

September Letter from the Editor

Mallory Minute

We have two articles from guest writers this week. Tim Loy shares his first thoughts on a program to increase safety awareness at Mallory in his article, "[Safety is Our Mission: Avoiding the Perfect Storm.](#)" Tony Machado weighs in on productivity by asking us to pay attention to the signs in, "[What is the Canary Telling You?](#)"

I am a walker and I always have been. Other forms of exercise have come and gone, but walking is something I hope to enjoy for the rest of my life, which is one of the things that I love about it. When I have had a serious problem to solve, walking has been a great way to clear my head or talk it out. This month we have an article about "[Walking at Work,](#)" that can inspire you to take a stroll this fall.

Interestingly, spiders came up twice in this month's edition of the Mallory Minute – in very different ways. Check out our [Employee Spotlight](#) and [Safety with Barry](#) and you'll know what I mean.

Be safe and productive, take a walk, and watch out for spiders...

Amy



Safety is our Mission: Avoiding the Perfect Storm

Mallory Minute

At Mallory Safety and Supply, safety is always on our minds. We make safety a priority for ourselves and our customers. Even so, recently, a case of burn spray shipped via air to Alaska amongst a large pick and hold. This shipment was tucked inside a full pallet of material. It is a reminder to keep safety at the top of our minds in all that we do. As a result, Mallory is reinvigorating our efforts around hazmat material handling and transportation.

This was not one person's error, but rather a perfect storm of mistakes. Our ERP system didn't identify the burn spray as Hazmat, so the CSR put it on an air order. The picker didn't identify it as Hazmat at the time of picking. Weeks later, in shipping, the shipper didn't inspect and identify the shipment as Hazmat. The result could be a \$50,000 fine, as the FAA takes shipping flammables on planes very seriously. They have to be marked so that they can be placed close to firefighting capabilities, smoke detectors, etc.



As a safety company, expect to see a lot of cross training. We wouldn't want a similar situation to occur, for example:

- An ENSA employee traveling to a trade show with a can of WD-40 in their bag.
- A staffing employee traveling with a can of paint.
- A sales manager shipping dust-off from a tradeshow
- A marketing person sending a lithium ion battery to a photo shoot.

We are going to have awareness courses, and more in depth certification for packers and shippers and drivers. We can be happy that nobody was hurt, but we need comprehensive and systemic change to make sure we never find ourselves in the position of having caused an avoidable injury.

By Tim Loy

SPIDER

Mallory Minute

Ok, I am not a big fan of arachnids however, sometimes during my travels, I run into something that is worth sharing. I take no credit for the catchy acronym, but since Spiderman is sort of like a Safety Ninja, I thought I would pass this along.

This works and it is interesting how many times a day you could apply this at work or home! When addressing a hazard use the acronym "Spider". Here is how it goes:



Stop: Stop yourself or others around you. Sometimes folks don't see or understand the hazards around them.

Protect: Prevent the situation from getting worse.

Identify: Explain/Show to the individual the hazard or ID the hazard by using signs or barriers

Discuss: Why were you doing that or why was that left that way? Perhaps the individual did not know any better?

Evaluate: Is there better way? What could've happen, how do we prevent reoccurrence.

Retain: Remember. Enough said!

Simple right! Here is a scenario for you to apply your new found safety spider sense!

It is late afternoon on Friday, you observe a new coworker standing on the very top of a 12 foot step ladder placing a cardboard box onto a 18 foot storage self just out of their reach. Below that ladder is another co-worker who is busy taping up boxes? Hmmmmmm.....

Go Safety Ninja Go,

Stay Safe My Friends
Your Humble Servant
Barry Morris

What is the Canary Telling You?

Mallory Minute

Safety is the canary in the productivity coal mine. We have all heard the term “The canary in the coal mine,” an allusion to caged canaries that mining workers would carry down into the mine tunnels with them. If dangerous gases such as methane or carbon monoxide leaked into the mine, the gases would kill the canary before killing the miners, thus providing a warning to exit the tunnels immediately. In our discussion today, the canary is the customer’s safety issue, the coal mine is the customer application, and the miners are the customer’s team.



Safety and productivity are intertwined. The Mallory industrial “TCO” team looks at safety issues as a warning of possible lost quality, lost productivity, and/or total cost of ownership increases. We believe in two steadfast rules. The first rule is that the solution to the safety issue must improve production quality, productivity, and/or TCO. The second rule is that the solution is always found within the customer’s team.

The first step is when we find a dead canary we work with the miners to understand more about the canary. As a team we try to understand who/what the canary was, what the canary’s job was, what it needed to do its job, how it was doing its job, how long it took it to do its job, why it had to do that job, and finally how that canary can affect coal production.

The second step is to define the miners’ goals and expectations of the canary.

The third step is the “what if” stage and is the starting point of the solution. We start with a crazy what if, an old miner says maybe, and we are off in the right direction.

Here are a few examples of recent safety/productivity wins; details have been changed to protect customers’ privacy.

Example 1 The coal mine: A steel foundry mold pouring line. The canary: Leg burns caused by aluminized leggings that would not protect the back side of the operator’s leg.

- Step 1: We identified that the operator was using his leg to steady the lighter molds (molds are rolled from point to point on rail tracks) during the pour process our team’s attention transitioned to the production issue of pour consistency and quality.
- Step 2: The goal was then to stabilize the molds without using the operator’s leg and build a more consistent process.
- Step 3: What if we used something other than the operator’s leg to stabilize the lighter mold? The miners quickly came up with inexpensive ways to stabilize the lighter molds that eliminated the need to use the operator’s leg and improve the consistency of the process.

Example 2 The coal mine: A primary metal manufacturer vertical furnace cleaning application. The canary: Safety issue of operators accessing the vertical furnace to clean it and unproductive use of operator time.

- Step 1: We clearly identifying the needs and expectation of the application and limitations of the process.
- Step 2: The goal was to limit or remove operator from going up into furnace.
- Step 3: What if we look at the vertical furnace as a large air duct and use existing air duct cleaning technology to clean the vertical furnace? The miners quickly came up with inexpensive ways to use existing moving parts of the furnace to mount the inexpensive air duct equipment need to automate the process and remove the need of the operator during the cleaning process altogether.

Safety solutions are also productivity solutions. Remember to pay close attention to that canary – it is trying to tell you something.

By Tony Machado

Walking at Work

Mallory Minute

If you are lucky, you live close enough to work that you can walk there. For the majority of us, however, we have to drive to work and end up sitting at a desk most of the day. Walking is such an easy way to get in shape, stimulate creativity and improve problem solving and a great way to get to know your co-workers. In Fremont, **Kim Nobriga**, **Justin Powell** and **Karla Gonzalez** walk when they can and many employees from the Portland warehouse walk to lunch. Read on to get inspired to start your own walking group at your location.

The benefits of walking just 15-40 minutes a day include weight loss, physical fitness, increased mobility and you significantly reduce your risk of heart disease and diabetes when you exercise on a regular basis. A new study by the American Cancer Society found that men who spent more than six hours sitting per day had an 18 percent higher risk of death than men who sat for fewer than three hours. Women had a 37 percent higher risk. Walking during the work day is a great way to get the exercise you need and it can also improve your job performance:



- Physical activity energizes people and makes them more alert.
- Changes in environment can inspire new ideas and stimulate creativity.
- Walking and talking side-by-side cuts through hierarchical work distinctions and sets people at ease, which enhances a positive working environment.
- Walking burns calories, stimulates oxygen flow, and increases brain function facilitating problem solving.
- While walking, interruptions are minimized and confidentiality is usually increased.
- Walking and moving allow the mind to become more flexible and can help stimulate the right side of the brain.

While it is easy to see the benefits of walking at work, many of us still have to overcome some barriers to make it happen. We often feel that we are too busy, too tired or too tied to the phone and computer to take time to walk. It is a matter of finding the time and taking advantage of it. There are many online resources for starting a walking program, including The Walking Site. Here's some ways to introduce more walking in your life:

- Get a decent pedometer that counts your steps. 2,000 steps=1 mile.
- Wear comfortable shoes to work so that you can walk anytime.
- Walk out the door and walk for 5 minutes, turn around and come back. Do that 10 days in a row. Increase your time to 10 minutes out.
- Having a walking lunch, or at least walk with your lunch to a location outside the office.
- If you commute, park a few blocks away and walk in.
- Encourage colleagues to leave the water cooler and go for a walk or climb some stairs. These activity breaks may turn out to not be breaks at all, but brainstorming sessions.
- Team up: find a walking buddy and spread the word: use emails, im's or posters to get people interested in walking with you.

Mindy Adams

Mallory Minute

Mindy Adams, is our featured employee this month. A native of Iowa, she is now living in Portland and enjoys walking to work. Mindy is a WSU grad and is pretty passionate about human resources and the pursuit of happiness.

Family/Inhabitants at my residence: My boyfriend, Chris

Start date and current position with Mallory: August 6th 2014/ HR Manager

What I like best about working for Mallory: Definitely the culture, everyone I have interacted with is friendly, helpful and invested in the success of Mallory.

Best job/Worst job: The best job is of course working at Mallory! Previously I really enjoyed working in the HR department at SSOE Group, an engineering firm. It was my first time working directly in a HR department and I had the privilege to work with brilliant individuals who mentored me and encouraged me to follow my passion and think creatively.

Worst would have to be at the age of 17, I was a sign holder for new manufactured homes during winter. I had to stand on the street corner in the cold waving a huge sign for eight hours a day with the wind trying to blow the sign out of my hand. Luckily it was a temporary/seasonal job.

Favorite place to live: Portland, OR.

Motto or Personal Mantra: Happiness comes to those who seek it.

I'm happiest when: I am with my family and friends. When you are around those you love it is an amazing feeling.

What I fear most: A spider crawling in my mouth while sleeping. When I was a little girl my brother told me that every person swallows seven spiders in their lifetime. I have no clue if this is true but I am terrified of waking up with spider in my mouth.

I'm proudest of: Graduating from Washington State University with Honors.

Favorite sports or pastimes: I have always enjoyed attending sporting events. It can be basketball, football, soccer, hockey or even softball. A small embarrassing fact about me is during my freshman year of high school I was a cheerleader.

People would be surprised to know: I grew up in Blencoe, IA a small farming town with a population of around 200 people.

If I could do it all over again, I would: Start listening to my parents at a younger age. They actually knew what they were talking about when I was growing up.

Favorite Memory: Growing up I remember the 4th of July being a magical time and getting excited about the fireworks. It was also my grandpa's birthday and he would always say that the fireworks were for him. Now that my grandpa is no longer with us, I still get to celebrate his birthday every year.

Favorite song, movie, book, or comedian: I have a fairly eclectic taste in music. A few months ago I was introduced to an artist called Hudson Mohawke who has a song called Chimes. I guess it would be considered



electronic music but is great to listen to when cleaning the house or working out.

Best Vacation: Traveling across the country on a road trip with my family from Portland, OR to Galveston, TX.

Before I die, I would like to: Spend a month in South Africa volunteering for Habitat for Humanity building houses.

Goals for the coming year (work or personal or both): Personally, I would like to make it off the bunny hill when snowboarding this winter. Professionally, to serve the needs of Mallory by providing resources to employees and to strategically analyzing the value that HR can bring to the organization as a whole.

September Birthdays

Mallory Minute

Happy Happy Birthday...

Steve Steinbock **7/4**

Mike Morant **7/4**

Jerald Schoonover **7/10**

Jerad May **7/11**

Scott Hayzlett **7/14**

Matthew Feltes **7/20**

Dan Gardner **7/23**

Scott Schulmerich **7/27**

Bruce Rosebrock **8/4**

Silvia Yee **8/6**

Sherry Sandnes **8/7**

Justin Powell **8/12**

Darrell Anderson **8/13**

Scot Cusic **8/23**

Maria Ciccarelli **8/26**

Margaret Dormer-Steenson **8/27**

Kit Kittelson **8/30**

Cory Navis **8/31**