. For mass-spectrometry (MS) based screening, the confirmation cutoff below will be used, when technically possible.
 **Reflux screen only - required for codeine confirmation tests 4,000-10,000 ng/mL; specimen reported codeine negative if thebaine is present at or above cutoff

Drug cutoff rates updated

By Rachel Selby

Pine Bluff Arsenal's Army Substance Abuse Program Office released new drug cutoff information from the Department of Defense Drug Testing Panel in late March. According to information from Kevin Bradley, Prevention Coordinator with PBA's ASAP/Employee Assistance Program office, there has been a change in the rates for codeine.

The codeine cutoff rate has changed from 2,000 ng/mL to 4,000 ng/mL, effective March 4. "The panel does updates often. Anytime something is updated changes are made to the testing panel tables this is

in reference to DoD Instruction 1010.16," said Bradley. "This is the regulation that sets the cutoff levels. They look at trends in testing."

A memo about the cutoff rates also referenced the addition of a reflex screening for thebaine, an opioid produced by the poppy plant which is used as a urinary marker of poppy seed ingestion.

"Even though they did increase the nanogram level for codeine, you also have to have a concentration of five ng/mL or greater of thebaine for consideration as to why you are testing positive," said Bradley. "A nanogram is one billionth

of a gram, which is a very small amount."

Bradley said it is very important for PBA employees to be aware of these changes if they are in a testable position. "This just ensures we are in compliance with the Army's policies and regulations," he said. "Individuals in safety sensitive positions identified by the CPAC are testable."

Questions about the Arsenal's drug testing program or concerns about the drug cutoff rates can be addressed by PBA's ASAP office. Please contact Bradley at 870-540-3078 (office) or 870-550-4897 (cell) for further information.

Achievemental Medal



Belinda Mann with Pine Bluff Arsenal's Directorate of Resource Management received an Achievemental Medal for Civilian Service from PBA Commander Col. Collin K. Keenan, for superior performance of duties while assigned as a budget analyst in the RM Planning Division from October 2023 to December 2023. Mann is recognized for her attention to detail and persistence in processing of customer orders. Her diligent work to ensure timely review and proactively reaching out to JMC to ensure information is accurate with established rules. She took the initiative to reach out and ask for additional training to gain an understanding of continuously changing requirements. U.S. ARMY PHOTO BY HUGH MORGAN

EAP Corner

Anxiety

Courtesy of Pine Bluff Arsenal Employee Assistance Program

The theme for Mental Health Awareness Month May 2024 is 'Anxiety'. Anxiety is an emotion affecting us all. Whether you're worried about passing an exam, concerned about money, or trying something new you've not done before, it's normal to feel some level of anxiety at stressful times in life.

However, anxiety can become a big issue when it starts impairing our functioning and severely affecting our mood. Excessive anxiety can create a level of stress and hopelessness affecting our overall mental health and well-being. Some symptoms of anxiety include difficulty sleeping, feeling sick, restlessness and racing thoughts. There may also be behavioral changes, such as avoiding social interaction or situations triggering stress.

With the right support and healthy coping strategies, anxiety can be more manageable. Reaching the core of the issue causing anxiety will help to relieve the uncomfortable symptoms that often come along with it. Focusing on anxiety this May provides us with an opportunity to understand how anxiety affects mental health and information on how to cope with and heal from anxiety.

Tips for coping with an anxiety disorder:

1. Keep physically active.

Develop a routine so you're physically active most days of the week. Exercise is a powerful stress reducer. It can improve your mood and help you stay healthy. Start out slowly, and gradually increase the amount and intensity of your activities.

2. Avoid alcohol and recreational drugs.

These substances can cause or worsen anxiety. If you can't quit on your own, see your health care provider, EAP, or find a support group to help you.

3. Quit smoking and cut back or quit drinking caffeinated beverages.

Nicotine and caffeine can worsen anxiety.

4. Use stress management and relaxation techniques.

Visualization techniques, meditation, and yoga are examples of relaxation techniques that can ease anxiety.

5. Make sleep a priority.

Do what you can to make sure you're getting enough sleep to feel rested. If you aren't sleeping well, talk with your health care provider.

6. Eat healthy foods.

A healthy diet that incorporates vegetables, fruits, whole grains, and fish may be linked to reduced anxiety, but more research is needed. (Kabrick, Siri, 2021)

The Arsenal's Employee Assistance Program staff is here to help. We offer you a safe and confidential place to discuss concerns, challenges, and strategies for managing difficulties in your life. We are located in Building 13-040, and can be reached at 870-540-3094. The Careline number is (870) 556-0116.

Name _____ OFF SYM _____

ANXIETY

D	J	H	T	S	K	G	H	N	J	O	Z	A	R	Q	Z	J	R	G	G
Y	G	E	Y	U	M	S	G	C	E	S	E	O	H	V	M	Z	X	O	C
P	O	A	X	P	X	B	A	L	X	L	I	U	L	K	O	X	C	Q	D
P	N	L	U	P	T	V	W	R	E	B	V	T	E	K	I	V	J	C	Q
T	B	T	W	O	S	F	U	T	H	O	U	G	H	T	S	I	L	M	F
X	L	H	O	R	H	Q	O	M	A	W	F	K	Q	G	M	B	Z	O	D
K	P	Y	P	T	E	E	J	A	R	D	N	P	V	T	Q	R	G	W	M
Q	I	O	X	O	K	N	E	D	J	Q	R	K	M	V	J	K	H	T	O
H	Y	T	B	R	N	M	V	Z	K	L	A	R	O	I	V	A	H	E	B
G	G	N	I	Z	A	M	A	L	S	L	E	E	P	I	N	G	K	N	O
H	B	T	L	N	G	C	M	N	R	L	J	T	V	Z	I	S	L	O	M
B	T	B	N	X	B	H	R	X	A	V	Y	Z	S	T	N	I	Y	A	O
O	B	F	I	G	J	H	G	X	C	G	G	S	F	W	G	T	O	N	O
A	U	Z	N	N	E	W	A	X	E	D	E	O	R	L	B	N	P	G	D
L	M	O	V	I	V	T	N	T	Y	R	A	M	Q	Y	R	P	F	J	R
W	X	S	O	P	I	A	T	C	T	O	S	O	E	O	G	D	Q	G	B
P	U	K	C	O	T	R	O	S	L	Y	P	B	A	N	X	I	E	T	Y
E	K	R	N	C	C	B	Q	Q	Y	R	O	B	F	I	T	H	X	R	K
D	W	S	C	W	A	W	N	F	P	P	G	O	M	K	X	R	Q	R	A
U	E	T	S	S	E	N	S	S	E	L	T	S	E	R	Z	N	U	J	D

ANXIETY RELAXATION ACTIVE SLEEPING MOOD STRESS COPING HEALTHY RESTLESSNESS MANAGEMENT SUPPORT BEHAVIORAL THOUGHTS

THE DO'S AND DON'TS OF HELPING SOMEONE WITH ANXIETY

DO'S

- Get an understanding of symptoms
- Let them know you're here for them
- Listen
- Keep communication open
- Look after yourself

DON'T'S

- Constantly talk about it
- Enable their anxieties
- Put pressure on them
- Get frustrated
- Expect immediate change



APRIL PHYSICAL WELLNESS MONTH

Physical Wellness month is a time to focus on promoting and raising awareness about the importance of physical activity, healthy eating, and overall well-being. Here are a few tips to make positive changes to improve physical health:

- Engage in regular physical activity, such as walking, jogging, yoga, or strength training.
- Get enough sleep to support your overall well-being and allow your body to rest and rejuvenate.
- Make healthy food choices by incorporating more fruits, vegetables, whole grains, and lean proteins to your diet.
- Manage stress through activities like mindfulness meditation, deep breathing exercises, or engaging in hobbies you enjoy.
- Stay hydrated by drinking an adequate amount of water throughout the day.
- Schedule regular health check-ups and screenings to monitor your health status and catch any potential issues early.

ASAP FOR MORE INFORMATION CONTACT THE PBA ASAP/EAP TEAM 870-540-3094 EAP



The Health Fair during Pine Bluff Arsenal's Employee Appreciation Day April 18 was held at the Army Reserve Center, near the Creasy Complex outside of Plainview Gate. More than 20 vendors were presents at the health fair, which was organized by PBA's Employee Assistance Program Office. U.S. ARMY PHOTOS BY HUGH MORGAN

Go Blue Day!



Members of Pine Bluff Arsenal's Workforce gathered on the steps of the Headquarters Building April 4 for "Go Blue Day", in observance of April being Child Abuse Prevention Month.



Singing Commander



Pine Bluff Arsenal Commander Col. Collin K. Keenan entertains the crowd at the PBA Training Center during karaoke on Employee Appreciation Day April 18.

Health Clinic Corner

Prioritizing ergonomic safety in the workplace

By Maj. Patrick T. DePriest, PA-C, MPH

In the U.S., musculoskeletal disorders account for one million workplace injuries each year. Most of these sprains, strains and tears, but they can also be chronic soreness, pinched nerves, numbness and tingling, and arthritis. Employees can suffer from recurring, prolonged, and chronic pain and disability from these injuries. Thankfully, these can be prevented by employing proper ergonomic practices in the workplace.

Physical jobs

Workers engaged in physically demanding tasks need to prioritize ergonomic safety to prevent musculoskeletal injuries. These injuries can be due to repetitive motions, handling excessive weight, and unsafe movements such as twisting, stooping, and overhead lifting. Here are some tips for management and employees to prevent ergonomic injuries:

Proper lifting techniques: When lifting heavy objects, remember to bend your knees and keep your back straight. Lift with your legs, not your back, and avoid twisting while carrying the load. Do not lift items alone if you do not feel safe. Always employ team lifts if the object is more than 50 lbs.

Use mechanical aids: Whenever possible, utilize equipment like forklifts, dollies, or carts to transport heavy items. These aids reduce the strain on your body and minimize the risk of injury.

Adjust workstations: Ensure workstations are designed to minimize excessive reaching, bending, or awkward postures. Adjust the height of work surfaces and tools to suit individual needs. The goal is to minimize reaching for items, lifting objects to or above shoulder height, and bending or stooping of the neck and back.

Employee Appreciation Day 2024



Baggo/Cornhole winners Haddon Hodge and Leslie Jackson pose with their double 59 minute certificates after beating the reigning champion, John Burkhead. Burkhead has won the tournament two years in a row.



U.S. ARMY
PHOTOS BY
HUGH MORGAN



Johnettan Ford, Amanda Kight, Michelle Padgett, Adam Gibson, Tristian Cherry, Ben Malone, Rodney Rutledge, Kevin Wilson, Tevon Jones (not pictured) and Mike Armstrong (not pictured), were the winners of the kickball tournament during PBA's Employee Appreciation Day April 18. Each person received 59 minutes from PBA Commander Col. Collin K. Keenan (pictured left).



Karaoke winner was Jonathan Hoover, who is pictured with PBA Commander Col. Collin K. Keenan.



PBA Commander Col. Collin K. Keenan presents 59-minute certificates to Brandy Aaron and Michael Baugh, the winners of the horseshoes tournament.



PBA Commander Col. Collin K. Keenan presents a 59 minute certificate to Allison Knowels, the winner of the dominoes tournament.

**Editor's note: The winners of the 3-on-3 basketball tournament were not present for a photo during the award ceremony. Only winner present was Rodney Rutledge. Other winners included Michael Armstrong, Tevon Jones and Kevin Bradley.*



PBA Commander Col. Collin K. Keenan presents 59-minute certificates to Brandon Harris and Rachel Greig, the winners of the spades tournament.

DOIM Awards



Pine Bluff Arsenal Commander Col. Collin K. Keenan recognized from left, Roy Harbison, Wally Hunt, Debbie Paylor, Josh Mizell and Nick Bradley during Staff Meeting April 9. This group from PBA's Directorate of Information Management was recognized for their efforts in upgrading and supporting the upgrade of the PBA Telephone Switch. The completion of this project took technical expertise, perseverance, ingenuity and a team effort. All demonstrated an exceptional level of knowledge which resulted in the Arsenal maintaining Defense Switched Network (DSN) capability as the antiquated technology used prior to the upgrade. The completion of the project also resulted in the modernization of the PBA Telephone Switch by replacing equipment that had reached the end of life. U.S. ARMY PHOTO BY HUGH MORGAN



Top photo, Jason Mizell, and Scott Ellis, give blood at the Bloodmobile during a drive held at Pine Bluff Arsenal's Creasy Auditorium April 12. Twenty individuals donated during the drive. U.S. ARMY PHOTO BY HUGH MORGAN

CYS Awards



Letters and Certificates of Appreciations were recently presented to the following individuals by Pine Bluff Arsenal Commander Col. Collin K. Keenan for the Calendar Year 2024 Army Child and Youth Services, Army Higher Headquarters Inspection: Joshua Scott, Marcus Griffin, Cheri Sullivan, Brigit Smith, Adesha Armstrong, Jessa Bardin, Laura Branson, Jefferey Cannady, Kandice Garcia, Kristie Haley, Keyon Hopkins, Jayla James, Andrea Milian, Lucy Moland, Daniel Notgrass, April Parker, Breyanna Phillips, Te-Shena Kirk, Shaketa Simmons, Cassandra Thornton, Tanya Tiernan, Tina Wolhoy and Billy Ray Ashcraft. U.S. ARMY PHOTO BY HUGH MORGAN



— APRIL IS —
ALCOHOL
AWARENESS MONTH

Drinking alcohol is common but can be incredibly dangerous when done irresponsibly. Alcohol can also be extremely addictive and cause major health problems for frequent users.

Excessive drinking both in the form of heavy drinking or binge drinking, is associated with numerous health problems, including :

- Chronic diseases such as High blood pressure, heart disease, stroke, liver disease, and digestive problems.
- Unintentional injuries, such as motor-vehicle traffic crashes, falls, drowning, burns, and firearm injuries.
- Learning and memory problems, including dementia and poor work performance.
- Miscarriage and stillbirth or fetal alcohol spectrum disorders (FASDs) among pregnant women.
- Alcohol use disorders.

Through prevention, education and support, the goal is to reduce the negative consequences associated with alcohol misuse and abuse. Make informed decisions about your alcohol consumption and seek help if necessary.

ASAP

FOR MORE INFORMATION CONTACT THE PBA ASAP/EAP TEAM 870-540-3094

EAP

DPW Spotlight



Cory DeJarnette (right photo) and Tyler Cox (left photo), both boiler operators with Pine Bluff Arsenal's Directorate of Public Works, open up the boilers for an annual inspection recently. U.S. ARMY PHOTOS BY DPW

ASSESS your task FIRST
BEFORE you lift your object, plan the route. Clear any obstacles from your path and know where obstacles still lie in an unclear path.

Position your feet apart
Ensure your legs are shoulder width apart for maximum support. Walk in small steps to maintain shoulder width placement.

TIGHTEN your abs
Using your core abdominal muscles will hold you in the proper lifting position and reduce strain on your spine.

LIFT with your LEGS
Bend at the knees & hips not your back. Your leg muscles are stronger than your back and can withstand greater force. This is known as the Semi-Squat Technique (Frog lift).

Keep your back STRAIGHT
When you keep your back straight (neutral) your legs carry the majority of the weight making you less likely to injure your back.

HOLD the object at waist level and close to the body
Your arms and your back are better equipped to lift a heavy object at waist level and close to your body than at any other height and/or far from your body.

AVOID lifting overhead or from below knee height
The risk of injury increases when objects are lifted from overhead or below knee height. Avoid storing objects at these heights when possible.

Don't BEND or TWIST while you are lifting or carrying.
Improper bending or twisting could throw you off balance or cause injury.

REDUCE the size of the load when possible
When possible reduce the size of the load or object or make smaller but more frequent trips, e.g. repack a heavy load into smaller portions.

Use lifting aids
When possible use mechanical aids or get help to lift or carry a heavy load whenever possible. Examples include wheelbarrows, conveyor belts, trolleys, cranes or forklifts.

Two person lifts
When lifting with two or more people ALWAYS ensure people of same size and strength for manual handling tasks.

KNOW your limits!
Ask for help. If you cannot lift an object don't. Even if the object is not heavy, if it is awkwardly large or unstable, it can be difficult to lift. It is better to wait and ask for assistance than to try and lift something that could potentially cause injury.

HEALTH from Page 6

Rotate tasks: Limit prolonged exposure to repetitive motions or heavy lifting by rotating tasks among workers. Consider rotating employees more often for tasks that are physically difficult or require prolonged stress positions (squatting, kneeling, bending, etc.).

Office jobs

For those doing desk work, ergonomic safety is essential to prevent discomfort and injury. Though not physically strenuous, sitting all day with neck bent, back hunched, and wrists resting on a desk can cause chronic joint and muscle pain and nerve disorders. Here are some key tips to enhance your workspace ergonomics:

Adjust your chair: Your chair should support the natural curve of your spine, with your feet flat on the floor or on a foot-rest. Ensure your knees are at a 90-degree angle, and your hips slightly above your knees.

Optimize desk setup: Position your monitor at eye level to avoid strain on your neck. Keep frequently used items within arm's reach to minimize reaching and twisting motions.

Keyboard and mouse placement: Maintain a relaxed posture by positioning your keyboard and mouse close together, with your elbows close to your body and your wrists straight.

Take breaks: Incorporate regular breaks to stretch and move around. Even a brief walk or stretching session can alleviate muscle tension and reduce the risk of repetitive strain injuries. Aim to get up from your desk and walk around for 5-10 minutes every hour.

General tips for all employees

Stay active: Incorporate stretching exercises into your daily routine to improve flexibility and reduce muscle stiffness.

Stay hydrated: Proper hydration is essential for muscle function and overall well-being. Drink plenty of water throughout the day, especially in physically demanding environments.

Seek feedback: Don't hesitate to discuss any discomfort or concerns with your supervisor, industrial hygiene (x3211), or environmental health and safety. They can provide guidance and support to address ergonomic issues effectively.

By prioritizing ergonomic safety in both office and physical labor environments, we can maintain a workplace culture that values the health and well-being of every employee. Remember, small adjustments can make a significant difference in preventing injuries and promoting long-term productivity.

ENSURE PROPER POSITIONING

The infographic shows two illustrations of a person sitting at a desk. The left illustration is marked with a red 'X' and shows poor posture: the monitor is too low, the person is slumped forward, and their wrists are bent. The right illustration is marked with a green 'V' and shows good posture with the following specifications:

- VIEWING DISTANCE 18-24"
- VIEWING ANGLE (indicated by a red arrow pointing to the top of the monitor)
- WRIST BEND 20°
- WRIST STRAIGHT
- SEAT BACK ANGLE 90°
- KNEE ANGLE 90°
- FEET ON FLOOR

Eclipse 2024



Top photo, Pine Bluff Arsenal employees in the Headquarters Building observed the eclipse April 8 through protective glasses. It never got fully dark but it got dark enough for safety lighting to come on in the surrounding parking lots. Bottom photo, Tiffany Penister and Laura Brown, with the Arsenal's Army Community Service and Army Emergency Relief, observe the eclipse from the back of their office. This was the first total eclipse in Arkansas since 2017. U.S. ARMY PHOTOS



Darlene Dunlap, who works for Pine Bluff Arsenal's Directorate of Material Management in the Excess Yard area, worked with Clayton Smith with PBA's Directorate of Public Works to load a large tracked Caterpillar D6R (photo right) and a semi-truck trailer (photo above) to the Defense Logistics Agency (DLA). This joint effort enables DLA to sell, scrap or redistribute older equipment that is no longer needed at PBA, and helps recoup funds back in to the Department of Defense.

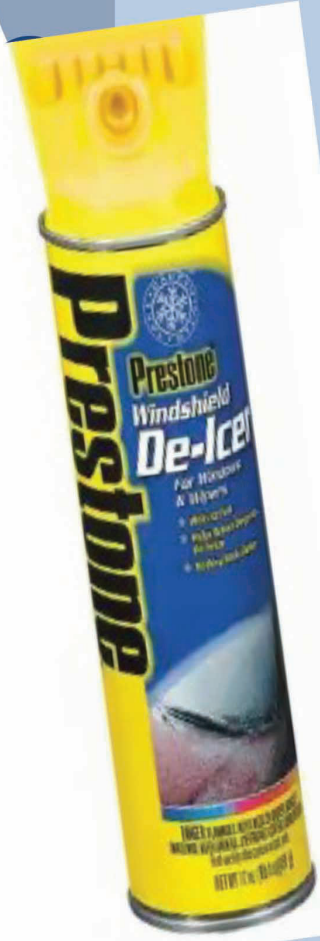
U.S. ARMY PHOTOS BY HUGH MORGAN



Dressed out and ready

Pine Bluff Arsenal Commander Col. Collin K. Keenan is demonstrating the safety equipment needed and dressed out for a visit to the Arsenal's Directorate of Ammunition Operations M330 HX Fill line. This is a round that will be used for testing.

U.S. ARMY PHOTO BY ALLEN HUFF, AO



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