

# Clampco Clips

## April 2019



### *A Note From the Desk Of: Jason Venner*

Sitting at my desk and trying to write something meaningful about violence in the workplace is a heavy task. Last year at the safety meeting, I passed out red dots to 1 out of 4 people and asked them to stand up. These people loosely represented the 1-in-4 Americans who have been touched by some type of violent act, either in the workplace or out in the world. What still gives me pause is that violence in the workplace is now part of our psychological makeup, such that it has quietly nestled its way into the backs of our minds as a very real possibility, and not something we simply hear about in the news.

The past few years, I've discussed the benefits of the A.L.I.C.E. program, which you have, at the very least, been educated on during your first day of work. The longer you have been here, the more you have heard about it. During our safety meetings today, you'll be asked to take our Violent Intruder Awareness / A.L.I.C.E. policy with you. Please do read it, and do so thoughtfully, as people often wish they had put air in the spare tire when they unexpectedly get a flat.

In being real with you, I'm not expecting that we'll experience a violent act here at Clampco, but I'd also be a fool to say that it could never happen. Anyone can perform a simple Google search and find a multiple number of examples where things either escalated in the workplace, or just went terribly wrong, even with policies and controls in place.

Of note, one of the latest shootings, where an individual Facebooked a live stream of his attack in a place of worship, is particularly unnerving for me. This is not just a place of worship, but a workplace as well for those who make it run as it should. Think about it, if you're at the grocery store, or you're at a movie, or even on vacation at a hotel, if something were to happen there it would be considered workplace violence for those businesses. So there certainly seems to be a "core" about us that is being threatened everywhere we go, no?

Let's bring our focus back to Clampco now. Our doors, although under entry-fob control and monitored by cameras and bolstered with fancy new sign-in system and procedure, are still our number one weakness when it comes to possible entry points. You have every right to question someone without a name-badge or visitor badge. Give your shipping and receiving team members a pat on the back as they are constantly standing guard over personnel coming in and out, as well as the office team up front, but it's not just resting upon them.

Our second area of major concern/weakness is not reporting concerns as they come up. As Rich and I like to say, we can't manage the concerns we don't know about. But what really, is behind reporting? Plain and reliable communication. You all know the difference between tattling and genuine concern, and that if a lightbulb goes off in your mind when your 5 senses kick in – and it's not good – you should be saying something to someone, and you should have said it yesterday.

As our nation continues to grapple with this every-day concern, I want to reinforce the importance of mental wellness and awareness, and would encourage you all to continue communicating with us, as I'd rather diffuse a situation than have to react to one. Gun-owners and non-gun-owners both have rights, in and outside of the workplace, and I would hope that the desire to reach solutions would be our first, not our last, effort in rowing Clampco and our communities in the right direction.

## Who's Who at Clampco?

**Name: Angelo DiPietro**

**Department/Shift:** Swiss turn Dept 1<sup>st</sup> shift supervisor

**NORMAL DAY CONSISTS OF:** Going to the machines, making sure everything is running well, and talking with my team about any problems. If there was trouble through the night, we fix the problem get the machines back to running 100%. Then I look at upcoming jobs and order tooling, and then work with the team on the next setups that need done. We are always looking at programs to make things run more efficiently cost effective in our department.

**FAVORITE PART OF MY JOB:** Working with my team in the swiss turn dept. They are hard-working and dedicated to their jobs.

**MY HOBBIES:** Playing and having fun with my grandkids, riding motorcycles, and going to the drag races.



- Thanks to Michael Klancer for traveling to a supplier to help resolve a recent quality issue they've been experiencing. His observations of their process and recommendations for improvement should help to eliminate these issues going forward. Nice Job!

– Dale Ptak, Quality Assurance Manager

- Very special thanks to Bill Schondel for over 26-years of service! Bill's dedication to Clampco, his sincere concern for others, his jovial personality, and his knowledge of our parts, processes and systems will be greatly missed. Smell the roses, go golfing, or do—or don't do—whatever you want...you've earned it! BEST WISHES IN YOUR RETIREMENT!!!

-Dale Ptak, Quality Assurance Manager

- I would recognize my department for their cooperation and flexibility throughout the office remodel. It was not easy for them to be displaced, having to hunt down paperwork, putting up with the noise and dust (among other things) and they still got their work done in a timely and efficient manner.

– Vickie Schumacher, Office Manager