

# CLAMPCO CLIPS SEPTEMBER 2020

*A Note from the desk of:*

*Rick Gissinger, Supply Chain Manager*

## Interesting Parallels

My job is simple: get around the fields and feed and shepherd the different flocks of ewes – dealing with any issues that arise.

First rule of shepherding: it's not about you, it's about the sheep and the land.

Second rule: you can't win sometimes.

Third rule: shut up, and go and do the work.

-James Rebanks from *The Shepherd's Life*

You can't put too much stock in the wisdom and judgement of someone who *chooses* to subject themselves to the rigors and challenges of raising a flock of sheep. However, when I read this book by Mr. Rebanks, I saw in it many similarities to our situation here at Clampco.

We are quite a flock. We do need good leadership to take us to green pastures. However, one of the most interesting things I learned is how much the members of a flock look after each other. A good, healthy, flourishing flock is made up of a bunch of individuals who care about and care for one another. We have the first rule down pretty well here. It's not about the individual. It's about the group as a whole and about the health of the company that sustains us.

Rule number two is about tenacity. Sometimes we don't win. However, we do have a very impressive winning record. And through our combined efforts we make our own luck. Good things seem to happen here at Clampco. We have seen it time and time again. Just when things start to look bleak for what whatever reason, we pull together and get through it – together. Not that we look past the incredible efforts that individuals put into their jobs. But we recognize that as a team, we are stronger.

The third rule is where we thrive. We get the work finished. The dedication that we have to getting our jobs done and done well shows in every facet of the company. Sure, sometimes there is a little bleating going on. But actions do speak louder than words. And words don't ship clamps. Judging by the number of clamps going out the door, we are definitely on the right side of this rule.

This type of reflection brings a question to mind. Why do it? In the case of James Rebanks, why go through the effort, heartbreak, sweat, toil, mud, cursed flies, baking sun, freezing sleet, snow, rain and bone aching fatigue of raising a flock of sheep? I might be able to provide a bit of insight on this one. It is about being part of something bigger than yourself. It is about being a member of a family that depends on you and sustains you at the same time. It is about feeling needed and feeling secure. It is about appreciation and gratitude. It is about a place to go and a place to be. It is about us.

In case no one has said it yet today, it is nice to have you in the fold.

## WHO'S WHO AT CLAMPCO



**NAME:** Jessica Flaherty

**DEPARTMENT/SHIFT:** Accounts Payable

**NORMAL DAY CONSISTS OF:** Preparing all invoices for payment, entering manual checks as well as cleared checks, preparing checks for the weekly check run, as well as printing & assembling work orders for production.

**MY HOBBIES:** Spending time with my two kids, Ella & Brody. I also enjoy traveling to Florida with my best friend. Sitting by the beach with a margarita is my happy place. We've been twice this year; hoping to go at least twice next year!

## The Safety Corner

Certain workplaces and industries carry their own inherent risks, such as ours. The simple truth is that we operate machinery in an industrial environment. I don't like to admit that employees have or could possibly be hurt while on the job here at Clampco. Further, the COVID-19 pandemic has heightened everyone's sensibilities toward potentially falling ill while at work as well, and this is something we can't even see! We've made great strides with our safety programs and procedures in recent years, but pressing forward and never settling is still the only way forward.

The famous writer Tolkien once penned, "It is a dangerous business walking outside your front door," and this is a truth we must all carry with us. Despite our routine comforts with our job and work friends here, we have to keep in mind that things can run off the rails, really fast if we aren't paying attention. This is true here and in our personal lives.

Further, there's the tendency in humans to not want to pay attention to warning signs, or to not say something when they've seen something. I'll be the first to admit it. Sometimes, I have to force myself to say something to someone when I see an unsafe practice or hear of a bad attitude, *because I don't want to offend that person...* and I'm the boss' kid! Crazy, no?! We all fall prey to this at times; no one is immune.

We spend more time with each other here at work than we do with our own spouses/families, so going with the concept of injury and death at work, I wanted to share the following with you. The basic reality remains that even IN OUR MODERN ERA, employees are still getting injured or even dying while carrying on about their normal work day.

The following were the top 10 most frequently cited standards by Federal OSHA in fiscal year 2019 (October 1, 2018, through September 30, 2019):

1. Fall protection, construction ([29 CFR 1926.501](#))
2. Hazard communication standard, general industry ([29 CFR 1910.1200](#))
3. Scaffolding, general requirements, construction ([29 CFR 1926.451](#))
4. Control of hazardous energy (lockout/tagout), general industry ([29 CFR 1910.147](#))
5. Respiratory protection, general industry ([29 CFR 1910.134](#))
6. Ladders, construction ([29 CFR 1926.1053](#))
7. Powered industrial trucks, general industry ([29 CFR 1910.178](#))
8. Fall Protection-Training Requirements ([29 CFR 1926.503](#))
9. Machinery and Machine Guarding, general requirements ([29 CFR 1910.212](#))
10. Eye and Face Protection ([29 CFR 1926.102](#))

Injuries and illnesses at work almost always seem to come as a surprise, but when one looks deeper, they can question, were there warning signs before these injuries/deaths occurred? Were safety concerns brought forward and not addressed? Were risks simply not thought of until it was too late? Did well-meaning people just simply forget, and what kind of system allowed them to forget? Did they participate in risky behaviors beforehand that were overlooked by others? Could there have been communication prior that might have stopped something from occurring?

A lot can be said for being aware, but saying something and owning it goes miles beyond.

