

# CONNECTIONS

The newsletter of LERA-ALABAMA  
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[www.alabama-lera.com](http://www.alabama-lera.com)



## FRIENDS AND FACES

A note from Patrick Rasco, Alabama-LERA Secretary & Director, Industrial Labor Relations, MSFC NASA



### *A job well done –*

It's all about communication. How many times have you talked with your team, co-workers, or managers, to come up with the perfect way to accomplish a task? "You do Task A...I will do Task B...and voila – a "no-way-we-can-fail" approach is born...

A friend of mine recently recounted a personal story that illustrates the concept beautifully. She and her husband decided to insulate the attic above a new addition to their home. It would be a simple, DIY project. They would buy materials and rent a motorized blower from one of the big box stores. Then connect a series of hoses to the blower outside, run them through the house, through the new addition, and finally into the new attic. Their responsibilities were clearly defined. Her husband would climb into the attic and direct the spray of insulation as it burst from the end of the hose. She would be positioned outside feeding bags of insulation into the blower's hopper, which would separate the insulation into thousands of fine, small particles. The blower would then use air to force the material through the length of hoses until it sprayed out into the attic - blanketing every nook and cranny in a thick, deep, money saving layer of insulation. Simple and easy! Right? The process was deemed a success after my friend sent a bag of insulation through the blower, ran through the house to the addition, and climbed into the attic to confirm the successful delivery of the

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### IN THE HEADLINES:

*Gearing up for the fall conference...!*

*Read through this issue and you will see – the Executive Board is busily working behind the scenes getting ready for the 2015 Fall Conference! Read more about it in the President's Corner (pg 2) and Celebrating 30 Years of Excellence (pg2).*

*Be a part of the success! Join us and help us celebrate 30 years of working together!*

**Alabama-LERA Fall Conference  
September 20-22<sup>nd</sup>, 2015**

# Celebrating 30 Years of Excellence:

## Don't miss the Alabama-LERA 2015 Fall Conference!

The 2014 Fall Conference was indeed a clear success! Boasting a roster packed with national level speakers and subject matter experts, the conference once again delivered a phenomenal mix of data, thought provoking presentations, and audience driven discussion. 2015 will deliver yet another high quality event. We are again engaging students from around the state, and securing top level speakers from across the country. Participants will once again have the opportunity to network with key labor and management professionals from the national and state levels. Sign up now at [www.alabama-lera.com](http://www.alabama-lera.com)



ABOVE: Snapshots from the 2014 Alabama-LERA Fall Conference. The program lineup boasted top caliber speakers including the President of LERA (Martin Mulloy); FMCS Commissioner Rich Giacalone; TERRA President Kim Lafavor; Jim Hunter, IBEW Utilities Director; Darryl Dewberry, International District Vice President United Mine Workers; Jonathan Halbesleben, Healthsouth Chair of Health Care Management, UA; and a guest panel of arbitration experts (Trevor Bain, Richard Brooks, Jack Clarke, Ed Harrison).

## IN THE SPOTLIGHT:

### The 2015 Huntsville Luncheon Meeting – Co-sponsored by the Area Labor Management Relations Council

**When:**

July 14, 2015

Registration at 11:00am

Lunch & Program at 11:30pm

**Where:**

The Summit, Redstone Arsenal  
Building 130, Golf Course Road  
Redstone, AL 35898.

**How:** Cost is \$25.

Make your reservation on-line at  
[www.alabama-lera.com](http://www.alabama-lera.com)



## THE PRESIDENT'S CORNER



### Greetings everyone!

I'm sure everyone is enjoying the nice warm summer...which means the Fall Conference is right around the corner! We will be celebrating our 30<sup>th</sup> year, and plans are underway to have our best Conference ever. The Executive Board has spent a tremendous amount of time this year meeting and finalizing all of the events. Last year was a huge success. We want to continue that level of quality, so we have an action packed line-up with some highly recognized speakers. Also, there will be very special event that will have a lasting impact on our Chapter. Please convey to your colleagues the importance and significance of this conference. We have been very fortunate to be recognized as a winner of LERA National's "Outstanding Chapter" awards this past year! Take a look at the chapter's web page [www. Alabama-LERA.com](http://www.Alabama-LERA.com), and be sure to register. We look forward to a great Conference and hope to see you at the white sands of Orange Beach on September 20<sup>th</sup>-22<sup>nd</sup> 2015.

*Tony*



The single biggest problem in communication is  
the illusion that it has taken place....

George Bernard Shaw

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A NOTE FROM PATRICK RASCO

(con't) insulation with her husband. Game on! Her husband waited patiently in the hot attic while she made her way back through the house and outside to begin cheerfully loading what seemed like a mountain of insulation into the hopper. She and her husband shouted inaudible cries of encouragement to each other over the roar of the blower. Soon, the last bag had been fed into the hopper! The wife was proud of herself and her husband for tackling such an easy task and saving money in the process. Meanwhile, on the other end of the house, her husband was growing impatient in the sweltering attic wondering when his wife was going to start feeding insulation into the hopper...

You may have guessed by now...even the best laid plans can fall apart! After the successful trial run, one of the hose connections inside the house had come apart! That mountain of insulation which had been propelled through the hose destined for the attic, had instead blanketed every inch of the interior of their home!

How often have we experienced a similar frustration when the "perfect approach" to accomplishing a task suddenly isn't perfect anymore? Somewhere in our process we have a breakdown, a lapse in communication. If we don't communicate throughout an entire process, or check in with each other to see how things are going, we can easily end up with our house in a mess!

**REGISTER NOW for:**  
- the Huntsville Meeting  
& the Fall Conference!  
To register, visit  
<http://www.alabama-lera.com>

We'd love to hear from you!

Please e-mail your feedback/suggestions to: [patrick.rasco@nasa.gov](mailto:patrick.rasco@nasa.gov)

For information on becoming a member of LERA-Alabama contact:  
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