



# SALUTE



Puget Sound Naval Shipyard & Intermediate Maintenance Facility

Jan. 24, 2019  
Vol. XI No. 2



*Welcome home,*  
**USS Carl Vinson**

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# Pipefitter supervisor embraces MISS program, helps prevent possible crane derailment

Max Maxfield, PSNS & IMF Public Affairs

A Shop 99 Temporary Services pipefitter supervisor on the USS Buffalo (SSN 715) project received a monetary award recently for taking notice of a potential safety issue and ensuring the problem was resolved before anyone was injured or an expensive repair was required.

Sean Davenport noticed a part of the crane track at the north end of Pier 6 looked deformed, and he wondered if the damage might cause a crane transiting the tracks to derail.

According to Gene Bowen, a temporary services zone manager with the Buffalo project, when Davenport noticed the damaged "frog," which is a diamond-shaped portion at the intersection of two crane tracks, he reported the problem to William Sawyers, a general foreman with Code 740 Lifting and Handling Operations.

"The general foreman acknowledged that this was indeed an abnormal condition and contacted Code 740 accident prevention to investigate the deformed track," explained Bowen. "Accident prevention confirmed that this deformity in the crane track had the potential to possibly cause a crane derailment and immediately secured that section of crane track until such time as repairs could be made."

Davenport said he tries to impart the importance of safety to all his employees, regardless of the job or task they are focused on.

"I try to let my employees know that safety truly is the number one goal for everyone in the shipyard, whether they see it or not," he said. "If you're not being safe at work, there's a possibility that you won't go home to your family or you won't get to enjoy your hobbies."

Bowen said Davenport has fully embraced the Monday I Start Safe Program launched last year at PSNS & IMF.

"The Buffalo project and especially Sean fully bought in," Bowen recalled. "The program raised overall awareness as far as project safety is concerned. Sean's prompt actions and questioning attitude potentially prevented a crane derailment, which would have been a major issue for the shipyard."

Davenport recommends teammates pay attention to what's going on around them and pursue solutions to potentially unsafe conditions.

"If you see something, say something," he said. "Even if you're not sure it's an issue, bubble it up anyway. You could possibly save a crane, or a life."



*"Sean's prompt actions and questioning attitude potentially prevented a crane derailment, which would have been a major issue for the shipyard."*

Gene Bowen  
Shop 99 Temporary  
Services zone manager

A repaired diamond-shaped crane track junction, more commonly known as a track "frog," near the end of pier six was recently repaired, thanks to the quick eye of shipyard employee Sean Davenport, a pipefitter supervisor with Shop 99 Temporary Services. (PSNS & IMF photo by Scott Hansen)



*"It was inspiring to see this ship operate. The result of everyone's hard work throughout the availability was amazing!"*

Jim Herdman  
Project Superintendent

USS Seawolf (SSN 21) arrives at Puget Sound Naval Shipyard & Intermediate Maintenance Facility in 2015 to begin a 38-month Extended Dry Docking Selected Restricted Availability. (U.S. Navy photo by Mass Communication Specialist 2nd Class Amanda R. Gray)

## USS Seawolf returns to fleet during holiday break

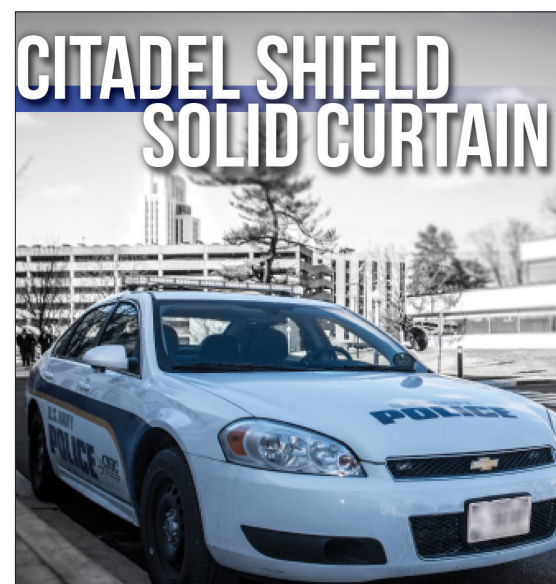
USS Seawolf (SSN 21) departed the shipyard during the holiday curtailment following completion of sea trials and formal certification of all work and testing performed during its Extended Docking Selected Restricted Availability. This concluded a 38-month overhaul on USS Seawolf and returned the ship to the fleet ready to perform its strategic missions.

"It was inspiring to see this ship operate," said Jim Herdman, Seawolf project superintendent, who accompanied the ship on sea trials. "The result of everyone's hard work throughout the availability was amazing!"

The project faced many hurdles during the overhaul, but project team members said the hard work and commitment shown by all organizations allowed the ship to complete sea trials before curtailment.

"It was great to see all of the hard work and camaraderie developed between my crew and ship's force through the end of the availability," said Jen Czarnik, Shop 38 Outside Machinists supervisor.

Non-nuclear Chief Test Engineer Chris Hole echoed this by saying, "The team showed great flexibility and technical skill in dealing with the complex nature of Seawolf."



## Force Protection Exercises, February 4-15

Citadel Shield-Solid Curtain, an annual U.S. Navy wide security and antiterrorism readiness exercise, will take place at Naval Base Kitsap installations from Feb. 4 to 15.

People accessing NBK installations should prepare for potential delays at the gates, roadblocks and traffic diversions, and expect to see an increase in security operations on various base locations. Local residents and communities may notice military activity, including the use of blank ammunition and simulated explosive devices, and possible traffic and pedestrian congestion with the exercise. The exercise employs lifelike scenarios to ensure Navy security forces

sustain peak readiness to respond to changing and dynamic threats.

In the event exercise activities occur within the shipyard Controlled Industrial Area, please follow all traffic changes and safety controls implemented.

Over the course of the security exercise employees can expect to see AtHoc computer notifications from NBK regarding events that are part of the exercise scenarios.

Please monitor News You Can Use or the command's Facebook page or Twitter page for details as they become available.

# Need for employees 75 years ago greater than the need today

Silvia Klatman, PSNS & IMF Public Affairs

The recent job announcement seeking 750 entry-level workers whipped up a social media frenzy as people shared the news with friends and families. In fact, an announcement that the job opportunities would be available quickly reached more than 160,000 people on one social media outlet alone.

Pretty impressive.

But how did the shipyard handle major hiring initiatives prior to social media?

During World War II, the shipyard's employment numbers swelled to support the war effort and the need for employees was a constant issue. Women were hired for jobs that had previously been closed to them, the minimum working and apprenticeship age was decreased and workers were encouraged to contact friends and family members outside the area about relocating to Kitsap to work at "the Yard."

Those and other efforts were fruitful, but the labor force demands simply were too great and continued. Finding personnel was essential to meet the mission, so the command and local community banded together in search of creative solutions to tackle the problem.

The Jan. 15, 1944, issue of Salute chronicled the shipyard's new partnership with the Bremerton Chamber of Commerce and the Area Labor Supply Committee of the Seattle Chamber of Commerce.

"... (A)ll city blocks are to be canvassed shortly in an effort to round up between 400 and 500 part-time workers," according to the announcement. "Simultaneously, an information center is being opened in the lobby of the Rialto theatre to help downtown passers-by obtain information about part-time work in the Yard."

The partners saw this as a way to make contact with potential part-time employees by using what is still the best recruitment tool: one-on-one engagement. The added benefit, according to the Salute article, was that it was "an expression of the determination of the local citizenry to support the Puget Sound Navy Yard to the limit."

This creative effort was coupled with sharing stories of "sensational repair jobs" with media outside the county. Salute boasted that sharing those stories in the past year "smacked page one of Seattle and many other papers."

"'Telling the world' the dramatic story of just some of the important work that goes on behind Yard gates has long been a dream of many in the yard."

Though the numbers today may not be as high and demand might not be reaching numbers as dramatic as 33,000, it's apparent in the latest efforts that 'telling the world' the impressive story of the important work that goes on behind shipyard gates is still a dream—that's also a reality—of many in the command.



Front page article from the Jan. 15, 1944, Salute.



PSNS & IMF on the waterfront's Facebook job announcement teaser with tips about applying for the latest round of hiring gained some of the highest numbers for a PSNS & IMF on the Waterfront post.

# Product Lines brings Kata training back to command

Stacy Givens, Process Improvement Pipefitter Worklead

The Command Guiding Principles place a priority on continuous improvement through scientific thinking. Kata for Daily Improvement is a training method that gives employees the power to rely on facts and data to make educated decisions to improve the flow of work using Plan-Do-Check-Act/Adjust cycles, referred to as PDCA.

In July, employees from Shop 31 Inside Machinists; Shop 99 Temporary Services; and Code 1060 Component Repair and Fabrication, participated in training sponsored by Code 1000 Product Line Department. The Kata method proved successful.

Puget Sound Naval Shipyard & Intermediate Maintenance Facility mechanics will have another chance to learn the Kata method for improvement and coaching, from a University of Michigan instructor Jan. 29 - 31.

When Kata is used to solve a problem or improve a process, management sets a specific challenge for the team assigned to the task.

Employees seek to understand the current flow of work, including each step; how long it takes; and why it is performed. The group identifies a target condition between the current condition and the challenge, then work toward that target by trying small changes as experiments.

Each experiment provides the group with data from which they can learn. Throughout the testing process, management coaches the team by asking questions to prompt critical thinking and understanding about what occurred, what was learned and what the next step might or should be.

*"As a mechanic in the shop, I now look at things in a different way regarding how things have always been done."*

Tracy Leischner  
Temporary Services Lead

Shop 99 has been using Kata since members attended the training. Their first experiment was to improve the air hose testing process for three 50 inch by one and one fourth inch low pressure air hoses. It was taking an hour for two mechanics to do a leak test, strength test, and certify three hoses. They set a goal to reduce the cycle time by 40 percent. They next looked for obstacles that could be removed. They reduced cycle time to 37 minutes, which should save 29 man-days in a typical year.

Employees were then eager to start using Kata in other areas of the shop and are currently working to improve more processes.

One advantage of the Kata method is that it can be practiced at all levels of an organization.

Tracy Leischner, a section lead in Shop 99, who attended the training with several management members from the shop, said he valued the training.

"I thought the Kata instructor was organized and had a way of getting everyone out of his or her comfort zone," he explained.

Leischner said having his shop's management attend the training was

motivating and has encouraged him to speak up and suggest additional processes he feels could be improved.

As successes of using Kata continue in the low pressure air hose process, the shop is experimenting to improve the testing processes for potable and deionized water hoses, as well as the auxiliary sea water hose freeze protection process.

After experimenting with Kata, Brittney O'Donnell, a pipefitter helper, said she feels a sense of accomplishment having been given the opportunity to bring about positive change and increase the level of performance in her shop.

Leischner agreed.

"As a mechanic in the shop, I now look at things in a different way regarding how things have always been done," he explained. "It's the way we have always done it, can now be challenged and we can improve results. We now all see the results and have come together to work on improvements collectively."

"I believe in the process of using Kata," he continued. "After seeing the results, it has made each individual in the shop speak up comfortably about their own ideas or to address 'obstacles' as we now refer to them."



Shop 99 teammates Lisa Kruzan, Stacy Givens and Zac Malone use the Kata method to share lessons learned and chart the next step in the training process. (PSNS & IMF photo by Thiep Van Nguyen II)

# Vigilance, teamwork can help battle risk of fatigue

Crystal Hamilton, Code 200, 2300 Safety team

Workers and leaders at all levels throughout Puget Sound Naval Shipyard & Intermediate Maintenance Facility, especially those working overtime or irregular shifts, should take note of how they feel and pay attention to those around them to ensure fatigue is not putting the safety of the workforce at risk.

The National Safety Council states that adults need seven to nine hours of sleep each night to ensure peak performance the next day. Studies indicated more than 40 percent of workers are sleep-deprived, and those most at risk work the night shift, long shifts or irregular shifts.

Safety awareness decreases the more fatigued a person becomes, which may cause mistakes in judgement that could cause an injury to the fatigued person, or their co-worker.

Feelings of fatigue are subjective, and some people cannot even tell when they are fatigued.

What to look for:

- Chronic tiredness or sleepiness
- Dizziness

- Muscle weakness
- Impaired decision-making
- Impaired hand-to-eye coordination
- Reduced immune system function
- Short-term memory problems
- Headache
- Sore or aching muscles
- Slowed reflexes and response
- Moodiness and irritability
- Appetite loss
- Blurry vision

To avoid fatigue, the National Safety Council recommends getting enough sleep and planning for adequate rest between physically or cognitively demanding activities. People who work backshifts should try to maintain a consistent sleep schedule even on their days off and should use blackout curtains to keep their bedrooms dark.

People should try to align their natural body clocks with their work schedules; some people who regularly fly through different time zones, for example, use melatonin to reset their circadian rhythms.

Those who are getting the sleep recommended and still find themselves tired should talk to a doctor about getting screened for sleeping disorders, such as obstructive sleep apnea, which can decrease the quality and effectiveness of sleep.

According to Capt. Howard Markle, commander, PSNS & IMF, who signed the current Occupational Safety and Health Policy, the safety and health of all workers at PSNS & IMF shall be at the forefront of every decision we make, and is vital to the command's mission of maintaining, modernizing and retiring the Navy's fleet.

Markle reminded the workforce in his policy that every individual employed at PSNS & IMF is responsible for safety.

"No one is authorized to get hurt," he wrote. "You must take action to prevent injury to yourself and the entire shipyard team."

For more information about fatigue, go to [www.nsc.org/work-safety/safety-topics/fatigue](http://www.nsc.org/work-safety/safety-topics/fatigue).

# Four frequently asked questions about blood drives

Armed Services Blood Program

Each year the shipyard sponsors monthly blood drives organized by the Armed Services Blood Program. Here are four things you may not know that could help you with the donation process.

## 1. Who does an ASBP blood donation go to?

The ASBP is responsible for providing blood and blood products to deployed service members in the heart of the battlefield. While ASBP blood recipients are most often thought of as deployed service members injured in the line of duty, the ASBP also provides blood for service members and their families back home and in military treatment facilities around the globe. Additionally, the ASBP recipient base extends beyond the military community. In cases of natural disasters or other catastrophes, the ASBP is called upon to serve civilians in need, not only here at home but globally as part of humanitarian missions. Anyone receiving blood or blood products in a combat area will receive blood transported by the ASBP.

To ensure that your donation is directly supporting the troops overseas and at home, look for the red, white and blue blood drop when you donate.

## 2. What do I need to bring with me to my blood donation?

Please bring the following documents with you to your donation: photo identification and Donor History form (optional) listing all foreign travel since 1980, and a list of medications and immunizations taken in the past eight weeks. Remember, it is important to make sure you have eaten something prior to your donation, are well-hydrated and have been feeling well for at least three days. Learn more by visiting Can I Donate? on the website.

## 3. What is the donation process like?

The actual whole blood donation only takes about ten minutes; however, there are steps that come before and after donation to keep donors healthy and the blood supply safe. In general, the entire blood donation process takes about 45 minutes to one hour. Actual times vary by site and the number of people donating that day. To find out more about the donation process, visit What's It Like? on the website.

## 4. Am I eligible to donate?

Most healthy individuals can donate to the ASBP; however, there are some reasons a person may be deferred from donating temporarily, indefinitely or permanently. In general, a person must weigh at least 110 pounds, be at least 17 years of age (age may vary by state, so contact your local ASBP blood donor center for details), have been feeling well for at least three days, be well-hydrated and have eaten something prior to donating. To get more specific information on whether or not you are eligible to donate, visit Can I Donate? on the website.

For more information about the program, please visit the ASBP website: [www.militaryblood.dod.mil](http://www.militaryblood.dod.mil)

## 2019 blood drive schedule

<b>February 6</b>	<b>August 7</b>
<b>March 6</b>	<b>September 4</b>
<b>April 3</b>	<b>October 2</b>
<b>May 1</b>	<b>November 6</b>
<b>June 5</b>	<b>December 4</b>
<b>July 10</b>	

Building 1106, Room 214  
9 a.m. to 3 p.m.

*Time allowed with supervisor approval*

Appointments can be scheduled now for the rest of the year. To schedule an appointment, first establish a profile at [www.militarydonor.com](http://www.militarydonor.com).

- Log in, then search for your blood drive. (You will be able to search by sponsor code)
- Enter NBKB
- Enter the date
- Click Search, the information for Naval Base Kitsap - Bremerton Puget Sound Naval Shipyard will come up
- Click on the blue highlighted date or center's name under location. This will take you to a page listing all the appointment times.
- Find the time you would like and click on Schedule. You will have made your appointment and will now be able to print or download your confirmation of your appointment.

For more information, please call 360.476.3809.

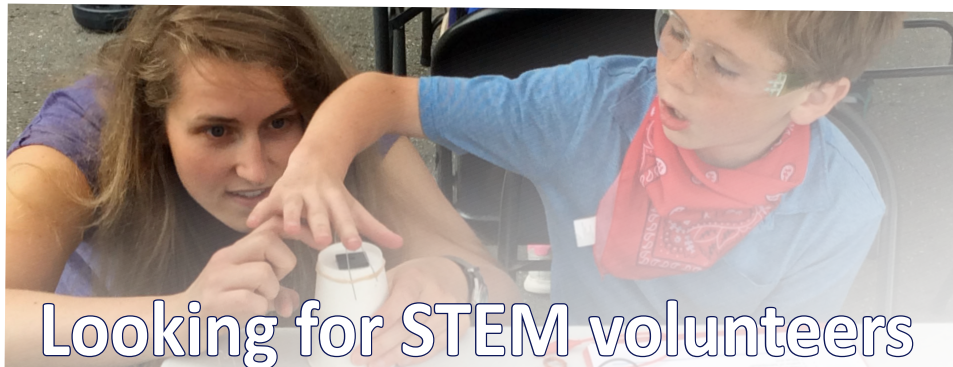
## Need a refresher on fall protection?

Contact the Fall Hazard Functional Area Team for a brief presentation covering these aspects:

- Fundamentals
- Requirements
- Available equipment

Schedule now by calling 360.204.2767

**Note: This presentation does not replace qualification training**



## Looking for STEM volunteers

Volunteers are needed to assist with Puget Sound Naval Shipyard & Intermediate Maintenance Facility activities at several upcoming Science, Technology Engineering and Mathematics events:

- Jan 31, 5:30 p.m. - 7:30 p.m., Minter Creek Elementary, Gig Harbor
- Feb 7, 5:00 p.m. - 6:30 p.m., Mullenix Ridge Elementary, Port Orchard
- Feb 20, 5:00 p.m. - 6:30 p.m., West Hills STEM Academy, Bremerton
- Feb 23, 10:00 a.m. - 2:00 p.m., E - Day, Naval Undersea Museum, Keyport

No experience is necessary, just a desire to help students and families understand science, technology, engineering and math concepts through fun activities. Training is provided on activities just prior to the event.

If you are interested or desire more information, please call 360.340.5114 or 360.536.2649 for more information.



## Common Access Card certificates require authentication by Jan. 31

The Department of Defense is in the process of changing the configuration of the Common Access Card, requiring that only the Personal Identity Verification Authentication certificate be used for Smart Card logon and web authentication. **You must use Internet Explorer to complete the certificate activation.**

### Does your CAC have the PIV Certificate activated?

#### Verify Certificate Activation

- Click Start\ActivID ActivClient\User Console.
- Reset the Card Optimization Cache.
  - In the menu bar, click Tools\Advanced\Reset Optimization Cache.
- Double-click 'My Certificates. How many certificates are there?

Four certificates

No action

Three certificates

#### Activate PIV\_Auth Certificate

If your PIV\_AUTH certificate is not yet activated, go to: [www.dmdc.osd.mil/self\\_service/](http://www.dmdc.osd.mil/self_service/)

- Click Sign In.
- On the Consent to Monitor page, click OK.
- On the next screen, click Login under the CAC section and select your **ID certificate** (not Email certificate).
- On the "CAC Maintenance" page, click Activate PIV certificate, select RUN and follow prompts.

**Note — you must complete the verification by Jan. 31, 2019, or risk the potential of losing access to web sites.**

Problems? Contact 360.627.2100 or [psns.ITSupport.FCT@navy.mil](mailto:psns.ITSupport.FCT@navy.mil)

## Voluntary Leave Transfer Program recipients

This program authorizes federal service employees to donate annual leave to other federal service employees experiencing medical emergencies. If you wish to donate annual leave or have questions, call the Human Resources Office at 360.476.3141.

Teammates currently in need of donations are:

<b>Code 105</b> Curt Cady	<b>Shop 11</b> Madison Flores
<b>Code 109</b> Fay Escobedo	Jessica Hammons
<b>Code 130</b> Richard Petrone	<b>Shop 17</b> Vanessa San Gil
<b>Code 200</b> Tyler Jackson Shane Hamre	<b>Shop 26</b> Joshua Wagner Luis Rivera Joshua Hubbell
<b>Code 280</b> William Keebaugh Christopher Smith	<b>Shop 31</b> Rebecca Elkins Gilead Rose Gary (Todd) Smith
<b>Code 300</b> Steven Bowers Melissa Jaskinia	<b>Shop 38</b> Michelle Bayard Sandra Hayman Kevin Martin
<b>Code 400</b> William Abare Robert Centeno	Jeremy Walker Marcus Waring
<b>Code 600</b> Shannon Burgess	<b>Shop 51</b> William Kiendel
<b>Code 700</b> Taylor Crippen Kendall Juluke Katie Ross	<b>Shop 52</b> Bonnie Eicher
Chelsea Weber Jonathan Yette	<b>Shop 57</b> Glenn Webb
<b>Code 900</b> Chad Evans	<b>Shop 64</b> Jenna Issa David McCrary Jonathan Pregillana
<b>Code 1000</b> Lawrence Kalcso	<b>Shop 67</b> Douglas Irvin
<b>Code 1100</b> Rebecca Phillips	<b>Shop 71</b> Robert Pennington Dean Rosen
<b>Code 1180</b> Britany Ashley	<b>Shop 75</b> Krystal Wallin
<b>Code 2300</b> Steven Brower Julia Martinez	<b>Shop 84</b> Jason Rumsey
<b>Shop 06</b> Valerie Hopper Tammy Jordan	<b>Shop 99</b> Rebekah Markle

## Emergency Leave Transfer Programs deadline extended

Donations and requests for donations for employees adversely affected by Hurricanes Florence and Michael — and the California wildfires will be accepted through March 1.

If you have any questions, please call 360.476.5386.

**Donations accepted through March 1, 2019!**

## Notification to bargaining unit members of their "Weingarten Rights"

Human Resources Office

Chapter 71 of Title 5 of the U.S. Code gives employees in units represented by an exclusive labor organization the right to request union representation at an examination by a representative of the agency in connection with an investigation if the employee believes the examination may result in disciplinary action.

Section 7114 (a) (2) (B) states that an exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at any examination of an employee in the unit by a representative of the agency, in connection with an investigation if: (i) the employee reasonably believes the examination may result in disciplinary action against the employee; and (ii) the employee requests representation.

As required by Section 7114 (a) (3), employees are hereby given annual notice of the right set forth in this provision.

Questions may be directed to Human Resources or your union representative.

## Trading Post

### Rideshare

**PIERCE TRANSIT RIVER ROAD VANPOOL HAS OPENING FOR DRIVER/RIDER** Departs Tractor Supply, River Road (Puyallup) at 5:45 a.m., departs G Lot at 4:10 p.m. Call 360.600.9221.

**PIERCE TRANSIT SOUTH HILL HAS OPENING FOR DRIVER/RIDER** Departs Canyon Walgreens (Puyallup) at 5:45 a.m. departs PSNS at 4:10 p.m. Call or text 360.979.8381.

### Ad policy

To post an ad, email to [psns.pao.fct@navy.mil](mailto:psns.pao.fct@navy.mil), or come to Building 850, floor 5, Congressional and Public Affairs Office and fill out an ad form. Ads for Trading Post are accepted from military and civilian personnel of PSNS & IMF only. Work email address and phone number must be included in the ad submission. All information (other than work email address or phone number) included in correspondence is subject to be used in Salute-print and online.

- Not all ads can be guaranteed to run in the next issue.
- Ads are run on first come, first served basis.
- Ads accepted from military and civilian personnel of PSNS & IMF only.
- PSNS & IMF official phone numbers or official Navy email addresses cannot be used in an ad.
- No rentals, home businesses permitted.
- No firearms.

## December 2018 retirees

Collectively the following employees who retired in December provided 1,190 years of knowledge, expertise and service to our nation.

Keith W. Acre, Code 122	Leonard C. Lanot, Shop 51
John B. Amlag, Code 900T	David J. Lovrovich, Code 244
Thomas C. Bastian, Code 382	Patrick L. Marley, Shop 11
John D. Becker, Shop 56	Renato T. Mayo, Code 420
Kevin P. Blake, Code 312	Michael S. McDowell, Code 312
Robert G. Castleton, Code 120T	Charlie A. Micallef, Shop 51
Christine M. Chapman, Code 900P	Robert R. Myers, Shop 38
Jeffrey L. Cizek, Code 106	David A. Nicholson, Code 250
Kimberley S. Corey, Code 312	Paul D. Oberholtzer, Code 2330
Teresa A. Dahl, Shop 86	Michael E. Price, Shop 75
Gregory S. Denton, Code 380	Denasto F. Quibuyen, Shop 99
Saundra L. Duncan, Code 105	Maruluis C. Rio, Shop 51
K Lynn Fournier, Code 244	Charles E. Sample, Shop 64
James W. Geier, Shop 99	Benjamin A. Sheppard, Code 2370
Kraig L. Green, Shop 31	Charles C. Thatcher, Code 900R
David F. Kalskett, Shop 38	Brian E. Truesdale, Code 300
Fariborz A. Khadem, Code 2312	Michael A. Wolfe, Code 900
James D. Klein, Code 250	Gerald Clark Whitehead, Code 440

## THE POWER OF BEING PRESENT

### Civilian Employee Assistance Program Office contacts:

24/7 Employee Assistance and WorkLife numbers for employees to call are:

**1-844-DONCEAP (TTY: 888-262-7848) 001-866-829-0270 (International)**

Information is also available through their website at <https://donceap.foh.psc.gov>

NOTE: When asked "Which Command do you belong to?", select "PACFLT" in the drop-down menu.



# Employee of the Year

## Award Ceremony

March 28 at 1 p.m. at the Admiral Theatre

Questions? 360.476.3010 or 360.476.3012

Time allowed with supervisor's approval.



# PNEUMATIC TOOL REPAIR

**Did you know Tool Repair can come to you?**

Ten or more tools need to be serviced?  
All that's needed is a place to park with an air hook-up and pneumatic tools can be serviced at your work site!

Call Pneumatic Tool Repair to schedule a time slot

**360.476.4907 or 360.340.5153**  
or email: [Katina.Hamilton@navy.mil](mailto:Katina.Hamilton@navy.mil)