



Vol. 7, Issue 1

January 30, 2026



24/7 SHARP Hotline

870-209-4093

PBA Safety Glance



Safety Element for
fiscal year 2026

Lost Day Case Rate: 0.68

Award Goal: 0.95

*Lost time injuries for fiscal year 2026 are one. There is zero lost time injuries for January 2026.

*Recordable injuries for fiscal year 2026 are 2. Recordable injuries is zero for January 2026.

*Pine Bluff Arsenal days without a lost time injury is 103.

*Pine Bluff Arsenal days without a recordable injury is 70.

*Estimated hours worked without a lost time injury: 254,098.

Arsenal of Tomorrow Army Chief of Staff visits PBA



From left, Dr. Alexander Miller, Army Chief Technology Officer, the Honorable Brent Ingraham, Assistant Secretary of the Army (Acquisition, Logistics and Technology), the U.S. Army Chief of Staff Gen. Randy A. George, Pine Bluff Arsenal Commander Col. Matthew C. Mason, Joint Munitions Command Commanding General Brig. Gen. Daniel J. Duncan, Brig. Gen. Olen (Chad) Bridges, Adjunct General for the Arkansas National Guard, and JMC Command Sgt. Maj. Paul Ellis meet and talk prior to the start of a visit Jan. 23. U.S. ARMY PHOTO BY RACHEL SELBY

By Rachel Selby

The U.S. Army Chief of Staff Gen. Randy A. George recently visited Pine Bluff Arsenal. George, accompanied by the Honorable Brent Ingraham, Assistant Secretary of the Army (Acquisition, Logistics and Technology), and Dr. Alexander Miller, Army Chief Technology Officer, met Jan. 23, with Joint Munitions Command Commanding General Brig. Gen. Daniel J. Duncan, JMC Command Sgt. Maj. Paul J. Ellis, and Arsenal Commander Col. Matthew C. Mason.

Focus of discussion was on the strategic transformation of the installation to meet future Army demands — expanding capabilities,

improving efficiency, and strengthening partnerships with industry to reinforce the entire Organic Industrial Base. The initiative is a critical step in modernizing PBA's defense capabilities and delivering speed, scale, and lethality for the Warfighter.

During opening comments, Duncan said the Arsenal is one of the "crown jewels" of the OIB, especially on the munitions side.

"As we have gone through the Army Transformation Initiative, Col. Mason and his team have done a fantastic job preparing to talk about the Arsenal's potential and what it has to offer," said the JMC Commanding General. "We are looking

forward to the discussion today."

George began by giving some perspective and context about what the Army is looking at as everything continues to evolve and take shape.

"Just like everyone here has a personal budget, the Army must decide how to spend money. We must look at how we get more efficient and not spend on things we are not going to need in future combat and training," he said. "Business does this constantly. We had to ask the question is our OIB doing everything we need them to do looking into the future?"

The Army Chief of Staff said he knew everyone at the Arsenal took it personally when a possible closure

See GEORGE 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

PBA Team,

In my December message, I said we would hit 2026 running, because momentum is our friend. I had no idea just how fast that would be.

In a truly historic moment for our organization, we began the year by hosting the Chief of Staff of the Army (CSA) for his first-ever visit to Pine Bluff Arsenal. Accompanied by the Honorable Brent Ingraham (ASA (ALT)) and Dr. Alexander Miller (Army Chief Technology Officer), the CSA's visit was a clear sign that Pine Bluff Arsenal is viewed as a strategic installation, critical to the future of the Organic Industrial Base (OIB).

The reason our message resonated so strongly is because we didn't show them a future concept; we showed them a vision in motion. We demonstrated how our "Arsenal of Tomorrow" directly supports the Army's most pressing needs by:

- * Building Resilience: Onshoring the critical production of energetics and rare earth minerals.

- * Driving Modernization and Speed: Developing AI modeling capabilities and flexible, robotic load, assemble, and pack (LAP) lines.

Providing Modernized Sustainment: Establishing a "layered protection" campus for OIB-wide upgrades. The CSA's feedback was clear and empowering. He affirmed that legacy missions alone are insufficient and that our workforce must be resilient, adaptable, and automated. Most importantly, he charged us with a powerful idea: "Designation does not equal limitation." This is our green light to continue to evolve and grow beyond our traditional roles.

What's Next? Maintaining Our Momentum

This historic visit was just the beginning. The interest in PBA's transformation continues to grow, and our next few months will be busy:

- * The Deputy Under Secretary of the Army (DUSA) is planning a trip to PBA soon. He will spend over five hours on the ground with us to help us see ourselves better and provide key support in making our Strategic Vision a reality.

Next month, we will host the Commanding General of the 20th CBRNE Command. This visit is a critical opportunity for us to detail our vision for the expansion of PBA's Chemical and Biological Defense Readiness



Col Matthew C. Mason

Portfolio.

From Good to Great: Embracing Change with Accountability and Speed

These high-level visits are a direct result of our hard work, but they also bring a new level of expectation. For our Strategic Vision to succeed, we must consistently make the hard, right decisions over the easy, wrong ones. Transitioning from "Good" to "Great" is not easy.

It will take personal and professional sacrifice, and it will require us to make moves that PBA has not taken in a long time.

A key factor in this transition is Speed. The Secretary of the War has demanded that organizations transition faster, and the CSA highlighted this attribute during his visit. We must get used to planning, coordinating, and executing at a speed that we may not be accustomed to; if we don't, we will be left behind.

This new pace means we must all learn to be "comfortable with being uncomfortable." As we accelerate, we will face challenges. There will be disagreements on the path forward. We will face resource constraints. We will receive guidance and orders we didn't see coming.

This is not a sign of failure—it is a sign that we are moving fast enough to make a real difference. Every great organization goes through this. It means we are getting better. I need every one of you to embrace these challenges as opportunities and to be on "Team Optimistic," not "Team Pessimistic."

Decoding ARSENAL READY – A Year Long Deep Dive into Our

Framework-Letter by Letter

Our foundation for this journey is our "Arsenal Ready" framework. This month, I want to refocus on the first 'A' in ARSENAL: Accountability.

Accountability is more than just a word; it's a mindset of ownership. It's the bedrock of a high-performing organization and the engine that will drive us from "Good" to "Great." At PBA, it operates on two levels:

1. Personal Accountability ("It Starts with I"):

This is the foundation. It is the personal commitment to own your work, your actions, and your responsibilities from start to finish. It means treating every task, every document, and every component as if your personal signature is on the final product, visible to the Soldier at the end of the line. It's the pride you take in knowing your contribution was flawless.

2. Team Accountability ("It Expands to We"):

This is about owning our shared standards. This shared ownership requires both the courage to speak up and the professionalism to listen. It's having the respectful conversation with a teammate when a process isn't being followed, not to assign blame, but because our collective standard is more important than a moment of comfort.

Just as importantly, it means we must learn to receive that constructive feedback not as a personal attack, but as what it truly is: a team approach to making our processes and our products better. When a teammate offers a correction, our first reaction should be to understand the issue, not to defend our actions. This is how we have each other's backs. We don't let our teammates fail, because we succeed or fail together.

This mindset of accountability is what brings our core values to life:

- * **In Quality:** Accountability is the mechanic who stops the line because a measurement is one-thousandth of an inch off. It's not just inspecting the final product; it's owning the integrity of the entire process.

- * **In Safety:** Accountability is the employee who speaks up about an unguarded machine or a missing piece of PPE, even if it slows things down for a moment. It's not just following the rules; it's actively protecting our PBA family.

* In Mission Readiness:

Accountability is the team leader who proactively reports a potential delay, not with an excuse, but with a recommended solution. It's not just meeting a deadline; it's owning the outcome and our promise to the Warfighter.

This is what accountability looks like in action. It is our promise to ourselves, to each other, and to the soldiers who depend on us. It is our guiding principle for navigating this new environment.

The Change Playbook: How We Got Here

These opportunities did not happen by accident. They are the result of a structured approach to change. As promised, this new monthly series will explore Dr. John Kotter's 8-Step Model for Change, using our own journey as the case study.

Step 1: Create a Sense of Urgency Kotter's first step is to establish that the status quo is more dangerous than the unknown.

Our PBA Connection: We experienced this. When we faced the challenge of the Army's Transformation Initiative, the sense of urgency was real and immediate, sparking the entire "Arsenal Ready" movement. As I told the CSA, PBA had two options: continue as the Arsenal of Yesterday and wait to be told what to do or define the Arsenal of Tomorrow through a Strategic Vision that provides new and exciting support to the OIB.

Step 2: Build a Guiding Coalition This step is about assembling a team with the power and credibility to lead the change.

Our PBA Connection: In response, we formed a guiding coalition of the workforce—leaders and key influencers who developed the very Strategic Vision we presented to the CSA, a vision he now personally has in his hands (literally, he took a copy of our "Arsenal Ready" map).

Next month, we will continue this series by exploring Steps 3 and 4 of Kotter's model: "Form a Strategic Vision" and "Enlist a Volunteer Army." This will give you a chance to do some pre-reading if you'd like, as we connect these steps to how we developed our own vision and are now working to enlist the entire workforce in our journey.

This is our moment. Let's use the momentum from this historic visit to fuel our efforts as we welcome our next partners and continue our journey.

"Right Today – Better Tomorrow"
"America's Arsenal – Arsenal Ready"

GEORGE from Page 1

was on the table.

"We know we have a great Workforce and land here. We know we must stop doing some things," said George. "We need everyone to think big ideas We need to go deep. This will carry us forward into the future. We are just getting started."

Mason drove the discussion about the Arsenal's transformation journey.

"It is a pleasure to have you here," he said. "We accept the challenge ahead of us. We are looking towards the Arsenal of Tomorrow," said Mason. "We are confident PBA can bring more value to the OIB and the Warfighter." "We know we can't do it alone, so we are heavily involved at expanding our partnerships in the areas of P3s (public-private partnerships) and EULs (Enhanced Use Lease) agreements." Mason said the Arsenal is actively seeking solutions for true partnership with shared workload – with commercial industry and the government.

George explained that the Army is trying to develop options for what a partnership with industry looks like at his level.

"My question is can we combine some of the things you are already doing here to another location and have more capability," he said. "These are the things we must look at. We typically spread things out across the Army."

Pulling up a map of the Arsenal, Mason said this shows a way things could happen.

"This is a way, not necessarily the way. This is, however, happening today," he said, pointing out the different areas on the installation being planned for various partnerships – including P3s and EULs. "This will not only bring lethality but modernization to PBA."

Other points of discussion focused on maintenance of non-lethal munitions capabilities while realigning the Workforce to meet urgent demand for high-explosive or HE munitions, capture of the training munitions market, taking a lead in next generation survivability on the modern battlefield, and closing a critical gap in readiness by creating an integrated sustainment "protection" hub.

The visit closed out with a brief windshield tour.

In a follow up to the general's visit this past week, Mason said the Arsenal successfully presented a bold vision for the installation's future.

"In the first visit by a Chief of Staff

of the Army since 1941, the Arsenal secured senior leaders buy-in to become a strategic test bed for OIB transformation across the enterprise," he said. "The message from the CSA's visit is clear," said Mason. "The time for preserving legacy missions is over. The future is about creating a resilient, partnered, and multi-capability OIB, and Pine Bluff Arsenal is leading the charge."

Mason said the presence of ASALT's Ingraham further reinforced the Army Chief of Staff's message, highlighting the critical linkage between acquisition reform, industrial base modernization, and operational outcomes, and reflected the Assistant Secretary's



Photo above, the U.S. Army Chief of Staff Gen. Randy A. George talks with Pine Bluff Arsenal Commander Col. Matthew C. Mason, as other members of Army and local leadership look on during a visit to the Arsenal Jan. 23. Also pictured are the Honorable Brent Ingraham, Assistant Secretary of the Army (Acquisition, Logistics and Technology), John Burkhead, PBA Acting Deputy to the Commander, JMC Command Sgt. Maj. Paul Ellis, Pine Bluff Arsenal Chief of Staff Justin Lieber, JMC Commanding General Brig. Gen. Daniel J. Duncan and Dr. Alexander Miller, Army Chief Technology Officer. U.S. ARMY PHOTOS BY HUGH MORGAN



Photo middle left, Don Scifres, Director of Pine Bluff Arsenal's Ammunition Operations, shows the U.S. Army Chief of Staff Gen. Randy A. George some of PBA's ammo products, as PBA Commander Col. Matthew C. Mason and Arey Surrat, Director of PBA's Engineering and Technology directorate, look on during the January visit.



Photo bottom left, John Burkhead, Pine Bluff Arsenal Acting Deputy to the Commander, shows the Army Chief of Staff Gen. Randy A. George some of PBA's textile products during his visit Jan. 23.

continued leadership in driving alignment between the Army's requirements, resources, and industry partnerships.

Mason's promise to the Chief of Staff of the Army was clear - the Workforce would remain "Arsenal Ready". "We will go whatever direction the Army needs us to go for the OIB," he said. "PBA will continue to move towards the Arsenal of Tomorrow."

Army Chief of Staff visit/coin presentation



From left Clint Cagel and Nathaniel Fuller, both Chemical Plant Operators for Pine Bluff Arsenal's Directorate of Ammunition Operations, and Stephen Lee, Chief-Mobile and Powered Systems Division, and Molly Moore, Fabric Worker-Textiles, both with the Directorate of Chemical and Biological Defense Operations, received coins from the U.S. Army Chief of Staff Gen. Randy A. George during his visit Jan. 23.

All were recognized for their exception work in their respective areas, their leadership and commitment to the Arsenal.

U.S. ARMY PHOTOS BY HUGH MORGAN



U.S. Army Chief of Staff Gen. Randy A. George and the Honorable Brent Ingraham, Assistant Secretary of the Army (Acquisition, Logistics and Technology), were welcomed by Amelio Howard, Director of Information Technology, Karen Whitlow, Director of Material Management and Billy Ray Ashcraft, Director of Family Morale, Welfare and Recreation, during a visit Jan. 23.

Arsenal Sentinel



Col. Matthew C. Mason, Commander
Roch Byrne, Deputy to the Commander
Cheryl Avery, Public Affairs Officer
Rachel Selby, Sentinel Editor/Social Media
Hugh Morgan, Photographer
Tristian Cherry, Webmaster

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The Heart Truth

*Courtesy of Pine Bluff Arsenal
Army Substance Abuse/Employee
Assistance Program Office*

February is Heart Healthy Month and National Wear Red Day - February 6, 2026. Get ready to **GO RED** in support of women's cardiovascular health by wearing red, sharing information and resources, and donating to support research and education.

Heart disease is the leading cause of death in the United States for both men and women. Heart disease impacts some communities disproportionately. Join efforts around the country to promote heart health in your community.

Heart-healthy living involves understanding your risk, making healthy choices, and taking steps to reduce your chances of getting heart disease, including coronary heart disease, the most common type.

By taking preventive measures, you can lower your risk of developing heart disease that could lead to a heart attack. You can also improve your overall health and well-being.

Adopting a heart-healthy lifestyle can help you reduce the risk of heart disease and its risk factors. Take action to protect your heart by following these tips.

Get enough quality sleep:

Lack of sleep or getting poor-quality sleep increases the risk of having high blood pressure, heart disease, and other medical conditions.

- Try to aim for seven to nine hours of sleep each night.
- Go to bed and wake up at the same time each day.
- Exercise regularly, but not within two to three hours before bedtime.
- Avoid caffeine and nicotine.

Eat better: A flexible and balanced eating plan can help lower your high blood pressure and improve your cholesterol.

Follow the Dietary Approaches to Stop Hypertension (DASH) eating plan, which can help you create a heart healthy eating style for life.

- Read nutrition labels to pick the food lowest in saturated fat, sodium, and added sugars.
- Try a mix of lean cuts of meat, eat fish once or twice a week, and eat two or more meatless meals each week.
- Consider whole fruits, dried fruits, unsalted rice cakes, fat-free and low-fat yogurt, or raw vegetables as a snack.

Maintain a healthy weight: Maintaining a healthy weight is important for overall health and can help you prevent and control many diseases and conditions.

- Choose healthy snacks like fruits, vegetables, yogurt, or nuts, instead of sugary or high calorie snacks.
- Stay hydrated with water as your primary beverage.
- Aim for at least 150 minutes of moderate-intensity aerobic exercise (such as brisk walking) or 75 minutes of vigorous intensity (like running) exercise per week.
- Consider keeping a log of what you eat throughout the day.

Be more active: Getting enough physical activity helps to lower your risk of heart disease and stroke.

- Adults should spend at least 150 minutes (two and a half hours) each week doing physical activity.
- Sit less! Take the stairs. Park farther away. March in place or take a walk around the block.
- Try muscle-strengthening activities like lifting weights, working with resistance bands, doing sit-ups and pushups, or some forms of yoga, whatever works for you.
- If you don't have a lot of time in your day, try being active for 10 minutes at a time. Anything that gets your heart beating faster counts!

Stop smoking: Any amount of smoking, even light or occasional smoking, damages your heart and blood vessels.

- Select a quit date and write yourself a contract that outlines your plan for quitting.
- Talk with your healthcare provider about programs and products that can help you quit.
- Join a support group. Many hospitals, workplaces, and community groups offer classes to help people quit smoking.
- Call 1-800-QUIT-NOW and visit smokefree.gov to get additional support or stop by your EAP office.

Control Cholesterol: Unhealthy levels of cholesterol can lead to high cholesterol, which increases the risk of developing heart disease.

- Try the Therapeutic Lifestyle Changes (TLC) Program which combines diet, physical activity, and weight management to help lower high blood cholesterol and improve heart health.
- Eat a heart-healthy diet that is low in saturated fats, as these can raise LDL cholesterol levels.
- Limit alcohol consumption. Drinking too much alcohol more than two drinks a day for men or one drink a day for women can raise your total cholesterol level.

Manage blood sugar: Maintain-

NAME _____ OFF SYM _____

The Heart Truth

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

HEART
CHOICES
SLEEP
HYPERTENSION
NUTRITION

TRUTH
DISEASE
DIETARY
CHOLESTEROL

HEALTHY
CORONARY
EATING
FRUITS

ing stable blood sugar levels is crucial for heart health, especially for people with diabetes or those at risk of developing diabetes.

- Eat a diet rich in whole foods, including vegetables, fruits, whole grains, lean proteins, and healthy fats.
- Monitor your carbohydrate intake and choose complex carbohydrates, like whole grains and legumes, to help control blood sugar levels.
- Talk to your healthcare provider about how often you should check your blood sugar levels, especially if you have diabetes.

Control blood pressure: Keep your blood pressure in a healthy range and keep track of your numbers. Blood pressure that's consistently higher than 130/80 mm Hg can cause serious health problems.

- Have your blood pressure checked each time you visit the doctor.
- Use a blood pressure monitor to measure your blood pressure at home and learn how to measure it correctly.
- Use a blood pressure tracker to keep a record of your numbers each reading.
- If you're pregnant or planning to be, it's especially important to keep your blood pressure in a healthy range (NIH, 2024).

PBA's Army Substance Abuse Program/Employee Assistance Program/Walk for Life Program/Work Life Wellness Program can assist you in getting the help you need. The Army Substance Abuse Program staff are 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 Care line number is (870) 550-2653.

PBA Employee Safety Award Nomination




**EYES ARE
EVERYWHERE
IN CYBERSPACE**

BE CAREFUL WHAT YOU WRITE ON SOCIAL MEDIA

PRACTICE OPSEC

Winter weather at Pine Bluff Arsenal



Winter weather put an icy finger on Pine Bluff Arsenal starting Jan. 23, and has continued to linger in the area in the form of re-iced roads, sidewalks and roofs. The area was spared much of the ice storm and freezing rain that crippled cities in surrounding states, and instead received sleet and snow.

Pine Bluff Arsenal's Headquarters Building looks so regal in the winter setting. Are you ready for spring yet??

Photo left, Robert Morrison with Pine Bluff Arsenal's Directorate of Public Works—Roads and Grounds Division, uses a plow to remove ice and snow from an installation roadway Jan. 28.

U.S. ARMY PHOTOS BY HUGH MORGAN

Health Clinic Corner

A guide to this year's flu season

By Capt. (Dr.) Anthony P. Gulotta
Pine Bluff Arsenal Occupational
Health Clinic

Flu season is underway in Pine Bluff! While many people think of the flu as a winter illness, the season typically begins in October and can last as late as May. We are currently in a window of high activity, and health officials are noting higher rates of severe illness this year.

Now is a good time for the Workforce at Pine Bluff Arsenal to review ways how protect themselves, co-workers, and their families.

Recognizing the symptoms

Unlike a cold, which starts slowly, the flu usually hits all at once. People will usually feel a sudden high fever, chills, and total exhaustion. Along with feeling very weak, individuals might also have body aches, a headache, a sore throat, or a dry cough, and some people even experience an upset stomach or vomiting.

The Vaccine: Fact vs. fiction

One of the most persistent myths is the idea "getting the flu shot gives you the flu." From a biological standpoint, this is not possible. Most flu shots are inactivated vaccines, meaning the virus has been "killed" or rendered inactive. These vaccines do not contain a living virus and cannot cause an infection.

If a person feels sluggish or develops a low-grade fever after a shot, it is an immune response — the body's way of practicing its defense. However, it is important to remember protection isn't instant. It takes about two weeks after vaccination for the body to develop the antibodies needed to provide protection.

If people are exposed to the virus during this two-week window, they can still get sick. This is why health officials recommend getting vaccinated as early as possible.

Proper handwashing: Friction is key

We have all been told to wash our hands, but technique matters. Scientific research shows warm or cool water is just as effective as hot water at removing germs. The best approach is to wet your hands, apply soap, and scrub vigorously for at least 20 seconds (about the time it takes to hum

"Happy Birthday" twice). The friction from scrubbing is what physically pulls the virus off your skin. Be sure to get the backs of your hands, between your fingers, and under your nails.

The invisible carrier: Your cell phone

Though we may wash our hands, we rarely think about our cell phones. Because we carry them everywhere, phones act as "fomites" — surfaces that can harbor and transport germs. Studies have shown flu particles can survive on glass phone screens for several hours. To help stay healthy, consider wiping your phone down once a day with a 70 percent isopropyl alcohol wipe.

Understanding treatment: What is "supportive care"?

If you do catch the flu, it is important to understand there is no "instant cure." For most healthy adults, treatment is primarily supportive. This means the goal is to support the body while the immune system fights the virus.

To recover effectively, prioritize hydration with water or electrolytes to prevent fever-induced fluid loss, and ensure ample rest to redirect energy toward healing. Additionally, manage discomfort by using over-the-counter medications like acetaminophen or ibuprofen to reduce fever and alleviate body aches.

In some situations, a doctor may prescribe antiviral medication like Tamiflu. This medication does not kill the virus instantly, but it can help prevent the illness from becoming more severe, particularly if taken within the first 48-hours of symptoms.

Practical steps for prevention

If you feel sick, please stay home. This is the best way to keep everyone you work with safe, especially older adults and those with health conditions like asthma or diabetes who are more vulnerable to severe illness from the flu. Remember, you can spread the virus starting one day before you feel ill and for about a week after your symptoms begin. By staying away from others, you help keep everyone at the Arse-

nal safe.

Where to get help at PBA

Do you need a flu shot or have more questions about the flu? Feel free to stop by the PBA Occupational Health Clinic. Your safety is important to us, and we're always here to help!

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Weingarten Notice – 2026 Internal Management Advice Protected from Disclosure by 5 USC 7114(b)(4)(C)

In accordance with statutory requirements found at 5 USC section 7114(a)(3), it is time to provide an annual notice to bargaining unit employees regarding their right to representation during investigative interviews by management representatives when they request such representation and have a reasonable belief that discipline may result. See 5 USC 7114(a)(2)(B). Typically, this notice is accomplished around the beginning of the year and the servicing human resources office normally handles the annual notification, in coordination with their serviced Commands. This is also a good time to remind managers of this obligation as well.

Commonly referred to as the "Weingarten" right after *NLRB v. J. Weingarten, Inc.*, 420 U.S. 251 (1975), this right applies even if there is no collective bargaining agreement. For this purpose, management representatives may include your inspector general, guards, members of your police force, and in some cases, auditors or DoD management representatives.

It is important to check the language in applicable collective bargaining agreements before commencing such investigative interviews in case the Weingarten protections have been expanded through negotiations. For example, some agreements may require management representatives advise an employee of this right even before representation is requested, specify how long a requested union representative will be given to appear, or they may even include provisions requiring a written waiver of the right. If you don't already have such agreements, we recommend avoiding such expansive provisions if possible.

When a bargaining unit employee does request representation in covered circumstances, management must either: (1) permit representation; (2) discontinue the interview; or (3) give the employee a clear choice to either proceed without representation or have no interview. It should be noted that failure to comply with such representation requirements may have adverse results if challenged before a third party such as an arbitrator or the Merit Systems Protection Board if the employee can establish the lack of representation constituted a harmful error.

If the collective bargaining agreement(s) do not have a set procedure for distributing the "Weingarten" notice, you should consider discussing the method of distribution with your unions. You may want to explore other methods of distribution if your work locations have changed significantly. For example, you may want to provide individual email/mail notifications or post the notice on command news websites. If you do enter into an agreement, consider the inclusion of language limiting the expanded notice requirements to specific conditions (e.g., pandemics), if warranted.

At the end of this e-mail is a basic example of a valid Weingarten notice to employees. Again, all the notice need contain is a quote of the law (5 USC 7114(a)(2)(B)). Activities should consider including any additional contractual requirements relevant to the

Weingarten Notice or any other additional information they deem relevant, to include a management point of contact. Please do NOT post or distribute a copy of this entire e-mail as it contains internal management guidance.

Weingarten Notice

In accordance with the requirements of 5 USC 7114(a)(3), this is to advise bargaining unit employees that:

An exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at any examination of an employee in the unit by a representative of the agency in connection with an investigation if - (a) the employee reasonably believes that the examination may result in disciplinary action against the employee; and (b) the employee requests representation.

AER CAMPAIGN KICK-OFF

JOIN US FOR THE LAUNCH EVENT!

26 FEBRUARY 2026

CREASY AUDITORIUM

TIME: 1300

Honoring the past, securing the future

Pine Bluff Arsenal

March 1st – June 14th, 2026