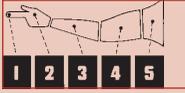


# MODAPTS® News

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## MODAPTS Travels to Kuala Lumpur, Malaysia and Bangkok, Thailand

By Michael Schinnick, Director, Dynamics Research Group, Inc. (Applied Ergonomics and Work Injury Management)



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In November, 2005 I had the opportunity to travel to the beautiful cities of Kuala Lumpur and Bangkok to conduct training seminars and provide consulting in MODAPTS and Ergonomic Applications. The training and consulting were sponsored by Ken Knowledge International which is based in Singapore.

Thanks to the Training Manual exercises, my work task videos and TaskMaster 2000 Computer Program, the training programs were a great success. Every one of the participants successfully passed the MODAPTS examination and the training feedback was very positive.

Anticipating the language barriers, each participant was asked to bring a laptop computer and videos of at least three short cycle work tasks to

the seminars. At the beginning of the training each participant was provided with a copy of TaskMaster 2000. The training was computer, power point, and video based. The technology significantly reduced any language issues. The fact that technology significantly reduced language issues reiterated my first published article entitled "The Common Language for Understanding Work." I prepared this article after studying with Chris Heyde in Sydney, Australia 1984.

I was not surprised that when we conducted MODAPTS studies of the videos it was found that MODAPTS results were a little bit on the loose side. This was adjusted for in the allowance percentages. After watching the videos, I can say with certainty that the Malaysian and Thai workers operate extremely quickly and efficiently, utilizing their hands with amazing coordination, probably above established industrial standards. Now, I more clearly understand that this is one of the contributing factors as to why the Southeast Asia manufacturing sector is so strong in the world economy.

Company participants included representatives of Osram Opto Semiconductor, Meiban Plastics, Guocera Tile Industries, Celestica Electronics, Braun Medical, Associated Motor Industrial, Mölnlycke Healthcare, Western Digital and Revertex. Additional company representatives also included perhaps more commonly recognized companies such as Goodyear Tire and Texas Instruments.

The question of primary significance asked by companies that have implemented Six Sigma, Lean Manufacturing, and JIT Manufacturing, etc.,

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# DOL Audit Finds No Exceptions to Compliance with MODAPTS

*The following events leading up to and including a DOL audit is provided by Suzanne Bonfanti, Director of Sales & Marketing, Pine Castle, Inc. Suzanne is also one of the officers of the IMA.*

Tuesday, February 27, 2007 started as another great day at Pine Castle, Inc. We were moving right along serving our consumers (clients), getting work requests from local businesses and conducting the work of the day, work that all of us here love. By midday, the mail had arrived with formal notice that we had been chosen for a Department of Labor (DOL) audit to be conducted mid-March. Now we've all heard the horror stories so I won't bemoan the obvious.

Pine Castle, Inc. began in the 1950's when there were few, if any, services available to people with disabilities. They were considered "a little fragment of humanity about whom it was assumed that little or nothing could be done". Most parents were forced to keep their children at home or institutionalize them. Fortunately, for Duval County Florida, a small group of parents began dreaming together about full productive lives for their sons and daughters. They persisted and made the dream a reality in 1952 when Pine Castle opened their doors and began serving the specialized needs of people with developmental disabilities.

The Florida Times Union, in a 1962 story, reported Pine Castle's beginning this way, "A group of desperate parents pooled their dreams, their heartache and their resources and founded Pine Castle with assets of only a 10-acre swamp and \$1 shack discarded by contractors".

Today, Pine Castle, Inc. serves over 300 adults with disabilities every year providing residential, educational, vocational training and work opportunities to each individual based on their wishes. Pine Castle is a nationally accredited organization recognized for the exceptional work they do for business and industry. Pine Castle, Inc. manufactures wooden stakes for construction companies and surveyors and industrial mops for the State of Florida.

We assemble telephone switching boxes for AT&T/Bell South. Pine Castle provides the work force and space, to business and industry, for a wide variety of labor intensive projects both on-going and sporadic in nature.

So, the day we got "The Letter" the wheels of our finely greased machine came to a halt. We had always tried to do the right things for our



**Chapter 64 of the DOL Field Operations Handbook (Section 64g04) refers to Specific Requirements for Work Measurement. Please visit [www.dol.gov/esa/whd/FOH/ch64/64g04.htm](http://www.dol.gov/esa/whd/FOH/ch64/64g04.htm) for specific guidelines.**

employees as well as the clients we serve. Now we were going to see how well we had done at carrying out the rules and regulations of the U. S. Department of Labor.

Since my role here is as the Director of Sales and Marketing, I am responsible for the work services area of our organization. This is where we utilize MODapts® often and exclusively. We converted from our old "time study" method about four years ago and now were going to get to show off our shiny, bright, new system.

We quickly discovered that our DOL auditors knew nothing specific about MODapts®, but they did know to ask for current certificates for each practioner here. So I promptly invited them to training at the Spring IMA Conference and made sure they had the necessary registration paperwork. I was disappointed they chose not

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**MODAPTS in Thailand, from page 1**

was how would MODAPTS benefit these management programs? My response was that the fundamental basis of these manufacturing and management systems is that one must identify what their direct labor standards and costs are, and what productivity potential the current work force is capable of. Without a system of establishing and keeping current updated direct labor capacities and costs, management and manufacturing systems cannot be effectively established.

I was very impressed by the capabilities of my participants and the personnel of Ken Knowledge International. I made new friends and professional colleagues; the countryside was beautiful and the people were extremely gracious and shared their culture with me. I am grateful and honored to have had such an experience. Not only did the participants leave with new knowledge, I also learned from working with them regarding the application needs in their respective industries.

I would be happy to discuss my knowledge in this innovative area of ergonomic applications and openly welcome discussions of your experience and

understanding of this field. I can be reached by e-mail at: [DRG@Drshinnick.com](mailto:DRG@Drshinnick.com)

An updated and enhanced version of the Taskmaster software, utilized in this workshop, has recently been developed and is sure to generate new interest in Modapts based work study analysis.

The software, which includes improved data entry as well new and productive ergonomic analysis, is available at [www.drshinnick.com](http://www.drshinnick.com) and could be considered a vital tool for use by Modapts Certified instructors in many aspects of training . Current users of Taskmaster 2000 may upgrade to this new version at a reduced fee. ■



*Photo (left): Don Barker, IMA Executive Director, awards Steven Janitzki of Janitzki Services the 2007 Heyde award for his dedication to the IMA mission.*

## 2007 IMA Conference Offers Excellent Networking Opportunities

It was another outstanding conference where business and fun collided. The 2007 Annual Conference continued to include the “normal fun stuff”, welcome reception, lunch on the deck and the Awards Banquet and a new feature of a cash bar and DJ (dancing), which was very popular. The pre conference training continued to include the Practitioner Training Course, the ever popular MODAPTS Refresher Training and a new course, Process Writing, which was well received. The actual Conference presentations were extremely interesting and well presented, as usual. Many of the presentation will be presented in future editions of the MODAPTS© News this year. An example appears in this edition – “DOL Audit Finds No Exceptions to Compliance with MODAPTS”.



*Photo (right): The brand new MODAPTS certified practitioners, Eddie Samborski, Tim Wise and Christy Fike (l to r) are flanked by their certified Platinum instructors, Gary Sigmon (l) and Mark Johnson (r)*

## *DOL Audit , continued from page 2*

to attend. My staff and I conducted mini-trainings in MODapts®, during the next several days, to give the auditors a basic knowledge to use when evaluating our analysis.



Although the auditors had many questions and they re-visited issues like the Personal Delay & Fatigue (PDF) factor many times in as many days, in the end we passed the DOL test. The auditors

reviewed well over 50 MODapts® studies and found absolutely no exceptions. In fact we were commended on the consistency and accuracy of our studies. Overall our agency did very well too, being sited on just two minor issues which were corrected easily and immediately.

We found the DOL employees who conducted our audit to be knowledgeable professionals

willing to share all their information and expertise.

The audit gave us an excellent opportunity to stop, examine and modify some of our policies and procedures based on best practices advice from the experts in the labor and employment field.



*To learn more about the services for people with disabilities provided by Pine Castle, Inc., please visit [www.pinecastle.org](http://www.pinecastle.org).*

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Start thinking about attending and participating in the 2008 Annual Conference for more of these and other related topics. The 2008 IMA Conference will be a week later, May 12 – 17, 2008; a little further down the “beach” in Melbourne, Florida at the Crown Plaza Melbourne Oceanfront Hotel. There will be more details about the 2008 Annual Conference in both the future news letters and the web ([www.modapts.org](http://www.modapts.org)).

### **International MODAPTS® Association**

If you would like additional copies of the IMA MODAPTS News, or if your address has changed, please contact the IMA at the number below. If you have news you would like to include in the next edition of this newsletter, please forward it to the address below or e-mail [imamodapts@gmail.com](mailto:imamodapts@gmail.com).

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