

# INDUSTRIAL STRENGTH



## Volunteer Day at MCCCW

Expansion of the Trades Related Apprenticeship Coaching (TRAC) Program is underway at Mission Creek Corrections Center for Women (MCCCW). On Saturday, September 22nd, volunteers from the [PNW Regional Council of Carpenters](#) and [NW Carpenters Institute of Washington](#) turned out for a volunteer day.

Even heavy rain and chilly temperatures couldn't slow the volunteers down. The group, led by TRAC Instructors John Brown and Steve Petermann, scaled scaffolding to secure trusses and begin framing, and set and leveled building poles.

To assist in the expansion project, John Brown assembled a project construction crew from MCCCW. Women were selected via a formal interview process. In the weeks leading up to volunteer day, John and the crew prepared the site by leveling the ground, digging post holes, setting/leveling poles, pouring concrete, and doing all the tasks necessary to ensure volunteers had a ready worksite.



While the crew wasn't able to participate in the volunteer day, they did join the group for 90 minutes shortly after lunch. The crew and all the volunteers gathered on the worksite (in the pouring rain) and talked openly

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# WSP Hosts Mock Interview Event

On October 11th, WSP hosted their annual mock interview event. Participating in the event were 24 men. They prepared for the day by completing the Job Hunter Series, which includes resume writing, interview preparation, and elevator talks.

Thank you to all the volunteers from the facility and local community. The interview skills and work readiness the events provide are extremely valuable to the participants.



## Employment Success

Jessica Lawson—Workforce Development Specialist at MCC

I love to share the success of the people we release from MCC. Today I want to share the recent success of two individuals: Alan (released from WSR on 9/20) and Andrew (released from TRU on 10/15). Both individuals obtained positions working in a shipyard and will earn \$24.67 per hour to start.

I am beyond proud of the hard work and dedication they showed while working for CI. I am grateful for Wendy Martindale, CI Employment Specialist for King/Snohomish County, for making these connections. The hard work paid off and I am excited to see where it leads them in the future.

## Leadership Corner

### Leadership and the culture we bring about...

Working in a professional setting, you have likely heard a leader is not defined by the position they hold in an organization. You do not need to be the Secretary, a Director, or even classified as a manager of any kind. Rather, a leader is defined by their own attributes, how they conduct themselves with their co-workers, their team or unit, and influence the world around them.

In essence, we are all capable of leading our organization and bringing about the culture we wish to see. It is incumbent on each of us to be mindful of the influence we have, and it starts with our daily personal interactions, the messages we send, and an intentional commitment to Equity, Diversity, Inclusion, and Respect (EDIR). EDIR is more than an acronym, an Executive Order, and strategic initiative. EDIR embodies the best of what our agency can be for each individual, and for the collective whole.

For tangible ways to promote inclusion (and diversity) as a part of your leadership style and our cultural norm, you may wish to consider the article ["The 5 Things All Inclusive Leaders to Every Single Day"](#).

Together, we lead the way forward.

Scott Edwards





(Continued from page 1)

about what it takes to be a union carpenter or other skilled trades worker. The MCCCW crew came prepared with a list of questions and conversation flowed easily within the group. They discussed everything from jobsite expectations and career opportunities to financial planning and retirement benefits.

Overall, the day was a complete success. Significant progress was made on the construction of the two pole buildings and the MCCCW crew gained valuable knowledge about working in the trades. The next phases of the expansion project include the final completion of the buildings and official first day of TRAC Class #1.

Stay tuned!





# AHCC Receives Thank You Letter

Letters of resignation are not typically something you're excited to receive. The exception are letters, such as this one recently received at AHCC, from a departing incarcerated worker.

To Whom This May Concern,

I, Adrian Morris, am putting in my two weeks notice to CI. I want to thank the CI organization for all the work experience and opportunities given to be for reentry into the real world and job world. Working here has given me a strong work ethic and confidence to complete any job task or be able to learn any job skill to complete the task at hand. The skills I have obtained here are real transferable job skills that can follow me in the outside world after I release from prison because CI equips you with the same basic or advanced skills that the outside job world expects from an employee that is being considered for hiring. This experience has given me more than a fighting chance to succeed in the real world because of all the certification I have gotten; COPs, forklift (gas or electric), etc. I advise anyone who is getting into the CI program to take full advantage of all the doors it opens for you, the fear of failure it takes from you, and the real warehouse job experience it gives you. And at AHCC Warehouse, I want to thank my supervisors **Brin Larson, Sherm Carston, Guy Johnson, Vicki Hoffman, and Chris Gondos** for all their help in developing me into the person I want to be in society. Special thanks to all CI for achieving their mission statement for individuals that are like me.



Adrian Morris—September 24, 2018



★ Kudos ★

## Robert Foley and Tammy Lehtinen

**Job Title:** CISAs

**Location:** MCC MSU

**Category:** Teamwork

**Kudos:** CISAs Foley and Lehtinen did a fantastic job on the lunch meal served to the MSU population for the Diversity Fair. Great job both of you!

## Sam Farrington

**Job Title:** Uniform/Laundry

**Location:** AHCC Laundry

**Category:** Professional

**Kudos:** Sam does an excellent job at ensuring all our uniforms are clean, crisp and professional looking. Thank you for all you do Sam.

[View additional DOC Staff Kudos or nominate someone for a kudos here!](#)



## Welcome Kumara!

CRCC is excited to welcome Pushpakumara 'Kumara' Agerage to the textiles team. Kumara is a Correctional Industries Supervisor 2 and graduated CORE on October 12th.





# CI Hosts Legislative Tour of MIS

On September 19, CI hosted a legislative tour. The group included Senator Jeannie Darneille and Representative Christine Kilduff, along with several legislative staffers.



Legislative tours are a way for our elected officials to better understand state operations, challenges, and successes. After a tour of the DSHS Special Commitment Center, the tour continue with the CI stewardship.

The group started in the Diesel Shop, where supervisor Philip Howse provided an overview of the operation and the training provided to the incarcerated individuals.



They then made their way to the Marine Shop. Marine operations supervisor, Greg Buikema, talked to the group about the never-ending challenges of maintaining an aging fleet. Many tour participants even climbed aboard passenger ferry Callahan, which is undergoing dry dock repair. While aboard, MIS shipwright supervisor, Gary Taimanglo, talked about the process and timelines for repairs.

The group boarded a bus for a quick trip to the barge dock. Along the beach they spotted several fresh tracks, mostly likely from the local black bear and her two cubs.



After a quick trip to Still Harbor to see the vessels awaiting surplus and a stop near the old farm to check on the will drilling project, the group headed inside the prison.



After a quick visit inside, the group made their way back to the dock and boarded a passenger ferry back to Steilacoom. Thank you to everyone at MIS for making the tour informative and valuable for our guests.



# Employee Spotlight

Marion Kariuki,  
Purchasing Manager at SCCC

Marion was born in Kenya and grew up in Nairobi. She now lives in Olympia with her husband and son. Marion works as the Purchasing Manager at SCCC. She joined CI only eight (8) months ago and says the best part of her job is with the responsibility of purchasing she has the opportunity to interact with employees across all levels of the organization and across all functional areas. She loves the learning more about CI operations, mission and vision. Read on to learn more about Marion.

- |   |  |
|---|--|
| <p><b>Best job ever?</b><br/>Product development and purchasing</p> <p><b>What are the top three highlights of your life?</b><br/>1—Mother and Wife, 2—Friends and family, and 3—<br/>Graduating with her BSN</p> <p><b>If you could have dinner with one person from history, who would it be?</b><br/>Nelson Mandela</p> <p><b>Have you met someone famous?</b><br/>President Barack Obama</p> <p><b>Something on your bucket list?</b><br/>Meet Oprah</p> <p><b>What do you like to do outside of work?</b><br/>Spend time with family</p> <p><b>What did you want to be when you grew up?</b><br/>I was religious by then and wanted to become a Catholic nun</p> <p><b>What is something that reminds you of your childhood?</b><br/>Nursery rhymes</p> <p><b>Where is your favorite place to live?</b><br/>Right here in Olympia</p> <p><b>Favorite Movie...</b><br/>Night at the Museum and Are We Done Yet</p> <p><b>Favorite Comedian...</b><br/>Eddie Murphy</p> <p><b>Favorite Band/Singer/Song...</b><br/>Boyz to Men</p> | <p><b>Worst job ever?</b><br/>None</p> <p><b>Do you have a personal motto or mantra?</b><br/>Expect nothing and appreciate everything</p> <p><b>What is your favorite team to cheer for?</b><br/>Notre Dame</p> <p><b>What is your favorite food?</b><br/>Nyama Choma (Roasted Meat) - Pride of Kenyan food</p> <p><b>What is your pet peeve?</b><br/>Having to repeat myself multiple times</p> <p><b>What do you fear most?</b><br/>Losing myself due to any circumstances that happen in life</p> <p><b>Something you may not know about me...</b><br/>I can speak more than five languages</p> <p><b>Where is your favorite vacation location?</b><br/>Mombasa Kenya</p> <p><b>I am happiest when...</b><br/>I am spending time outdoors with my son and husband</p> <p><b>Favorite Book...</b><br/>The Lord of the Rings</p> <p><b>Favorite vehicle...</b><br/>BMW's</p> <p><b>Favorite TV Show...</b><br/>America's Got Talent</p> |
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# Ham & Potato Soup

Alli Shircliff—[allrecipes.com](http://allrecipes.com)



Prep: 20 min Cook: 25 min Servings: 8

Calories: 195; Total fat: 10.5g; Sat. fat: 6g; Chol.: 30mg;  
Sodium: 394mg; Potassium: 442mg; Carb.: 19.5g;  
Dietary Fiber 1.9g; Sugars: 4g; Protein: 6.1g



## Ingredients

- ◇ 3-1/2 cups peeled and diced potatoes
- ◇ 1/3 cup diced celery
- ◇ 1/3 cup finely chopped onion
- ◇ 3/4 cup diced cooked ham
- ◇ 3-1/4 cups water
- ◇ 2 tablespoons chicken bouillon granules
- ◇ 1/2 teaspoon salt, or to taste
- ◇ 1 teaspoon ground white or black pepper, or to taste
- ◇ 5 tablespoons butter
- ◇ 5 tablespoons all-purpose flour
- ◇ 2 cups milk

## Directions

1. Combine the potatoes, celery, onion, ham and water in a stockpot. Bring to a boil, then cook over medium heat until potatoes are tender, about 10 to 15 minutes. Stir in the chicken bouillon, salt and pepper.
2. In a separate saucepan, melt butter over medium-low heat. Whisk in flour with a fork, and cook, stirring constantly until thick, about 1 minute. Slowly stir in milk as not to allow lumps to form until all of the milk has been added. Continue stirring over medium-low heat until thick, 4 to 5 minutes.
3. Stir the milk mixture into the stockpot, and cook soup until heated through. Serve immediately.

## We want to hear from you!

If you have something you want to share or if there is a team/division you want to learn more about, please let me know:

[lindsey.konrad@doc.wa.gov](mailto:lindsey.konrad@doc.wa.gov).

On September 19th, Mark Horton, MIS Plant Operator-Wastewater Treatment, received the official plaque from the Department of Ecology. Mark, along with fellow Plant Operator, Luther Chaviers (not pictured), received the outstanding performance award in recognition of the plant successfully operating violation free for 365 days!



L to R: Emily Hetland, Mark Horton, Brian Peterson



# October Milestone Anniversaries

Thank you for your service to Washington State



## 5 Years

Julie Jansen—CISA at CRCC  
Cory Komberec—TD3 at AHCC

## 10 Years

Joshua Brown—CIS2 at CRCC  
Janet Harper—CISA at WSP  
Matt Muth—CIS2 at HQ SDD  
Joe Newberry—CISA at SCCC  
Stacy Thompson—IS2 at SCCC

## 15 Years

Jerome Morris—WO3 at AHCC

## 20 Years

Danny Wilcox—TD3 at HQ SDD

## 25 Years

Monica Miller—IM5 at CRCC

Maria Arteaga—CISA at AHCC

Scott Ashe—CISA at WCC

Vania Beard—AA2 at MIS

Robert Burnette—CISA at AHCC

Kathleen Clough—CIS2 at WSP

Carol Curtis—CISA at CRCC

Jamie Dolan—Assistant Director

Steve Gonia—CISA at HQ SDD

Denny Goudie—CISA at CBCC

Tina Hadden—CISA at WCC

Trina Hamilton—TD3 at HQ SDD

Emily Hetland—Assistant Director

Diana Hirst—CSS1 at AHCC

Stephanie Hodgkinson—IS2 at HQ

Steven Hubbs—CIS2 at WSP

James Humphreys—CIS2 at CRCC

Dustin Hyde—CIS2 at WSP

Thomas Iha—Ferry Operator Asst at MIS

John Kirk—IM3 at HQ

Gary Kresge—CISA at MCC

Larry Lipp—CIS2 at CCCC

Heather Mellor—HRC3 at HQ

Alan Millager—CIS2 at MCC

Dusquene Miller—CISA at WCCW

Michelle Myers—IS1 at HQ

Debra Ohmann—WO2 at AHCC

Robert Owens—CISA at WCC

Luann Poler—IM3 at AHCC

Tara Proctor—IS2 at CRCC

Mark Roney—IS2 at AHCC

George Schoettle—Marine Engine Mech Sup at MIS

Daniel Schofield—CIS2 at AHCC

Shelley Thompson—CISA at AHCC

James Trogden—IM4 at HQ

Lonn Turner—IM3 at MCC

Michael Werner—CISA at CRCC

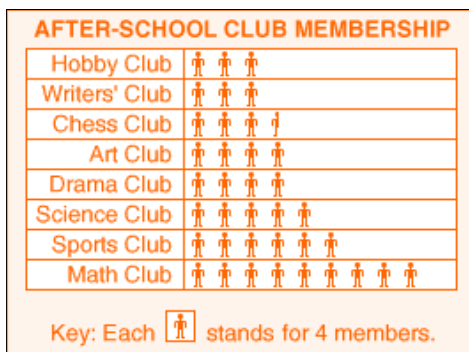
Duane Worden—WO2 at WSP

Shanon Wulf—CIS2 at WCC

## OCTOBER ANNIVERSARIES



# Identifying Problems Using Pictographs and Pareto Charts

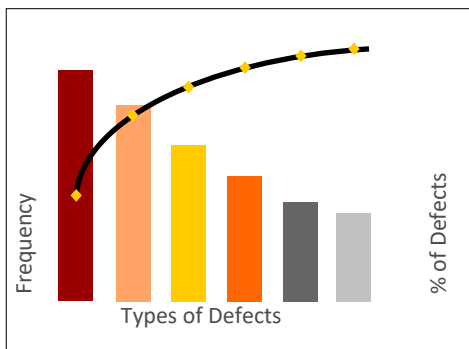


## What is a PICTOGRAPH?

A pictograph uses a visual picture or chart with symbols to represent data.

## What is a PARETO CHART?

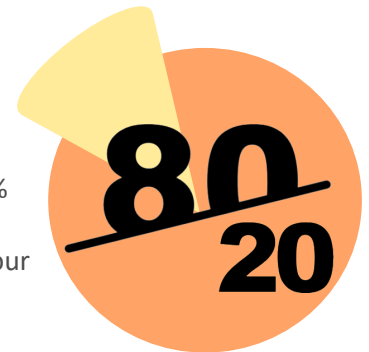
A Pareto Chart is a bar chart that displays the most significant types of defect occurrences in descending order.



## PARETO PRINCIPLE

The 80/20 Rule 'Work Smart'.

80% of outcomes can be attributed to 20% of the causes for a given event. Focus on 80% of your time/energy on the 20% of your work that is really important.



## Where to use it!

Place a pictograph diagram sheet where the work is being completed, allowing the operators to mark defects on the pictograph as they are identified.

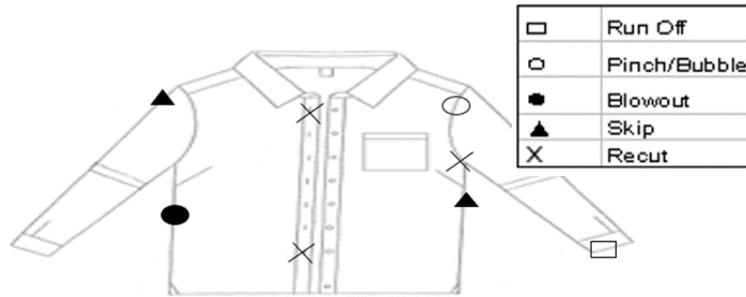
## When to use it!

1. When analyzing data about the frequency of problems
2. When there are many problems and you want to focus on the most significant
3. When analyzing broad causes by looking at their specific components

EXAMPLE: It was determined there was an opportunity with the seams on a shirt

### STEP 1

1. Create a pictogram or visual picture of the shirt
2. Place the pictogram on the shop floor where the hems are completed
3. Instruct operators to use one pictograph per day and mark defect type and location



### STEP 2

1. Using the pictogram, tally the defects by type and create a Pareto Chart
2. Identify the defects with the highest rate of occurrence, in this instance we want to focus on the recut defects



### STEP 3

Proceed with the same steps for the next area of opportunity!

And don't forget to **CELEBRATE SUCCESS**



For more information on pictographs and Pareto Charts, contact [Jim Nelson](#) or [Stacie Rooney](#).

The following staff have joined our CI team. Some are new and others have been around for a while and recently changed positions. Please take a minute to say hello when you see them at your facility.

Tammy Lehtinen—CIS2 at MCC  
Bryan King—IM5 at HQ  
Tam Nguyen—IM3 at HQ  
Brian Drake—IS2 at AHCC  
Amanda Fong—CISA at MCC

Gerado Meza Regalado—CISA at WSP  
Amy Wells—WO2 at AHCC  
Kayla Mix—CISA at MCC  
Ashley Pedersen—HRC3 at HQ  
Jabal Muhajjuddin—CISA at WCC





# Honey Bees Thrive on McNeil Island

Several months ago, two bee hives were placed in the orchard on McNeil Island. While CI is not directly involved in bee program, MIS GM Henry Mack receives update reports from beekeeper Laurie Pyne on all the hive activities. We think the updates and the program are fascinating, so we're sharing some of the recent program info and photos. Hope you enjoy.

## SEPTEMBER 20th

The bees in both hives are both still busy prepping for winter and received refills on their empty feeders today. We're going to proceed with securing two quilt boxes (as described in the last report) and will see if Bruce Carly's team might be able to put them together for us. We're also going to take the old deep (derelict) boxes we found at the site before the bees moved in (that are sitting on the side of the storage shed) to see if those can be cut down in size to use in the future or for making the quilts. It will be critically important to make sure the bees have appropriate feed into the winter months and then over the winter (when we switch to a solid form of sugar) to keep them from starving if they run out of honey stores.

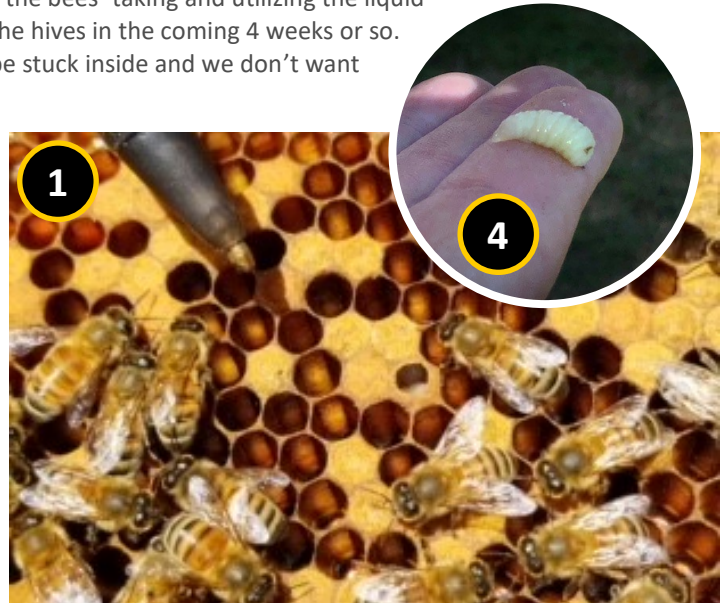
We will continue to strategize best management as we observe them over the coming weeks; we know that any future time now we could lose our warm daytime temperatures. At present hive #2 appears a bit more populated and stronger than hive #1. The bees consumed only part of the pollen patty that was left for them last week in both hives; this could also be a sign they are slowing down the "baby bee" production and, therefore, not taking and needing as much protein as before. Right now, the queens are still laying eggs.

## SEPTEMBER 27th

On bee inspection Thursday, Sept. 27 both hives appeared to be doing well. Feeding continues to be of high importance and multiple forms of feed were given including protein/pollen substitute patty; viscous sugar syrup (2:1 and 3:1 sugar to water) and liquid protein mixed with syrup. Temperatures are still supporting the bees' taking and utilizing the liquid feed. We will be prepared to place solid sugar "candy boards" in the hives in the coming 4 weeks or so. This will also be important as the fall rains settle in, the bees will be stuck inside and we don't want moisture to be a problem in the hives.

(Continued on page 12)

1. Worker bees putting wax covering on larvae. The larvae will spin a cocoon inside the cell and become pupae before emerging as a fully formed bee.
2. CCCC beekeepers discuss what they observe while as assistant works to keep the smoke going.
3. Can you spot the queen?
4. Larva removed from its cell to check for varroa mites. Mites feed and reproduce on larvae (and pupae) in the developing brood and can cause diseases and other problems. The brown spot is not a mite, but a piece of propolis from the hive.



We have not seen any varroa mites since fall treatments were completed. Both hives still have quite a bit of brood and eggs and both queens were spotted. Hive number one has a slight edge on size vs number two; we always like to see lots of bees heading into the winter in a hive. They will make a big ball with the queen at the heart of it and cluster in the center of the boxes, vibrating their flight muscles to stay warm. They will work their way up through their honey stores in the boxes as the winter progresses. A larger number of bees can, generally, better climate control their hive.

We will likely plan at least a monthly trip out in the winter months, weather permitting, just to make sure the bees aren't running out of their winter hard sugar feed and to keep an eye on any potential condensation issues. Plus, anything observed that will help us tweak our hive management for next year will be helpful information to have.

## OCTOBER 4th

It was a gorgeous day to inspect the MIS hives. The bees were very calm and very busy bringing in whatever pollen they can find, feeding eggs and larvae and storing as much nectar/honey as they can for their winter food supply. We even saw drone (male bee) brood today, a bit unusual for this time of year.

Both hives are doing well; we saw both queens, and almost, surprisingly, both are still laying lots of eggs. There was fantastic brood (baby bee) patterns noted in both hives. We did a frame repair on hive one and replenished the depleted food supplies with solid pollen substitute patties as well as liquid feed for both hives. The remainder of the less viscous syrup from last week was not being taken by the bees so we removed it; they should really only be getting the more viscous sugar syrup now anyway. The bees always teach us how to beekeep.

Offender beekeepers did a great job with inspecting; it is really fun to watch the wary inmates move closer and closer towards the hives during an inspection, especially when someone excitedly spots something interesting inside the hive. Its kind of like the beekeeping version of "Mythbusters" because of the pervasive social ideas about honey bees being "mean and nasty". Everyone learns something new and the crews that participate all gain some fluency in bee knowledge and information while learning to care for a colony of bees.

Everyone is enjoying the apples in the orchard including the island bears, apparently, as we did spot our first bear scat not far from the bee shelter in the orchard. Hopefully they have such an abundance of other food that the bees won't even fall anywhere on their radar.



1. Freshly painted bee shelters look bee-utiful!
2. The bee at the end of the finger is on her way to unload her bounty of pollen in a cell. If you look underneath her wings you can see filled orange pollen baskets on her rear legs. The wax covered cells on the bottom left hold honey.
3. A bee feeding smorgasbord. Each hive got a quart jar of (Left to Right) protein powder mixed in 2:1 sugar syrup; a jar of 3:1 sugar syrup and a jar of 2:1 sugar syrup plus a solid freshly made pollen patty.
4. CCCC beekeeper puts the hive back together.



# AHCC Receives Employer Support Award

This month, Bonnie Scott, Food Service Manager at AHCC, accepted an award for Employer Support of the Guard and Reserve from the Office of the Secretary of Defense, on behalf of the Department of Corrections.

CISA Andy Estribi nominated Bonnie for this award, because of the support he received which allowed him the ability to support Charlie Company 1/161 on the drill dates for TY 2018.

Employees serving in the National Guard or Reserve, or the spouse of a Guard or Reserve member, may nominate individual supervisors and bosses for this Patriotic award.

The Washington Committee for Employer Support of the Guard and Reserve (ESGR) is a Department of Defense agency that seeks to promote a culture in which all American employers support and value the military service of their employees. They recognize the outstanding support, increase awareness of the law and resolve conflicts through medication.

Presenting Bonnie with this award were Hannah Schoepp, WorkSource Local Veterans Employment Represented and Ty Corbett, ESGR Employment Transition Outreach Contractor. Bonnie received a certificate and letter from the Washington Committee, to as recognition of being an employer who takes the extra steps in support of our nation's defense force.



R to L: Andy Estribi, Bonnie Scott, Ty Corbett

## Where Are We?

Can you identify this building? The unique paint color and signs of age may help you. Another clue...we highlighted this location several times in this newsletter.

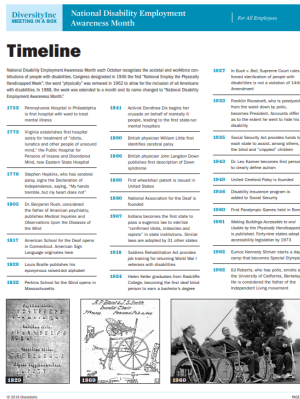
Email [lindsey.konrad@doc.wa.gov](mailto:lindsey.konrad@doc.wa.gov) with your guess.

We'll publish the correct answer (and the names of anyone who guesses correctly) along with some information on the history of the building in the November newsletter.



# OCTOBER is National Disability Employment Awareness Month

## America's Workforce: Empowering All



Held each October, National Disability Employment Awareness Month (NDEAM) is a national campaign that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities. The theme for 2018 is "America's Workforce: Empowering All"

NDEAM's roots go back to 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month." Upon its establishment in 2001, ODEP assumed responsibility for NDEAM and has worked to expand its reach and scope ever since.

↑ Click image to view a timeline of some of the societal and workforce contribution of people with disabilities.

Additional resources: [DiversityInc.com](https://www.diversityinc.com); [Census.gov](https://www.census.gov); [Library of Congress](https://www.congress.gov)

# OCTOBER is National Breast Cancer Awareness Month

Thanks to largely stable incidence rates, improved treatment, as well as earlier detection through screening and increased awareness, a woman's risk of dying of breast cancer dropped 39 percent between the late 1980s and 2015, translating into more than 300,000 breast cancer deaths avoided during that time.



Despite that progress, there's much more to be done. Breast cancer is still the second-leading cause of cancer death in women, second only to lung cancer. There is still a large racial gap in mortality, with African-American women having higher death rates compared to whites, even as incidence rates are similar.

## Janelle's Journey

Thirty-eight years have passed since Janelle first encountered breast cancer. She was 34 years old, married, and the mother of three young sons. To read more about the founders of the National Breast Cancer Foundation, visit:

[nationalbreastcancer.org](https://nationalbreastcancer.org)

Additional resources: [National Cancer Society](https://www.nationalcancer.org), [National Breast Cancer Foundation](https://www.nationalbreastcancer.org), [Breast Cancer Now](https://www.breastcancer.org), [Susan G. Komen](https://www.susan.gkomen.org)

“ We must strive to become good ancestors. ”

~ Ralph Nader

