

Post Shorts

Recycling schedule

The residential and recycling pickup schedule for Aug. 13, is paper. Put items in paper bags, boxes or bundles and place them on the curb.



Blue Cross/Shield visits APG

The APG Advisory Center has made arrangements for a claim representative of the Service Benefit Plan Blue Cross/Blue Shield to visit APG Aug. 12. The representative will be available 9 to 11:30 a.m. in building 305, room 211, to discuss claim problems and plan coverage. There will be no visit to the Edgewood Area. No appointment is necessary.

For more information, call Teri Wright, 410-278-4331.

AUSA meeting Aug. 12

The Aberdeen Chapter of the Association of the United States Army (AUSA) will hold its monthly meeting 11:30 a.m. to 1 p.m. at the Clarion Hotel, 908 Hospitality Way, in Aberdeen Aug. 12.

All meetings are open to non-members as well as members. The cost of \$15 will include lunch. For more information, contact Valerie, vlk@orsacorp.com.

RecruitMilitary Career Fair in Baltimore

RecruitMilitary, in conjunction with the Department of Labor, American Legion and the Military Spouse Corporate Career Network will hold a free hiring event for veterans, service members transitioning from active duty, National Guard and Reserves and military spouses 11 a.m. to 3 p.m. at the M&T Bank Stadium (Raven's Stadium) in Baltimore Aug. 21.

Meet with representatives from government contractors, private industry, law enforcement, education, transportation and more from local, state and national organizations.

Dress for success, bring plenty of resumes and be prepared for on-the-spot interviews or applications.

For more information, or to register as a job seeker, visit the RecruitMilitary Web site at www.recruitmilitary.com

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Army Community Service celebrates 43rd birthday with community barbecue

Story and photos by
YVONNE JOHNSON
APG News

Army Community Service treated the Aberdeen Proving Ground community to food, games and prizes during its 43rd birthday celebration at the Maryland Boulevard picnic area July 24.

Hundreds of service members, Family members, civilians and retirees attended the event which has become an Aberdeen Proving Ground annual tradition.

Arriving visitors signed in at the registration table and registered for door prizes and where ACS staff members distributed information about ACS services. In addition, adults filled out raffle tickets for \$25 and \$100 gas cards. Events included an Army Substance Abuse Program alcohol awareness booth, a bounce house and entertainment by Nothin' Up My Sleeve that included face and body art, balloon art, caricaturists, clowns, and hair painting.

The event highlight was the cutting of the ACS birthday cake. In the style of the Army Family Covenant, Maj. Gen. Fred D. Robinson Jr., commander of APG and the U.S. Army Research, Development and Engineering Command and Col. Jeffrey S. Weissman, APG Garrison and deputy installation commander, led the cake cutting surrounded by service members, Family members and the ACS staff members.

Celestine Beckett, ACS director, thanked the community, the Directorate of Family, Morale,

See ACS, page 12



Maj. Gen. Fred D. Robinson Jr., commander of Aberdeen Proving Ground and the U.S. Army Research, Development and Engineering Command, right, helps Richard Ricketts, 5, slice the Army Community Service birthday cake as from left, Celestine Beckett, ACS director, and Col. Jeffrey S. Weissman, APG Garrison and deputy installation commander, look on during the ACS 43rd birthday party at the Maryland Boulevard picnic area July 24.

ID Card/CAC office to close for software upgrade

Story by
YVONNE JOHNSON
APG News

The Aberdeen Proving Ground Identification Card section, located in building 4305, first floor, will be closed Aug. 25 thru 27, reopening Aug. 28.

The reason for the closure is to upgrade existing Defense Enrollment Eligibility Reporting System/Real-Time Personnel Identification System (DEERS/RAPIDS) software in preparation for the new Common Access Card (CAC).

During the closure, ID card facilities at Fort Meade, 301-677-9568; National Guard Headquarters, Baltimore, 410-702-9050; and the Air National Guard,

175th Wing, Baltimore 410-918-6698, will serve APG customers requiring assistance. Customers should call ahead first to ensure prompt service.

Janet Dettwiler, APG Director of Human Resources/Adjutant General, said the next generation cards will contain technology that will enhance the security of federally controlled facilities and computer systems and ensure a safer work environment for service members, federal employees and contractors.

"The next generation CAC will meet the guidelines established by Homeland Security Presidential Directive 12," Dettwiler said.

With the system upgrades

come changes in the verification process. ID card section work center supervisor Ivan Willie said that more than 600 sites are being upgraded DoD-wide and that they are in the 35th week of a 50-week schedule.

"The biggest change for customers will be the requirement to present two valid forms of identification with at least one ID containing a photo," Willie said.

"This Department of Defense upgrade comes about with Family members in mind. It has features requiring solid identification of who they are to update the system."

The current system requires only one form of identification but with the

upgrade, two forms of identification must be presented and scanned into the system before a CAC can be issued.

Robert Mehlbaum, SI International Program Manager, said "current card holders will not need to renew

See CAC, page 8



TRAFFIC ALERT

Exchange Road lane closure

One lane of Exchange Road between Buildings 322 and 324 will be closed Aug. 11. The next day, Aug. 12, both lanes will be closed. Access to parking will be available with the exception of the parking spaces directly in front of buildings 322 and 324. The closure will last about two weeks. Signs will direct traffic around the closure and drivers must use alternate entrances to the parking lots adjacent to Exchange Road. Garrison APG appreciates your continued patience. For more information call Linda Hogan, 410-278-5357.

Maryland Boulevard closed Aug. 9

Maryland Boulevard will be closed 7:30 a.m. to noon, Aug. 9, between Harford and Aberdeen boulevards for tree removal along the Ordnance Museum field perimeter to prepare to widen the road. During that time the traffic signals at the intersections of Maryland and Aberdeen Boulevards and Maryland and Harford will not operate. Traffic cones will be used to block access and flagger personnel will direct traffic at the intersections. Motorists can use Rodman Road and Harford Boulevard as alternate routes.

Shoulder work, Aug. 13 to Sept. 19

Recurring shoulder and lane closures will take place on Boothby Hill Road, Susquehanna Avenue and Frankford Street, 7 a.m. to 5 p.m., from Aug. 13 through Sept. 19. The closures will occur as needed for water and sewer lines to be installed for the C4ISR campus. Traffic control will consist of signs, traffic cones and flagger personnel.

Motorists are requested to use caution and courtesy and travel alternate routes to avoid the construction zones.

For more information, call Jerry Norris, DIO, 410-306-1159.



Photo by NEAL SNYDER, USAEC

Col. Maria R. Gervais receives the U.S. Army Environmental Command colors from Lt. Gen. Robert Wilson, commander of the U.S. Army Installation Management Command, as Gervais assumes command of the USAEC during a change of command ceremony at McBride Field July 29.

Gervais takes over Environmental Command during era of change

Story by
ALLI KARTACHAK
USAEC

Over the past 36 years, under various names and evolving missions, the U.S. Army Environmental Command has supported the Army's growing role as a world leader in environmental responsibility.

Change came again July 29, as Col. Michael P. O'Keefe passed command to Col. Maria R. Gervais

Lt. Gen. Robert Wilson, the Army's Assistant Chief of Staff for Installation Management and Commanding General of the U.S. Army Installation Management Command, presented the colors to Gervais on McBride Field at Aberdeen Proving Ground.

"With the ongoing transformation initiatives and the pace of military environmental activities Army-wide, I'm confident that Colonel Gervais' tour will be rewarding, challenging and exciting," said Wilson.

USAEC leads and executes environ-

mental programs across the Army and provides environmental expertise that enables training, operations, acquisition and sustainable military communities. It became a subordinate command under the Installation Management Command in October 2006, and the ceremony marked the first time USAEC's new colors have been used ceremonially.

Gervais, a chemical officer, is the 16th commander and the first woman to command USAEC or its predecessor organizations. She will be responsible for addressing environmental challenges that face the Army from issues such as base realignment and closure, unit stationing, transformation, installation cleanups and growth of the force while preparing the command for its BRAC 2005 directed move to Fort Sam Houston, Texas.

"My family and I are extremely proud to now be a part of the Army's environmental program," said Gervais. "This command will end one chapter in its history, and will

See GERVAIS, page 11

Director visits APG



Photo by YVONNE JOHNSON, APG NEWS
Russell Hall, director of the U.S. Army Installation Management Command-North East, second from left, exits a helicopter at the Plum Point helipad accompanied by, from left, Tim McNamara, deputy to the Aberdeen Proving Ground Garrison commander; Col. John P. Rooney, commander of the U.S. Army Aberdeen Test Center; Col. Jeffrey S. Weissman, APG Garrison and deputy installation commander and an aide during the director's tour of the installation July 29.



Army News

Mechanic platform answers technology needs of Soldier

Story by
ANDRICKA THOMAS
RDECOM Public Affairs

The days of standing on lug nuts or tires while repairing vehicles are coming to an end as the U.S. Army Research, Development and Engineering Command seeks solutions to the needs of Warfighter.

Presently, Army vehicles do not have a stable area for mechanics to stand, while accessing the vehicle's engine compartment for preventive maintenance checks and services. Consequently, this poses a potentially dangerous situation for the Warfighter.

"From working in the motor pools, Soldiers' boots may get slippery from mud, grease or oil," said Sgt. 1st Class Pico Silvio, Field Assistance in Science and Technology Team non-commissioned officer. "Soldiers may slip on lug nuts, tires or wherever they need to step and climb in order to gain access to the engine compartment to perform their duties."

With situations like this in mind, the RDECOM's FAST-Team answers the needs of the Warfighter by delivering rapid engineering solutions.

"RDECOM listens to the Warfighters in the field," said Command Sgt. Maj. Hector Marin, RDECOM. "That is the best way to come up with engineering solutions, ask the end user, our Soldiers."

The mechanic's platform is one of those solutions. The platform has one-step and is removable so it can be mounted on the tire of vehicles such as the MRAP vehicle.

"The success in RDECOM-FAST is that they have the ability to be on the ground to connect with the Warfighter," Marin said. "They [the FAST Team] close the gaps between the developers and Soldiers to best accomplish the mission."

The FAST team is compiled of a small team of engineers and military personnel in Iraq, who gather data from Soldiers about equipment from which they determine whether there are equipment improve-



Photo courtesy of U.S. ARMY
A Soldier mechanic steps off a mechanic platform prototype after performing vehicle maintenance. Mechanic platforms provide a safe place to stand and store tools during service.

ment needs.

"With this platform, mechanics and operators don't have to figure out a way to climb on each type of vehicle," Silvio said. "This standardizes the method in a safe and secure manor, eliminating the need to climb and jump off tires."

The platform does not touch the floor, which helps prevent accidents due to oil spillage and other liquids that could cause the mechanic to slip and fall.

The mechanic's platform is made of inexpensive off-the-shelf materials and the final design is expected to be reasonably priced, according to Steven Schehr, associate director for the Quick Reaction Cell at the U.S. Army Tank-Automotive Research, Development and Engineering Center, an RDECOM subordinate element located in Warren, Mich.

The initial concept for the technology originated from Camp Liberty's MRAP yard in Baghdad. The Joint Manufacturing and Technology Center at

Rock Island Arsenal in Illinois took the concept and developed and manufactured the lightweight, collapsible current prototype.

"We asked a local unit to fabricate six more models for us to assess and distribute to units throughout the base so we could get feedback from Soldiers to see if there was need for such a device," Silvio said.

After receiving more information detailing requirements for the vehicle mechanic platform, RDECOM's FAST Team got involved. FAST reached out to RDECOM subordinate elements to find a source for design and engineering resources for eventual mass production to make the platforms available to all Soldier and civilian mechanics working on large vehicles.

The TARDEC Quick Reaction Cell answered the call. It upgraded the design from the original theatre version making it even more lightweight, portable and inexpensive to produce, while keeping the safety of the user in mind, according to Schehr. As an added

safety feature, the engineers decided to extend the side hand rails, and make a height adjustable tool tray.

With minor design modifications, the platform could be used on other military vehicles by adjusting its size to fit different tires. Although there are some commercial products similar to the mechanic platform, none are as big, light and collapsible as the platform which is made to suit Soldier needs specifically, according to Silvio. The platform is light enough for one person to handle, set-up and remove. The device can be neatly tucked away on the vehicle using Velcro and pins.

"This prototype was made with the Soldier in mind," Silvio said. "Soldiers often come up with unique and simple solutions to everyday issues making the job more streamlined."

The first prototype is presently out for assessment with a local Baghdad unit that will provide the FAST team with feedback after using the platform for a designated period of time. That information will be forwarded to TARDEC and Program Manager Sets, Kits, Outfits and Tools, or PM-SKOT, for evaluation.

"Once all feedback is collected, the mechanic platform design will be updated and fabricated for safety testing and a full theatre operational evaluation," Schehr said.

The safety testing will be conducted at the U.S. Army Test and Evaluation Command before the final design is approved and the technology is sent to theatre. Following the full theatre operational evaluation, PM-SKOT, will work with Army Forward Support Brigades and FAST teams in theatre to identify units that need the platform.

"It is anticipated that all units requiring the platforms would be able to acquire one or be provided a platform by the PM," Schehr said. "Fielding timelines would be dependent on the receipt of funding, safety confirmation and the time it takes to award a production contract."

Soldier body armor was tested, general says

Story by
C. TODD LOPEZ
Army News Service

Despite reports to the contrary, the body armor being used by Soldiers today in Iraq has been rigorously tested.

During testimony before the House Armed Services Committee subcommittee on air and land forces, Lt. Gen. N. Ross Thompson III, military deputy to the acting Assistant Secretary of the Army for Acquisition, Logistics and Technology, told committee members that a misinterpretation of the Federal Acquisition Regulation had led some to believe body armor issued to Soldiers had not been properly tested before it was fielded.

"The Army has tested all of the body armor and all of the body armor that is issued to the Soldiers today has passed the rigorous test and it is the best body armor that is available in the world today; and I can say that without qualification," Thompson said. "Of all high-priority programs, force protection is our number one priority."

Both Thompson and Lt. Gen. Stephen M. Speakes, deputy chief of staff, G-8, met with lawmakers April 10 to discuss Army acquisition programs and strategy. The two discussed such issues as equipping the Reserve component, Army transformation and Future Combat Systems.

Lawmakers asked what the Army is doing to ensure Soldiers in the Army National Guard and Army Reserve are equipped at the same level as the active-duty Army. Speakes said the Army has recognized the importance of the reserve components and takes seriously the requirement to equip them.

"Those are two key components of our force that are never more important than they are today," he said. "We count on them from the stance of homeland defense and as part of our operational force."

The general told congressmen that the Army has developed plans to eliminate "evil" practices of the past, such as the cascading of used but serviceable equipment from the active component into the reserve.

"That was a negative practice for a bunch of reasons," he said. "We now send new equipment to whatever unit is in the transformation process or is getting ready to go to war. It treats everybody equally in regard to their access to equipment."

In submitted testimony, Speakes said the Army has made "historic strides" in improving the quantity and quality of equipment provided to reserve components. The Army will field more than 518,000 items to the Army National Guard and Army Reserve during a two-year period that began in January. That represents some 46 percent of all Army distributions, he said.

"The equipment they are receiving is materially improving the capability of the Army Guard to conduct Homeland Security and Homeland Defense missions," he said.

Speakes also said Army transformation to the modular design creates a single standard for all components of the service.

"We now have one measuring stick to use for everybody," he said.

Completion of that modernization, across the entire Army, is expected by 2013.

By 2011, the Army expects to field "Spin Out 1" of Future Combat System technology. That technology includes the Non-Line of Sight Launch System, Urban Unattended Ground Sensors, Tactical Unattended Ground Sensors, and FCS Network Integration Kits for Abrams, Bradley and 'Humvee' [high mobility multi-purpose wheeled vehicle] platforms.

Those systems, said Thompson, are key to the Army's transformation efforts.

"We are a high technology Army and we have a comprehensive strategy to modernize," he said. "Our FCS ... is the foundation of our Army transformation and really the cornerstone of the Army's future modular force."

Transition team experience makes officers competitive for promotion

Story by
C. TODD LOPEZ
Army News Service

The chief of staff of the Army recently acknowledged the importance of service by Army officers on military transition and provincial reconstruction teams in Iraq and Afghanistan.

"Soldiers that serve on our transition teams and our provincial reconstruction teams are developing exactly the type of knowledge, skills and abilities that are vital for our Army to be effective in an era of persistent conflict," said Gen. George W. Casey Jr. in a recent memo.

The general backed up his words by instructing the boards who review officer records for promotion or for selection to command to consider service on TTs or PRTs as

equivalent to other branch-specific "key developmental" positions such as battalion operations or battalion executive officer.

The move both recognizes the importance of transition team service and helps alleviate concern on the part of some majors that a tour of duty within a transition team might adversely affect the career path they have charted for themselves, said Lt. Col. Steve Warren, a career manager with the U.S. Army Human Resources Command.

"There is hesitance in the field about going on TTs because officers are nervous that the time they spend on TTs is time away from their basic branch, and that this will then disadvantage them from promotion," he said. "This message removes that."

As a result of the chief of staff's directions, past and present officers who served 12 months as a major on a transition team or provincial reconstruction team will be recognized by future selection boards to have spent time in a key and developmental position that broadened them outside their normal basic branch of assignment.

"Depth of experience is good, but the chief of staff is now communicating that breadth is important, and a TT or PRT is the exact type of broadening experience we desire for our officers," said Col. Jeff Lieb, chief of the Maneuvers, Fires And Effects Division. "As always, an officer's performance in critical jobs is more important than quantity of time spent in KD jobs."

By recognizing the importance

of transition teams and the skills officers develop while serving on them, the Army hopes to build a more seasoned, capable and diverse officer corps that is better prepared for combat in future operations, said Casey.

"The tasks associated with transition teams, from direct combat to stability operations, will be a major part of full spectrum engagement in theaters of interest now and for the foreseeable future," he said. "I want to ensure that the officers that lead these teams are recognized and given the credit they deserve."

The chief of staff's message also adds transition team command slots to the list of potential positions to be filled by lieutenant colonels on a Centralized Selection List. The command bil-

lets of as many as 35 transition teams have now been identified.

"Because the success of these teams requires our best leaders, I have directed the Army Human Resources Command to award Centralized Selection List credit for lieutenant colonels serving specifically in the TT Commander positions who have direct leadership responsibility for a training/transition team," Casey said.

To comply with his directions, a new CSL sub-category called "Combat Arms Operations" is being created. The sub-category is open to eligible maneuver, fires and effects officers as well as foreign area officers. The sub-category will come under the Operations category and will be effective with the fiscal year 2010 CSL in September.

APG News

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APG honors three retirees in July



Lt. Col. Troy L. Nellans

Story by
YVONNE JOHNSON
APG News

Two Soldiers and one civilian ended their careers before Family and friends during the July retirement ceremony at Top of the Bay July 30.

The honorees included Lt. Col. Troy L. Nellans and Lt. Col. Erik N. Parker of the U.S. Army Evaluation Center and Douglas L. Conley of the Aberdeen Proving Ground Garrison's Directorate of Family, Morale, Welfare and Recreation.

Col. Jeffrey S. Weissman, APG Garrison and deputy installation commander, hosted the ceremony assisted by Garrison Command Sgt. Maj. Pedro Rodriguez.

Chaplain (Maj.) Young Kim presented the invocation, offering thanks for the retiree's "selfless service."

"May you bless them with long lives to enjoy the fruits of their labor," Kim said.

The AMC Band brass quintet, led by Staff Sgt. Luis Ortiz, provided music for the ceremony.

After presenting awards, Weissman offered individual praise for the retirees.

"Thank you for joining us today as we honor three special people who are retiring after nearly one hundred years of service to our country and our Army," Weissman said.

"What you have accomplished during your careers allows the country that was formed with our Declaration of Independence to continue into the twenty-first century," he told the retirees. "You can look back at your careers and feel pride in your hard work and personal sacrifices knowing that your contributions played a significant part in our Army's successes and achievements."

He thanked Nellans and Parker for their years of dedicated service to the nation, the Army and to APG. Com-



Lt. Col. Erik N. Parker

menting that Conley "is one of our own," he added his thanks for his 50 years of dedicated service.

"You will always be a part of the APG Family and we hope you will always feel welcome at this installation that you so selflessly supported," Weissman said.

Lt. Col. Troy L. Nellans

Nellans was awarded the Legion of Merit, the Department of the Army Certificate of Retirement and the Presidential Certificate of Appreciation. His wife, Laurie, received the DA Certificate of Appreciation.

A native of Dover, Del., Nellans entered the Army in 1984. He ends his career as a military evaluator/ATEC Systems team chair with the U.S. Army Evaluation Center after 24 years of service. During his career he served as platoon leader, executive officer, battalion maintenance officer, assistant operations officer and personnel officer. He supported the ROTC program as assistant professor and professor of Military Science at Millersville University and during his deployment to support Operation Iraqi Freedom he served a brigade military transition team executive officer and deputy commanding officer trainer.

His awards include the Bronze Star Medal, Meritorious Service Medal, Army Commendation and Achievement medals and the Iraqi Campaign Medal.

Nellans and his wife have three sons, Ryan, Tyler and Andrew. He said his retirement plans include continuing his work with AEC as a civilian. He thanked his Family for their support and dedicated his career to his father who he said was shot down over Vietnam in 1967 and remains Missing in Action.

"I came in the service because of him," Nellans said. "It's been very important to me to serve and



Douglas L. Conley

to look out for Soldiers. I also want to thank all the [noncommissioned officers] who game me guidance and leadership."

Lt. Col. Erik N. Parker

Parker was awarded the Legion of Merit, the DA Certificate of Retirement and the Presidential Certificate of Appreciation. His wife Myong received the DA Certificate of Appreciation.

Parker was born in Amherst, Mass. He ends his career as deputy director for the Integrated Logistics Support Directorate, U.S. Army Evaluation Center after 22 years of service. Along with platoon leader and company commander, his past positions include Joint and Multi-national Logistics Officer, U.S. Forces Japan; executive and plans officer, U.S. Army Europe; and port operations officer, Izmir, Turkey.

His awards include the Joint Meritorious Unit Award, Defense Meritorious Service Medal, Joint Service Achievement Medal and the Army Meritorious Service, Commendation and Achievement medals as well as the Humanitarian, Southwest Asia and Global War on Terrorism service medals.

Parker and his wife Myong have one son, Brian. He enjoys exercise, outdoor activities, history and travel. His retirement plans include obtaining a job in the local area and continuing to serve Army Soldiers.

Douglas L. Conley

Conley was awarded the DA Commander's Award for Civilian Service and DA certificate of retirement and appreciation. His wife, Diane, received the APG Certificate of Appreciation.

Conley retires as the chief of the Support Services Division, DFMWR after 50 years of service. Conley was born in Wausau, Wisc. He entered the Army

National Guard in 1957. After serving with the Colorado National Guard he enlisted in the Regular Army until his retirement at the rank of sergeant major at APG in 1988. After his retirement he began his civilian career as a Non-appropriated Fund employee for the MWR Fund as the chief, Services Division, Directorate of Personnel and Community Activities. In 1991 he received an appointment as a government civilian and served in that position until 1996 when he was selected to lead the Support Services Division, DCFA.

His awards include the Commander's Award for Civilian Service while serving as Chief, Support Services Division.

Conley and his wife live in Fallston with their pet Scottish Terrier, Lucky Sherlock McTavesh. His plans for retirement include serving the veteran community as a volunteer.

"APG has been my Family," Conley said. "It's been a great place to work

with good people to work for and with.

"It's all about the Soldiers," he added. "We

wear civilian clothes but we work for the Soldiers. Without them, we don't have a job."



Understanding retaliation

Story by

**CAPT JULIE
WORTHINGTON**
OSJA

Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1967, and the Rehabilitation Act of 1973 prohibit an employer from taking adverse action or harassing an employee based on the employee's protected activity or opposition to discrimination.

A retaliation claim usually results after an employee files a charge of discrimination or opposes a discriminatory practice and then within a short time frame receives an adverse action.

The laws aim to prevent employees and agencies from deterring future protected activity by prohibiting adverse actions based on employees' protected activity.

Who do the laws protect?

The law protects anyone who has filed a charge of discrimination, par-

ticipated in the Equal Employment Opportunity process such as a witness, or opposed discrimination in the workplace.

A covered individual is not a "whistleblower" who raises concerns relating to non-discriminatory issues, such as fiscal, ethical and/or safety issues.

These individuals are not covered by the laws the Equal Employment Opportunity Commission enforces. A "whistleblower" who has been retaliated against because they have raised issues relating to fiscal or safety matters should contact the Office of Special Counsel.

What is an adverse action?

An adverse action is any type of action that is taken to discourage employees from opposing discriminatory practices or engaging in protected activities. An adverse action may be a suspension, demotion, discharge, negative performance evaluation or denial

of a promotion. An adverse action does not include negative comments or actions that are justified because of an employee's performance or work history.

What is considered a protected activity?

A protected activity is when an employee files a charge of discrimination, serves as a witness in an Equal Employment Opportunity investigation or hearing, requests a reasonable accommodation for a disability or religious reason or opposes discrimination in the workplace.

What does it mean to oppose discrimination?

Opposition is when an employee, in good faith, believes that their employer is engaging in prohibited discrimination and informs the employer of their belief. Examples of opposition include complaining to a co-worker or supervisor that you or another employee was discriminated against, or threatening

to file a charge of discrimination. The opposition can be verbal or written such as an e-mail.

Employees who file discrimination charges are not invincible. Employees who have filed a claim of discrimination or participated as a witness in the EEO process are still required to perform their jobs and may be given poor performance ratings for not doing so. Additionally, an employee who has participated in a protected activity may still be disciplined for misconduct.

For more information on this topic, see the Equal Employment Opportunity Commission Web site, www.eeoc.gov.

For more information, contact the Office of the Staff Judge Advocate, 410-278-1490 or the Equal Employment Opportunity Office, 410-278-4764.

(Editor's note: All information compiled for this article is found at <http://www.eeoc.gov/types/retaliation.html>.)

Bush signs new military tax breaks into law

Story by

RICK MAZE
Air Force Times

A military tax bill containing a combination of new tax benefits and the extension of existing benefits was signed into law June 17 by President Bush.

The Heroes Earnings Assistance and Relief Tax

Act of 2008, or HEART Act, includes a provision allowing military Families to receive the \$600-person economic stimulus rebate even if a spouse does not have a Social Security number.

Also, through the law:

- Survivors of people who die on active duty are now allowed to put all or

part of death gratuity payments into a tax-deferred savings or retirement plan, even if this puts them over the annual limit for contributions.

- Mobilized National Guard and reserve members may make penalty-free withdrawals from their personal retirement plans, which especially helps those with financial troubles caused by military service.

- Guard and reserve members who contribute to an employer-provided flexible spending account can get refunds of contributions at the end of a calendar year, rather than lose the money, if they have been mobilized, since mobilizations could interfere with their ability to spend money as expected.

- Small businesses employing Guard and reserve members may receive a \$4,000 tax credit to make up salary differences for employees who are mobilized for military duty.

- When calculating aid for military Families, the Social Security Administration will not use combat-related pays to disqualify a Family for disability or health benefits.

- * California, Texas and other states with their own home loan programs would be able to provide loans to newly discharged service members, something that was not previously allowed because of bond-related issues. Rep. Susan Davis, D-Calif., chairwoman of the House Armed Services personnel panel, who pushed for the change, said this is an important update in law.

"Those returning from Iraq and Afghanistan will now have greater opportunities to purchase homes, especially in California's high-cost real estate market," Davis said.

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Community Notes

FRIDAY

AUGUST 8 VOLUNTEERS NEEDED FOR LIVING FLAG

The American Flag Foundation and the Cal Ripken Baseball World Series Opening Ceremony needs volunteers to bring to Harford County the First Living American Flag, 7 to 10:30 p.m., at Cal Ripken Sr.'s Yard. Participants should arrive at 6 p.m. at the softball fields to the right of the Courtyard Marriott hotel.

For more information, to register or to participate in the Living American Flag, visit www.americanflagfoundation.org.

MARGARITA NIGHT

The Chesapeake Heritage Conservancy, Inc. will offer Margarita Night, 7 to 9 p.m., on the Skipjack Martha Lewis. Tickets cost \$40 per person (21 years of age or older). The historical dredger will cruise around the Susquehanna Flats area as margaritas are served and Jimmy Buffet tunes play. Also includes light refreshments and beer. Credit cards are accepted.

For more information or for reservations, call 410-939-4078.

MONDAY

AUGUST 11 STORYTIME CRUISE

The Chesapeake Heritage Conservancy Conservancy, Inc. will offer a Storytime Cruise, 6:30 to 8 p.m., on the Skipjack Martha Lewis. Tickets cost \$10 per person, for ages 3 to 8. Enjoy a sail accompanied with children's stories and snacks. Reservations are required.

For more information, for reservations or to purchase tickets, call 410-939-4078.

WEDNESDAY

AUGUST 13 SUNSET CRUISE

The Chesapeake Heritage Conservancy, Inc. will offer a Sunset Cruise, 7 to 9 p.m., on the Skipjack Martha Lewis. Tickets cost \$25 for adults and \$15 for children under age 10. The ship will cruise around the Susquehanna Flats and upper Chesapeake Bay. Reservations are required. For more information, reservations, call 410-939-4078.

SATURDAY

AUGUST 16 BOORDY WINE CRUISE

The Chesapeake Heritage Conservancy, Inc. will offer a Boordy Wine Cruise, 7 to 9 p.m., on the Skipjack Martha Lewis. Tickets cost \$40 per person (21 years of age or older). The ship will take a 90-minute cruise around the Susquehanna Flats area with wines from Boordy Winery, cheese, fruit, beer and sodas. A representative from Boordy will be onboard to tell about the wines, the winery and to answer any questions. Reservations are required. For more information or for reservations, call 410-939-4078.

SUNDAY

AUGUST 17 ALL DAY BINGO

American Legion Susquehanna Post 135 located on 300 Cherry Street, Perryville, will hold All-Day Bingo, 12:30 p.m. Doors open 11 a.m., early bird games 11:45 a.m. Cost is \$25 per person and includes 50 games (all paper cards), meal and free coffee. A 50/50 raffle will be held for early birds. Players have a chance to win a \$300 jackpot. No one under 18 years of age is allowed in the Bingo Hall.

No smoking is allowed.

For more information, call 410-642-2771.

FAMILY NIGHT ON THE BAY

The Chesapeake Heritage Conservancy, Inc. will offer Family Night on the Bay, 5 to 7 p.m. Treat the Family to a night on the Bay on the Skipjack Martha Lewis with pizza, beverages and water ice. Reservations are required. Cost is \$10 per person.

For more information, call 410-939-4078

WEDNESDAY

AUGUST 20 AFTERNOON TEA

The Chesapeake Heritage Conservancy, Inc. will offer an Afternoon Tea Cruise, 2 to 3:30 p.m., on the Skipjack Martha Lewis. Tickets cost \$35 per person. Finger sandwiches, scones and savory desserts will be served. Reservations are required.

For more information or to make a reservation, call 410-939-4078.

BOORDY WINE CRUISE

The Chesapeake Heritage Conservancy, Inc. will offer a Boordy Wine Cruise, 7 to 9 p.m., on the Skipjack Martha Lewis. Tickets cost \$40 per person (21 years of age or older). The ship will take a 90-minute cruise around the Susquehanna Flats area with wines from Boordy Winery, cheese, fruit, beer and sodas. A representative from Boordy will be onboard to tell about the wines, the winery and to answer any questions. Reservations are required. For more information or for reservations, call 410-939-4078.

SATURDAY

AUGUST 23 BASKET BINGO

Basket Bingo to benefit

the Port Deposit Heritage Corporation will be held at VFW Post 8185, Route 222, Port Deposit. Doors open at 6 p.m., bingo starts at 7 p.m. Tickets cost \$12 per person for all paper cards. Food, beverages, baked goods, door prizes and raffles will be available. No smoking is allowed.

For more information or to purchase tickets, call Anne Gibson, 410-378-3338 or Joane Bierly, 410-378-3320.

WEDNESDAY TO SUNDAY

SEPTEMBER 3 TO 7 OUTWARD BOUND WAR VETERANS EXPEDITION

Outward Bound Wilderness offers veterans expeditions for those who served in Afghanistan and Iraq.

Course Number CEC910 expedition will be held in Leadville, Colo., and includes backpacking and rock climbing in the Colorado Rockies. Under this program, all Operation Enduring Freedom and Operation Iraqi Freedom veterans, including current and former members of the Active and Reserve Components of the United States military, are eligible to participate. It doesn't matter what current military status is (active, inactive, discharged, retired) as long as Soldiers deployed in support of OEF or OIF combat operations while in the military.

For more information or to call an admissions advisor, call 866-467-7651, 8 a.m. to 5 p.m., MST, or visit http://www.outwardboundwilderness.org/email_us.html.

(Editors Note: More calendar events can be seen at www.apgnews.apg.army.mil under Community Notes.)

POST SHORTS

CPR, AED classes available

Aberdeen Proving Ground Fire and Emergency Services is offering CPR and automated external defibrillator classes on APG.

Two classes will be held 9 a.m. to noon and 1 to 4 p.m., the third Wednesday of each month.

In the Edgewood Area, classes will be held at the Gunpowder Club, building E-4650 in the Osprey Room, on Aug. 20, Oct. 15 and Dec. 17.

In the Aberdeen Area, classes will be held at the Post Theater Sept. 17 and Nov. 19.

Class size will be limited to 30 participants and will be filled on a first-come-first-serve basis. Pre-registration will be required.

For more information or to register, call Raymond Campbell, 410-306-0566, or e-mail Ray.Campbell@apg.army.mil.

Free Home Ownership Workshops

Army Community Service will offer free Home Ownership Workshops, 1 p.m. every Thursday, from Aug. 21 through Sept. 25 at ACS, building 2754, Rodman Road. Participants may sign up for any scheduled classes: Aug. 21, 28; Sept. 4, 11, 18 and 25.

These free educational workshops are designed to guide military Families and DA civilian employees through most of the financial and administrative hurdles of purchasing or selling real estate.

Topics of Discussion include Learn Effective Ways To Buy and Sell Real Estate; New and Exciting First Time Buyer Programs; The Four Keys to Home Ownership; Competing Successfully in Today's Market; Breaking Through the Down Payment Barrier; The Home Financing Process, Selecting an Area; and more.

For more information or to register, call the Relocation Readiness Program staff, 410-278-2464/7572.

FEW Membership Tea

The Aberdeen Proving Ground chapter of Federally Employed Women will host a membership tea for present and new members 2:30 to 6:30 p.m. at the home of Jareta Coyle, Aug. 27.

For more information and directions contact Coyle at 410-278-3810 or Suzanne Schultz, 410-278-9514.

FWP Women's Equality Day

The Aberdeen Proving Ground Federal Women's Program (FWP) will

observe its annual Women's Equality Day awards program 10 a.m. at the Ball Conference Center, building 3074, Aug. 26. The event will honor the outstanding woman of the year, supervisor/manager of the year and the organization most supportive of FWP efforts.

For more information call Diane Siler, 410-436-2681.

Free relationship enhancement workshop

The ACS Family Advocacy Program has scheduled a Prep Relationship Enhancement workshop, 6 to 8 p.m., Thursdays, from Sept. 25 through Oct. 23. Classes offer couples practical skills and tools to enhance their relationship. Workshops include communication skills, hidden issues, expectations, dealing with stress, problem solving, sensuality and sexuality, and overall relationship goals. Classes provide couples with ways of gathering essential tools to enhance their relationship. Adult couples are invited to attend. Classes are interactive, educa-

tional, fun filled. Seating is limited.

For more information or to register, call 410-278-2435/7478, e-mail Lynda.Fernandez@us.army.mil.

Child care for military Families

The Military Fee Assistance Program has off-post, licensed child care for military or DoD Families assigned to Fort Meade, Fort Detrick, Walter Reed or Aberdeen

Proving Ground. Child Care Military Services is a program of the Maryland Committee for Children, Inc.

For more information, call LOCATE: Child Care Military Services, 1-800-999-0120.

Phone number for Wildlife and Marine changes

The new telephone number for the Wildlife,

Marine and Environmental Law Enforcement Office in the Edgewood Area is 410-436-6181.

Thrift Shop holds \$1 bag sale in August

The Thrift Shop will hold a \$1 bag sale in August for all items displayed in the parking lot.

The shop will be closed Aug. 2 and Sept. 6.

For more information,

call 410-272-8572 during store hours: Wednesdays, 11 a.m. to 6 p.m., Thursdays 10 a.m. to 2 p.m. and 10 a.m. to 1 p.m. the first Saturday of the month.

Consignments are taken 11 a.m. to 1 p.m. and 4:30 to 5:30 p.m. on Wednesdays and 10 a.m. to 1 p.m. on Thursdays.

(Editors Note: More Shorts can be seen at www.apgnews.apg.army.mil under Shorts.)

Chapel News

Worship schedule

Aberdeen Area

Main Post Chapel, building 2485

Catholic

Confession 8 a.m.
Sunday mass 8:45 a.m.

Protestant

Worship 10:15 a.m.

Gospel

Sunday School 11 a.m.
Worship service noon

Edgewood Area

building E-4620

Catholic

Confession 10 a.m.
Sunday mass 10:45 a.m.

Protestant

Worship 9:15 a.m.

For more information, call 410-278-4333.

APG Outdoor Journal

Commentary - Bald and goldern eagle update



Photo by GEORGE "BART" ROBERTS, APG WILDLIFE & MARINE LAW ENFORCEMENT

By
BILL ARMSTRONG
APG Wildlife and Marine Law
Enforcement Division

Remember the research project we were doing last year with the College of William and Mary and the U.S. Fish and Wildlife Service, when we were trapping and banding bald eagles at APG? Ever wonder where they went? Well, according to latest satellite data we have, fourteen of those majestic birds are now "living the good life" way up in Canada, where the fishing is good and it's nice and cool this time of year!

And the two golden eagles, you ask, "What happened to them?" Well, when they left here, they "got out of Dodge" as some would say, making a bee-line straight north almost 1600 hundred miles, heading for the peace and quiet of northern Quebec! As some of the old-timers back home might say, "Now, that's a fer piece!" Recent GPS positioning data indicates that both of the birds made their way separately up to the Hudson Bay region, which has kind of amazed everybody involved in the study. "We had no idea that the golden eagles would travel that far north. We've never seen any data to indicate there might be a golden eagle population up that far," commented Libby Mojica, from the College of William and Mary. "And what

is also very interesting is the fact that the majority of those eagles during their migration north navigated through a narrow twenty mile wide corridor just north of Montreal. That's some important stuff," she continued, "especially for science and the future industrial development up there. Right now the scientific community is concerned with the development of wind farms up that way which will generate electricity for the region. This is the kind of data that may help in the decision making process."

All in all it appears from the data collected thus far that APG is an important piece of real estate when it comes to the continued recovery of our nation's grand symbol

For those of you who might be interested, some of the video footage taken during the eagle trapping effort last winter was truly remarkable. As part of the summer activities program being sponsored by the Maryland Department of Natural Resources, Parks Division, a special series of presentations on the trapping and banding effort at APG has recently been featured at the Day's Cove Nature Center by the staff of the Gunpowder Falls State Park. The videos and a collection of still photographs taken by APG Wildlife Officer George Roberts

are the focal points of the presentation... On Aug. 16 (10 a.m. to 11:30 a.m.) the last in this highly informative and fascinating series will be presented at the center, and take my word for it, if this session is anything like the two previous ones, it will probably be standing room only. In addition, on the 16th, those attending the presentation will be able to view "up close and personal" an adult Bald Eagle, and be invited to take a short walk with one of the naturalists to learn more about the habits and the habitat of this awesome bird. If I have to say so myself, it's a well put together presentation and well worth the little bit of effort it takes to get up off'n your couch and make your way down to the Day's Cove Nature Center.

The presentation is being offered free of charge, but pre-registration is required. For additional information or reservations, you might want to give the Gunpowder Falls State Park a call @ 410-592-2897.

A bit of information for those of you who enjoy fishing for rockfish...I was talking to a friend of mine the other day who's been fishing the Tolchester lumps just across the Bay from APG. He told me he's been using cut-up alewives for bait, and doing right well on a moving tide, with rockfish up to 35 inches.

CAC

From front page

their cards until 30 days prior to their expiration."

Changes to DEERS/RAPIDS will not effect the current process of obtaining the DA Form 1602 Civilian ID Card. These cards are generally issued to those employees who do not require computer access. This office, located in building 4305, room 145 will remain open during the system upgrade.

As a means of increased card security, DEERS will require the scanning of two forms of identification before issuing a new ID card, he added.

Examples of acceptable forms of photo Ids are U.S. military ID cards, driver's licenses or ID cards issued by a state or outlying possession of the United States

or a U.S. passport. Customer service representatives cannot accept identification that has expired, Mehlbaum said.

Additional forms of identification include U.S. Social Security cards, voter's registration card, original or certified copy of a birth certificate issued by a state, county, municipal authority or outlying possession of the U.S. bearing an official seal, certification of birth abroad issued by the Department of State and U.S. citizen ID card.

This requirement applies to all individuals seeking to have any military ID card.

These changes, along with the installation of new updated encryption equipment will serve to further enhance the security of personal information stored on the CAC card as well as provide increased security in areas where the CAC is used for entry control.

For more information regarding CAC requirements contact the APG ID card section at 410-306-2353/2389/2404/2348.

ID card office closure

The APG CAC/ID cards office, located in building 4305, first floor, will be closed Aug. 25 thru Aug. 27 for software upgrades. Documentation requirements will change for those requiring new CAC or military identification cards. See next week's APG News for information about the new documentation requirement. These changes will not affect current CAC/ID cards until they expire.

The following Maryland Identification Card facilities will be available for those APG customers requiring assistance while the APG office is closed.

- Fort George G. Meade 301-677-9568
- National Guard Headquarters, Baltimore, 410- 702-9050
- Air National Guard, 175th Wing, Baltimore, 410-918-6698

Customers should call ahead first to ensure prompt service.

The APG office will reopen Aug. 28. For more information, call 410-306-2348.



GRAT helps field ID hazards, controls

Story by
CHRIS FRAZIER
U.S. Army Combat Readiness/Safety Center

The newest tool in the Army's arsenal of safety products, the Ground Risk Assessment Tool, facilitates the process of identifying accident hazards and controls for a variety of ground operations and off-duty activities.

GRAT was designed to aid in mitigating risk by reinforcing the five-step composite risk management process. Brig. Gen. Bill Forrester, director of Army Safety and commanding general of the USACRC, said the new tool, coupled with CRM, is critical to making sound risk decisions at all levels of leadership.

"Using GRAT in concert with the military decision-making process will help Army leaders achieve success in their missions

and make safety an integral part of their planning processes," Forrester said.

GRAT, which replaces the Army Management Information System-1 or ASMIS-1 Ground Tool, consists of five parts, that include daily accident statistics; accident vignettes; current accident summaries; resources such as Army regulations, training circulars, field manuals and other guidance related to the mission or task; and an automated interactive CRM worksheet that is based on user input and selection of existing hazards and controls. Its easy-to-use information allows the user to save, e-mail or print a CRM worksheet (DA Form 7566).

USACRC Command Sgt. Maj. Tod Glidewell said GRAT is unique because it will continuously be updated with current, relevant information from units

throughout the world.

"Using this tool allows leaders to save time, learn from others' mistakes and incorporate risk management throughout the military decision-making process," Glidewell said.

Glidewell believes GRAT will prove a valuable set for leaders and Soldiers.

"The Army's mission is complex and the current operating environment challenges Soldiers with unique risks daily," Glidewell said. "Empowering Soldiers and leaders to reduce accidental loss and injury by incorporating CRM into mission planning through the use of this tool is a practice that can significantly increase combat power."

For more information about the Ground Risk Assessment Tool, visit <https://crc.army.mil/grat/>.

Composite Risk Management Process

CRM Matrix

SEVERITY	HAZARD PROBABILITY				
	Frequent A	Likely B	Occasional C	Seldom D	Unlikely E
Catastrophic I	EXTREMELY HIGH	EXTREMELY HIGH	EXTREMELY HIGH	EXTREMELY HIGH	EXTREMELY HIGH
Critical II	EXTREMELY HIGH	EXTREMELY HIGH	EXTREMELY HIGH	EXTREMELY HIGH	EXTREMELY HIGH
Marginal III	EXTREMELY HIGH	EXTREMELY HIGH	EXTREMELY HIGH	EXTREMELY HIGH	EXTREMELY HIGH
Negligible IV	EXTREMELY HIGH	EXTREMELY HIGH	EXTREMELY HIGH	EXTREMELY HIGH	EXTREMELY HIGH

Please direct your questions, comments or suggestions to the Ground Task Force at AssessmentTool@crc.army.mil.

GRAT

GROUND RISK ASSESSMENT TOOL

<https://crc.army.mil/grat>

ARMY SAFE IS ARMY STRONG

LEAVE DONATIONS

To participate in the Voluntary Leave Program, use forms OPM 630, Application to Become a Leave Recipient Under the Voluntary Leave Transfer Program; OPF 630-A, Request to Donate Annual Leave to Leave Recipient Under the Voluntary Leave Transfer Program (within agency); and OPM 630-B, Request to Donate Annual Leave to Leave Recipient Under the Voluntary Leave Transfer Program (outside agency). For more information, call Sabre Harper, 410-278-8963, or e-mail sabre.harper@usag.apg.army.mil.

Employees eligible for donations in the Voluntary Leave Transfer Program

Donald Adamson	Wayne Doyle	Glenn Kresge	Steven Sadler
Neoma Amberman	Lisa Foust	Coby Lantry	Gloria Scott
Angela Barnett	Rita Fowler	Joyce Mauldin	Barbara Seker
Karen Blades	Miriam Garcia	Frantz Midy	Donna Sexton
William Bond	Betty Genuardi	Karen Milton	Algie Shaw
Debra Bonsall (daughter has brain tumor)	Hester Hayes	Cheryl Mitchell	Mark Shipman
Jeanie Bowman	Jerome Hesch	Marie D. Nowak	Melvin Showell
Jane Calahan	Linda Hindman	Dorothy Nowak	Willie Stevenson
Donna Cianelli	William Horn	Cindy Orwig	Angela A. Taylor
Joyce Clark	Sinclair Joe	Adrienne Pearson	Carrie Theiss
George Colletta	Mollie Kilby	Michael Querns	Mary Wade
Barbara Crossley	Dana Kirkley	Judith Ratledge	Charles Young
John Daigle	Beverly King (caring for husband)	Carolyn Reedy	Barbara Zenker
Liesolette Dorsey	Paul Kuwik	Reta Reynolds	

Gervais

From front page

open another in San Antonio."

Gervais joins USAEC as a brigade-level commander with extensive operational experience. In her distinguished, 21-year career, she served with the 11th Chemical Company as a platoon leader and executive officer during Operations Desert Shield and Desert Storm. She was also the company commander of the 101st Airborne Division's Headquarters and Headquarters Company and its Aviation Brigade chemical officer.

She deployed to Turkey with the 21st Theater Support Command as a logistical planner during Operation Iraqi Freedom. At Fort Leonard Wood, Gervais commanded the 82nd Chemical Battalion and served as the chief of staff of the U.S. Army Chemical School and Maneuver Support Center. Just prior to taking command of USAEC, she graduated from the Army War College.

Gervais has received many awards and decorations some of which include the Meritorious Service Medal (with eight oak leaf clusters), the Joint Service Commendation Medal (with two oak

leaf clusters), the Southwest Asia Service Medal (with three bronze service stars), the Parachutist Badge, and the Air Assault Badge.

She holds a Bachelor of Science degree in biology from Lander College, a Master of Military Science from the United States Army War College, and a Master of Arts in human resources from Webster's University.

O'Keefe, who holds a Ph.D. in chemistry, moves on to become the Deputy Director for Research and Development for the Defense Threat Reduction Agency at Fort Belvoir, Va.

"A while ago, Lt. Gen. Wilson said to me, 'what a great time to be a leader in the Army with all the change and transformation that is happening.' I agree. It really has been exciting for me," O'Keefe said.

Under O'Keefe's leadership, USAEC staff employed innovative technologies and business practices to complete the environmental cleanup of 27 installations and 352 installation restoration program sites, reducing potential hazards to and improving the quality of life of Army communities. He ensured the application of new processes for more than 35,000 Army properties to comply with the National Historic Preser-

vation Act that saved more than \$25 million.

"Colonel O'Keefe never lost sight of what was important and kept AEC focused on installation and Army priorities," Wilson said.

O'Keefe's contributions to Soldier readiness included increasing training range availability while decreasing operations and maintenance cost through the use of innovative range and unexploded ordnance clearance technologies. He also led an aggressive Army Compatible Use Buffer Program that directly protected more than 33,000 acres of training land outside of 23 Army installations by leveraging \$62 million in non-military contributions.

"It made me proud to be part of such a large organization that takes care of Soldiers and their Families," O'Keefe said.

Units supporting the change of command ceremony included: the U.S. Army Materiel Command Band directed by Chief Warrant Officer 4 Frederick Ellwein, the U.S. Army Ordnance Center and School Salute Battery led by Chief Warrant Officer 4 Fitzaleert Gordon and Staff Sgt. Lawrence Weber, and the U.S. Army 22nd Chemical Battalion (Technical Escort) Col- or Guard led by Staff Sgt. Jeremy Harrington.

Vanpools could become look of the future at APG

Story and photo by
YVONNE JOHNSON
APG News

Other communities have been doing it for years and now Aberdeen Proving Ground has joined the timely movement to conserve gas and energy by vanpooling.

The first Vanpool on APG began in July and organizers are hoping more will follow.

Vanpools are groups of 5 to 15 people who commute together on a regular basis in a full-size van or minivan.

The program allows for a monthly compensation of up to \$115 for those willing to park their cars and ride in a van with other co-workers.

Paul Josephson, an environmental engineer with the U.S. Army Environmental Command is the Aberdeen Proving Ground liaison for APG employees looking to vanpool. Josephson said the advantages are both environmental and financial.

Federal employees, including active duty military and some non appropriated fund personnel can qualify for the federal subsidy," he said.

"A lot of people discover that it pays for the van pool cost," Josephson said.

Vans can be rented or leased from Van Pool Services, Inc. (VPSI) or participants can buy their own," Josephson said.

He said that APG is a late-comer to vanpooling which is popular in the Washington, D.C. and Fort Meade areas.

"There are ten or twenty vanpools in the D.C. area alone and an air force base out in Utah has forty," Josephson said. "It's



Sgt. 1st Class Wayne Parker, left, Spc. Daniel Ramos, center, and Sgt. Mark Facticeau, right, of the Maryland Army National Guard, pose at their Weide Airfield work site with the VPSI van they and three others commute to and from work in under the state and federally funded vanpool program. They have the first vanpooling group on Aberdeen Proving Ground.

definitely something that can work out for folks. It's just a matter of getting the information out to them."

Patricia Fielder is the rideshare and community resources coordinator for the Harford County Department of Community Services, community development division located in Bel Air. Fielder said the office is making a "concerted effort" to inform commuters of their options in light of rising gas prices, ongoing APG construction and the anticipated influx of thousands of more workers due to baser realignment and closure moves.

She said that software identifies applicants and matches those with compatible destinations and work schedules.

"We don't run the program, we facilitate, coordinate and keep track of users," Fielder said. "You have to have a minimum

of six persons to start the pool. We contact VPSI, they come to meet with the group and we facilitate by helping them select a coordinator, driver, treasurer and meeting times. We don't manage the group."

She said that VPSI provides the vans although others can participate with privately-owned vehicles.

She noted that the program is for federal employees and some non-appropriated fund employees. Contractors are not eligible to participate.

"Still there are other transit subsidy options which contractors can become a part of," she added. "Employers can register with a Maryland supported program, Commuter Connections, to learn about tax incentives and benefits for employers who want to support an employee vanpool or transit commuting options."

Fielder advised that APG

personnel interested in vanpooling should contact Josephson, who will then forward the information to her office. She encouraged APG commuters to visit the Harford County Web site to complete a commuter survey at www.harford-countymd.gov/commuter or call 800-924-8646.

"This is not a simple process, it takes a lot of coordination, but it's more than worth the time and effort in the end," Fielder said. "It's not for everybody, but we're excited about its growth potential."

Upcoming outreach efforts will include an information booth at the next Newcomer's Orientation at the Aberdeen Area Recreation Center Aug. 20 as well as future information briefings with members of the Fort Monmouth, N.J. community. The office assists callers with all types of commuter assistance programs

and commuter information concerning public transportation, including bus and train options Fielder noted.

According to the VPSI Inc. Web site, vanpooling "Eliminates nearly 14 million vehicle commuting trips, conserves more than 26 million gallons of fuel and eliminates more than a quarter of a million tons of carbon dioxide emissions from the atmosphere. Each vanpool removes as many as 14 vehicles off the road each day, even a modest program significantly reduces fuel consumption, traffic congestion and greenhouse gas emissions. In one year, a 7-passenger van can eliminate 144,360 miles; reduce gasoline use by 5,724 gallons; save \$17,184 in fuel costs; and reduce CO2 emissions by 58.44 tons. Vanpools are an effective way to commute faster, cheaper and easier. Throughout the country, VPSI vanpool services give commuters a safe and convenient green alternative to driving alone."

APG's first vanpool

A group of Maryland Army National Guard workers from the Edgewood Area's Weide Airfield have formed the first Vanpool on Aberdeen Proving Ground. Sgt. 1st Class Wayne Parker, an avionics mechanic, Sgt. Mark Facticeau, shop supervisor and Spc. Daniel Ramos, an electrical mechanic are three members of the group that consists of six people.

The group has a 9-passenger van leased from VPSI in which they travel to work and back home to

Havre de Grace daily.

Parker said he became interested in the program after viewing an ad and then brought the idea up at a section meeting.

"I used to drive thirty-five miles one-way and now it's down to nine miles one-way to the park and ride," Parker said.

Facticeau, who lives even closer to the park-and-ride where the group meets, said his commute is down to three miles one-way.

"I expect to save gas and have more money in my pocket," Facticeau said. "I have a new truck and vanpooling will save on wear and tear. Plus, knowing you have to go as a group is more incentive to get up and get moving."

Facticeau estimated that he saved about \$200 on gas in just the first week.

Ramos said that he travels only two miles to the park-and-ride and that with a 5 year-old car and a new baby girl he's all about saving money.

"Besides saving on gas prices and wear and tear on my car, I have more money to spend on my family," he said. "Now I just take a nap and relax on my way to work. The only downside is a limitation to mobility once you're there but that hasn't been a problem."

Capt. Steven Sherrill, the group's supervisor said the MDARNG encourages group travel arrangements like vanpooling.

"With gas prices so high [this program] really lightens the load for them," he said.

"I'm just surprised we're the first ones to do it," Parker added.

ACS

From front page

Welfare and Recreation and sponsors for their support.

"Not only is this a time to celebrate 43 years of ACS dedication to the military community, it's also a time to meet and greet each other, enjoy food, have fun and learn about all the services ACS has to offer.

Diana Hayes, ACS Information, Refer-

ral and Outreach program manager added that with the upcoming closure of the area due to the relocation of recreational facilities to the Shore Pool area, the ACS will be celebrating its birthday in a new location next year.

"This is the last year the ACS birthday will be celebrated at the Maryland Boulevard park," Hayes said.

While enjoying a meal of hot dogs, hamburgers, baked beans and potato salad, several Family members said they had a good time.

"That was fun but kind of confusing," said

13 year-old Orlando Gaines as he finished playing the bean bag toss game while wearing 'drunk' glasses at the ASAP display.

"It makes you appreciate why you shouldn't drink," he said. "You could damage your body."

"Things like this mean a lot to the children and even more to the parents," said Tonya Armstead who brought her three sons, ages 17, 13 and 6 to the event. Armstead is the widow of Sgt. 1st Class Moses Armstead who died enroute to Afghanistan in 2005.

"It's been a long journey and they're hanging in there she said. I just enjoy see-

ing them have a good time."

"This was fantastic," added Wanda Wheeler, an Army spouse new to the community said she "just came out to get out of the house. Wheeler wound up chatting with Marilyn Howard, ACS employment assistance manager, after voicing her interest in finding a job.

"The food was good and the people are sweet," Wheeler said. I had a good time."

Members of the U.S. Marine Corps Detachment cooked hot dogs and burgers and assisted the ACS staff in setup, breakdown and clean up of the operation.



Pfc. Brandon Roberts, left, and Armando Ramon of the U.S. Marine Corps Detachment grill burgers and hot dogs during the ACS birthday celebration July 24.



Children impatiently await their turn to bounce at the ACS bounce house.

Photos by YVONNE JOHNSON



Maggie Allison, 13, holds still as Choo-Choo Charlie the Clown paints the yin and yang symbol on her cheek.



Laura Teate, wife of Nothin' Up My Sleeve owner Jeff Teate delivers a spray paint job to the hair of 6 year-old Llandyn Armstead.



FAMILY, MORALE, WELFARE & RECREATION

New FMWR director plans to improve existing programs, facilities

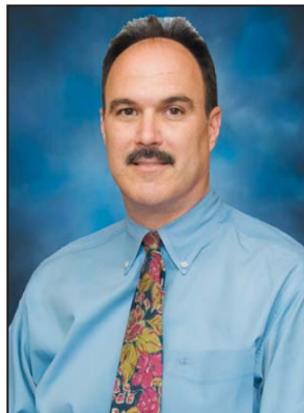
Story by
RACHEL PONDER
APG NEWS

Aberdeen Proving Ground received a new Family and Morale, Welfare and Recreation director who is currently working towards improving existing programs and facilities as APG moves forward with many new initiatives for APG 2012.

Michael Lupacchino, who has 23 years of experience working for FMWR, has worked in various positions and locations.

His most recent position was FMWR director at Fort McCoy, Wis. He also served as the FMWR business operations division chief in Vicenza, Italy, and as the Recreation Center/Special Events Coordinator in Schweinfurt, Germany.

As the director, he supervises five divisions on post: Business Operations, Community Recre-



ation, Child and Youth Services, Army Community Services and Sports Services.

"There is a veteran staff here that has years and years of experience to draw from, and they have a lot of good ideas," Lupacchino said. "My goal is to get them the resources so that we can

help embellish and improve the facilities and programs."

Lupacchino said that he is making short term and long term plans that are in agreement with BRAC and APG 2012.

He is currently overseeing renovations for Ruggles Golf Course, the APG Bowling Center, Southside Grill and Hoyle Gym. Next month, FMWR will be making improvements on Shore Park, with one goal being to make it a "destination location" where FMWR patrons can camp at the park. There are also plans to build a new Child Development Center on the Aberdeen Area to satisfy the demands of APG's increasing population.

In order to improve FMWR's facilities and programs, Lupacchino said he is looking at the changing workforce population of APG. In the future, the number of civilians working on APG

will increase and the number of Soldiers will decrease, so he is looking at ways that FMWR can best serve both populations. For instance, he said he would like APG to have a "one-stop" shop comparable to a Wawa Convenience Store, where Soldiers as well as civilians can shop.

About Michael Lupacchino

Lupacchino said that he had always been interested in sports and recreation and wanted a career that would allow him to pursue these interests.

His father served in the Air Force and introduced him to military recreation.

In 1984 Lupacchino graduated from Slippery Rock University in Pennsylvania with a bachelor's degree in health, physical education, and recreation and a minor in business administration in 1984.

His first job out of college was working at Walter Reed Army Medical Center where he helped organize programs for patients. A year later, he came to APG to serve as the Youth Services Program director for a year.

Although his career has taken him many places he said he is excited to come back to APG. Lupacchino and his wife Kelly have Family in Pennsylvania, and he said they are happy to be living close to them again.

He also said that he enjoys the entertainment and cultural aspects that big cities like Baltimore and Washington, D.C., have to offer.

Lupacchino and his wife have two sons, 16 and 13, and a daughter, 8.

In his free time, Lupacchino said that he enjoys spending time with Family and watching and playing sports.

Activities/Events

Bow hunting qualifications

Bow hunting qualifications will be held 5 to 7 p.m., every Tuesday and Thursday in August or at a 3-D Shoot, 9 a.m., Aug. 9, at the bow range now relocated on Boothby Hill Avenue between Combat Drive and Washington Loop.

All first time bow hunters must attend a safety seminar sponsored by the APG Bow Club. Seminars will be held 1 p.m., Aug. 24, at the bow range.

For more information, call Scott Kauffman, 410-306-0572, e-mail scott.kauffman@us.army.mil, or visit www.apgbowmenclub.com.

Cruisin' on the Atlantic and casino trip

Kick back and relax as passengers enjoy the morning sea breeze aboard a 65-foot yacht. Enjoy a one-hour narrative cruise along the Atlantic City shoreline then head out to the casinos. Everyone will receive a \$15 slot card and

a buffet coupon. The cruise and casino trip will take place Aug. 17. Cost is \$48 per person and includes roundtrip bus transportation. The bus will depart the Edgewood Best Western 7:50 a.m.

York County Fair (Grandparent's Day)

Treat the grandparents to a day of midway games, local and Amish food and fun. End the day at Cracker Barrel Sept. 7. Cost is \$37 per person. Bus departs Golden Ring Terminal at

9:10 a.m.

Contact FMWR Leisure Travel Services for more information at the AA Recreation Center, building 3326, calling 410-278-4011/4907 or e-mailing mwr_registration@apg.army.mil.

Dolphin Watch and Wildwood, N.J.

Come watch the playful dolphins of Cape May, Sept. 4. Enjoy a two-hour cruise with free coffee and danish. Finish the day off with a nostalgic stroll down the boardwalk. Have lunch and do a little

shopping before heading back home. Cost is \$59 per person and includes roundtrip bus transportation, dolphin watch and trip to Wildwood.

The bus will depart Best Western at 6:45 a.m. and return at approximately 8:30 p.m.

For more information, call MWR Leisure Travel services, 410-278-4011 or visit <http://www.apgmwr.com/trips.html>.

Summer fitness programs

The Aberdeen Area Fitness Center in building 320

is offering lunchtime and evening fitness sessions through Aug. 30.

Lunchtime sessions, 11:30 a.m. to 12:30 p.m., will be Step and Weighted Bar on Mondays and Strength and Hand Weights on Wednesdays.

Twice weekly on Monday and Wednesday take Step With Joe, 5 to 6 p.m.

Cost is \$44 per session or \$4 per class. At least 12 registrations are needed to hold a session.

For more information, call 410-278-9725 or visit www.apgmwr.com.

Upcoming CWF events

Trip to Broadway

The Civilian Welfare Fund is offering a trip to New York City, Aug. 23, to see the Broadway show, "Spring Awakening," at 2 p.m. Do not miss this hot winner of eight 2007 Tony Awards, including Best Musical. There will be time to shop, sightsee and have lunch

prior to the 2 p.m. show. The trip costs \$150 per person and includes round trip charter bus service and ticket for the show. The show contains adult content and is not appropriate for children.

For more information or for reservations, call Patti Harkins, 410-278-4603.

SKIES Unlimited

For more information or to register for a SKIES Unlimited class, call the Central Registration Office, building 2752, 410-278-7571/7479. Open to all DoD ID card holders. For an appointment, e-mail stacie.umbarger@conus.army.mil.

Children learn to cook healthy meals

A 'Kids in the Kitchen' program where children make themselves dinner and learn cooking basics is being held at Super Suppers, Route 40 in Havre de Grace, 1 and 5:30 p.m. for two hours each, Aug. 8. Cost is \$20 per student.

Taekwondo classes offered

Taekwondo promotes discipline, as well as muscle toning and conditioning. Classes will be held at the Aberdeen Youth Center, building 2522, Monday and

Wednesday, Sept. 15 through Oct. 8, and Oct. 20 through Nov. 12, 5:30 to 6:15 p.m. (ages 6-11) \$65 per student and 6:30 to 7:30 p.m. (ages 12-18) \$75 per student.

Students must wear a white T-shirt and sweat pants.

Open to all DoD ID card holder family members.

Free babysitting course

Become a certified babysitter after taking the free 4-H/Army Child and Youth Services babysitting class for ages 13 and older. The class will be held 8 a.m. to 4 p.m., Aug. 19 and 20, at Child and Youth Services, building 2752. The objectives are to familiarize participants with the responsibilities of babysitting. This class is open to all DoD ID card holders.

The Course at APG



GOLF SPECIAL

Open to Authorized users and Harford County residents.

Paid advertisement

July 1 thru September 30, 2008

Save and Play the Golf Courses at Aberdeen Proving Ground:

Ruggles Golf Course: \$30
Exton Golf Course: \$20

Monday thru Friday (weekends after 2:30 p.m.) Includes greens fee with cart

**Must present coupon for special; coupon not valid with any other discount; cut here or go to www.apgmwr.com for coupon

Eligible patrons are: active duty military, retirees, veterans, DoD civilians, APG contractors and Harford County residents.



For more information
call 410-278-4794
or 410-436-2213



www.apgmwr.com

Employment Readiness Program offers free classes

Resume Writing

Aug. 7, 11 a.m.-1 p.m.

This workshop will provide information on how to create an effective resume and offer advice and instruction to ensure major selling points are highlighted and captured. Refine content, layout and structure of the resume for that professional edge. Bring a copy of a current resume.

Computer Basics Class

Aug. 7 - 30, Thursdays, 6-8 p.m.

This hands-on class is designed for those with little or no background in computers. Learn the basics skills needed to operate a computer.

Interviewing Techniques

Aug. 12, 11 a.m.-1 p.m.,
Aug. 19, 11 a.m.-1 p.m.

This class teaches participants how to make a positive impression in the interview, answer questions effectively, ask questions that show interest, and how to follow up after the interview in order to stay in the running for the job.

Computer Basics Class

Sept. 9 -18, Tuesday and Thursday, 6-8 p.m.

This hands-on class is designed for those with little or no background in computers. Learn the basics skills needed to operate a computer

Seating is limited. Must register at ACS. For more information call Marilyn Howard, 410-278-9669 / 7572

Smart Start Your Business

All sessions 11:30 a.m. - 1 p.m.

ACS classroom, Aug. 27, Sept. 24, Oct. 22, Nov. 19.

This class is sponsored by APG ACS Employment Readiness Program in partnership with Aberdeen Proving Ground Federal Credit Union and Harford Community College SBDC. This 90-minute orientation program provides an overview of the ways to start a business, the skills and duties of a successful entrepreneur and how to write a strategic business plan. Other services offered by the SBDC are also discussed.

To reserve seating call Marilyn Howard, 410-278-9669/7572. Space is limited.

APG Bowling Center Snack Bar specials

Building 2342

Week of August 4

Special #1: Grilled cheese with garden salad (lettuce, tomato, pickles, onions), ranch or blue cheese dressing, cookie and soda for \$3.55.

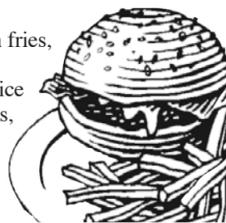
Special #2: Chicken tender sub with choice of mayonnaise, lettuce, tomato, pickles, onions, french fries, cookie and soda for \$5.85.

Week of August 11

Special #1: BBQ pork sandwich on hamburger bun, french fries, cookie and soda for \$6.85.

Special #2: Turkey club sub with bacon and cheese, choice of mayonnaise, lettuce, tomato, pickles, onions, potato chips, cookie and soda for \$5.95.

For more information or to place an order, call 410-278-4041. Orders must be placed before 10:30 a.m.



Military travelers should note baggage fee charges

Story by
KAREN JOWERS
GSA

Military personnel traveling on official orders will not have to pay new fees for checked baggage in most instances, although the airlines are not exempting other government employees on official business from the fees, according to information provided by the General Services Administration.

A spot-check of airlines shows service members traveling on leave would still have to pay baggage fees if airlines charge them. To receive waivers on the fees

when traveling on contract fares - official government business - service members should also provide identification.

Not all airlines have begun charging baggage fees, and most charge only for the second and subsequent bags. But American and United and US Airways have begun charging \$15 for the first bag checked.

American Airlines is exempting civilian government employees and service members on government fares on domestic flights from the fee to check a first bag, and from the \$25 fee for an additional bag. But travel on American's commercial

fares "may be" subject to fees for the first and second checked bag, GSA notes.

United and US Airways do not exempt government travelers on fees for the first bag, but do waive the fees for service members on travel orders.

Troops also are exempt from the airlines' \$25 fee for the second bag.

Most airlines that charge fees for the second checked bag, ranging from \$10 to \$25, exempt military personnel on official travel. But JetBlue and Midwest do not exempt any government travelers from their baggage fee of \$20 for the second bag.

The government will reimburse expenses related to checked bags for people on official travel, so troops should keep their receipts if they pay such fees.

More information is available on the GSA Website: http://www.gsa.gov/Portal/gsa/ep/contentView.do?programId=8714&channelId=-13029&oid=9651&contentId=19374&pageTypeId=8211&contentType=GSA_BASIC&programPage=/ep/program/gsaBasic.jsp&P=FBC5

Officials also advise checking with individual airlines, agency travel management centers or commercial travel offices for details on their baggage policies.

Baggage allowances

Many airlines are charging additional fees for checked baggage. This fact sheet is specific to those carriers under the City Program contract. It is intended to provide information and protect travelers under the contracted fares. Unless otherwise specified, new airline checked bag policy applies to travel commencing May 5, 2008. The fact sheet shows the fee charged or if an exception is allowed by the carriers. As of May 28, 2008, the following is the most up-to-date list of airlines that have instituted a fee for a checked bag.

Airline	Commercial Bag Fee -1st Bag	Exceptions
American Domestic flights only	\$15	Government and DoD members traveling on any government fare are exempt from the commercial fee to check a first bag. Government and DoD travelers on American Airline commercial fares may be subject to first checked baggage fees.
United	\$15	Government travelers are not exempt from the commercial fee to check a first bag. Military members on contract fares with identification are exempt from the \$15 commercial fee to check a first bag.
US Airways	\$15	Government travelers are not exempt from the commercial fee to check a first bag. Military members on active duty are exempt from the commercial baggage fee.
Airline	Commercial Bag Fee - 2nd Bag	Exceptions
American Domestic flights only	\$25	Government and DoD members traveling on any government fare are exempt from the commercial fee to check a second bag. Government and DoD members traveling on American Airline commercial fares may be subject to second checked baggage fees.
AirTran Airways	\$10 *\$20	Government travelers are not exempt from the commercial baggage fee of \$10. Military members on contract fares with identification are exempt from the \$10 commercial baggage fee. *NOTE: 2nd baggage fee charge is \$10 per one-way when a 2nd bag is paid on-line at time of check-in and \$20 per one-way if paid at the airport (either the kiosk or ticket counter).
Alaska Airlines		Not currently charging to check a bag.
Delta Air Lines Domestic flights only	\$25	Government travelers are not exempt from the commercial baggage fee of \$25. Military members on contract fares on orders with identification are exempt from the \$25 commercial baggage fee.
Express Jet		Not currently charging to check a bag.
Frontier Airlines	\$25	Government travelers are not exempt from the commercial baggage fee of \$25. Military members on orders are exempt from the \$25 commercial baggage fee, but will be subject to fees for any bag that is overweight (greater than 70 lbs.).
Go!		Not currently charging to check a bag.
Jet Blue	\$20	Government travelers are not exempt from the commercial baggage fee of \$20.
Midwest	\$20	Government travelers are not exempt from the commercial baggage fee of \$20.
Northwest Airlines	\$25	Government and DoD members traveling on any government fare are exempt from the commercial fee to check a second bag. Government and DoD members traveling on Northwest Airlines's commercial fares may be subject to second checked baggage fees.
United Airlines	\$25	Government travelers are not exempt from the commercial baggage fee of \$25. Military members on contract fares with identification are exempt from the \$25 commercial baggage fee.
US Airways	\$25	Government travelers are not exempt from the commercial baggage fee of \$25. Military members on contract fares with identification are exempt from the \$25 commercial baggage fee.

For the most current information on baggage allowance policies, check with your agency's Travel Management Center or Commercial Travel Office or with the individual airline for details on their baggage policies. A listing of contract airline Web sites is available under Travel Links at the GSA Web site.

Domestic

Most airlines allow 1 free bag not to exceed 50 pounds or larger than 62 linear inches.

International

Most airlines have implemented changes in the baggage weight allowance for coach class for international travel. The free coach class baggage allowance is 50 pounds per paying passenger. Passengers in coach class may take more than 50 pounds, but for an additional fee.

Uniformed military travelers

Many airlines permit an exception to baggage allowance policies for uniformed military personnel on orders who may check the following luggage free of a fee:

- Two duffel bags;
- Sea bags; or
- B-4 bags up to 70 pounds /115 linear inches.

Federal Travel Regulation (FTR)

Federal Travel Regulation 301.12.2 identifies excess baggage as a miscellaneous expense. Travelers should verify their agency's policy and procedures regarding miscellaneous expense policy on excess baggage fees.

The following Federal Travel Regulation excerpt is applicable to payment of baggage expenses when the respective agency deter-

mines the miscellaneous expense is in interest of the government.

"\$301-12.2 What baggage expenses may my agency pay?"

Your agency may reimburse expenses related to baggage as follows:

- (a) Transportation charges for authorized excess;
- (b) Necessary charges for transferring baggage;
- (c) Necessary charges for storage of baggage when such charges are the result of official business;
- (d) Charges for checking baggage; and
- (e) Charges or tips at transportation terminals for handling government property carried by the traveler."



Health Notes

Tuberculosis still makes headlines

Story by
MAJ KIRSTEN ANKE
U.S. Army Center for Health Promotion and Preventive Medicine

More than 100 years ago Dr. Robert Koch announced his discovery of Mycobacterium tuberculosis. This is the bacteria that cause latent (dormant or sleeping) tuberculosis infections, which can progress to infectious, active TB.

Old news? Yes. Still news? Yes!

In 2007, TB in the military made national news when a sailor aboard the aircraft carrier USS Ronald Reagan developed symptoms of TB and was later diagnosed with the disease.

Bacteria know no borders. According to the U.S. Centers for

Disease Control and Prevention, 13,779 people across the United States were diagnosed with active TB in 2006. About 8.8 million people around the world developed active TB in 2005, and 1.6 million died, according to the World Health Organization.

About TB

TB is passed from person to person through the air. A person with active TB in the lungs or throat can cough or sneeze the TB germs into the air. Others who are exposed to an ill person for a long period of time breathe in the TB bacteria.

In the military, service members often work and sleep in close quarters, which can contribute to prolonged exposure to germs that are spread

through the air.

A person who is exposed to TB can have a skin test or blood test to determine if latent TB infection is present.

The Navy tested hundreds of people who may have been exposed to the ill sailor while on board the USS Ronald Reagan.

The military often uses the TB skin test before and after deployment or travel in certain areas of the world. A positive skin test indicates latent TB infection.

A person with latent TB infection cannot make others sick, and does not feel sick. However, medication may be needed to prevent the latent infection from progressing to active disease.

People with weakened immune systems, the very young and the

elderly, are at higher risk of progressing from latent TB infection to active TB.

A person with active TB is ill and can expose others to TB. Symptoms of active TB may include a cough that lasts more than three weeks, coughing up blood, chest pain, fatigue, fever, chills, night sweats, loss of appetite and/or unexplained loss of weight. Active TB usually affects the lungs, but may spread to the throat, kidneys, spine and other areas of the body. Tests for TB may start with a chest X-ray and lab tests on sputum (spit/spit with mucus in it).

Several medications are available to treat most TB. However, the germ is becoming resistant to some of the medications.

A person with TB may need to be hospitalized for treatment until he can no longer spread the infection to others. If not treated, TB can cause death.

TB is an old disease that has traveled around the world. People should find out if TB is common where they live or travel; know the risk and the symptoms of TB; and know when and where to be tested in the local area. A local preventive medicine physician, Army public health nurse or community health nurse is available to answer questions about TB.

For more information, visit the CDC at www.cdc.gov, the World Health Organization at www.who.int or CHPPM at <http://chppm-www.apgea.army.mil/>.