



# SALUTE

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Puget Sound Naval Shipyard & Intermediate Maintenance Facility



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# Commander's Corner



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On the cover  
Secretary of the Navy, Richard V. Spencer visits Puget Sound Naval Shipyard & Intermediate Maintenance Facility for an all-hands brief and tour, Sept. 20, 2019. (PSNS & IMF Photo by Max Maxfield)

## The rough ride behind us and the smooth road ahead

Team PSNS & IMF,  
For a couple of weeks we've been on a rollercoaster. We've had highs, and we've had lows. I'm confident that we're back on the uphill track now, climbing toward new, even higher heights, and together we'll make sure we stay there. Let me tell you what I mean.

We were proud to host Secretary of the Navy Richard V. Spencer at our shipyard Sept. 20. He spoke to a gathering of our people along Farragut Avenue, then toured several of our key projects on the waterfront. He also got an up-close look at the innovative work we're doing as part of the Naval Sustainment System – Shipyards initiative, and I'm confident that he took away an appreciation of the incredible work you are doing on behalf of the Navy. But it was clear from his remarks at the beginning of his visit that he arrived already understanding the importance of our work.

"Know that what you are doing cannot be replaced," he said. "The work you do keeps our men and women in uniform safe."

I couldn't have said it better myself.  
But our excitement about the secretary's visit was tempered by public allegations of sexual harassment and discrimination here in the shipyard. It was a stark reminder that, however far we've already come as a society and as an organization, we have farther to go. I intend for us to get there.

Let me be very clear; the behavior that was alleged will not be tolerated. Period. I will use all the tools at my disposal to ensure we have an environment in which every single member of our workforce is treated with dignity and respect. Sexual harassment or discrimination of any kind should be more than just intolerable. I want it to be unthinkable, a virtual impossibility based on values so deeply ingrained in our command. And, when we find that someone in our shipyard family behaves in a way that's contrary to those values, I will use all the tools at my disposal to bring that behavior to an end.

We've been working with both the Bremerton Metal Trades Council and the International Federation of Professional and Technical Engineers, Local 12. They stand shoulder-to-shoulder with us in our mission to ensure an environment free from discrimination and harassment. I'm grateful for their support, and I'm confident we will reach our goal together.

We are not done. This episode will result in more than just statements about our ideals and values. You will hear more in the coming days about concrete plans and initiatives to reinforce the workplace culture we seek and help build lasting change. I am counting on you to embrace these plans. They will not succeed without you. The status quo is not an option.

Since taking command, I've used this space to talk to you about our command philosophy, which can be summed up by "One message. One motive. One mission. One team." This philosophy will help guide us as we work to put this episode – and the behaviors that triggered it – behind us. I hope the message is clear, but in case it's not, you'll hear it again. And again. Our motivation is equally clear – our shared desire to ensure that each and every shipyard employee feels safe, supported, respected and enabled. Our mission is to reinforce the values of character, service and community that make harassment and discrimination a virtual impossibility.

The result will be the "One Team" whose resilience further proves we are the shipyard the Navy needs to support the Navy our country needs. I'm confident we will, and I thank you for everything you do today, tomorrow and always to help us achieve this goal.

ONE MISSION—ONE TEAM!

Captain Dianna Wolfson  
Commander, PSNS & IMF

## Data already showing dividends from NSS-S effort

PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility recently began a pilot program aimed at helping the command streamline its processes, improve internal coordination and eliminate barriers between mechanics and their work.

Known as the Naval Sustainment System-Shipyards, the initiative teamed representatives from Boston Consulting Group, a global management-consulting firm, with PSNS & IMF and Norfolk Naval Shipyard to bring commercial best practices into the naval maintenance process, with the goal of delivering 100 percent of maintenance projects on time or early.

The team decided to focus on the repair of ball valves used aboard submarines as their starting point. With the first six-week sprint complete, known as Phase 0, process improvements have already resulted in increased production.

"At end of this pilot phase, the ball valve section is delivering 4.5 valves per week on average, compared with 1.5 valves per week for this time last year," said Elaine Priest, NSS-S champion. "Shop 31 (Inside Machine Shop) supervisor Joe English and his crew, and all the engineering, quality assurance, material, transportation, support trades and other Shop 31 work centers have done a great job supporting this effort."

The NSS-S team started the improvement process by establishing a production control center near the ball valve work center. The PCC provides visibility of all support systems, such as materials, engineering and transportation, needed to keep work flowing smoothly. The team has also started to transform the ball valve shop floor to maximize the time mechanics can work by ensuring they have easy access to all the tools, materials and assistance they might need to get a job done.

"Brent Hoppe, the bench section zone manager, has been open to learning new best practices and has gone above and beyond in his support of this change," said Priest.

"As we enter Phase 1, Shop 31 and the NSS-S team have drafted the plan to transform the rest of the work centers in the Machine Shop that are key drivers for submarine delivery."



Improvements to work center 400, in Shop 31, Inside Machine Shop, located in Bldg. 431, provides a more open floor plan allowing better visibility of the work. The changes also brought the test flanges closer to the test benches improving employee safety. (PSNS & IMF photo by Scott Hansen)



A Puget Sound Naval Shipyard & Intermediate Maintenance Facility mechanics in work center 400, performs work on a valve off of USS Carl Vinson (CVN 70). (PSNS & IMF photo by Scott Hansen)

The NSS-S effort is also being watched across the corporation.

"Norfolk Naval Shipyard NSS-S Champion Matt Merciez and Lean Program Manager Mike Perkins visited this week to learn about our NSS-S effort, and we will be visiting them soon as well," said Priest. "A team from Pearl Harbor Naval Shipyard, consisting of their Shop 31 general foreman, and folks from Shop 56, Code 980, and Code 260 also visited this week to learn about NSS-S, as they prepare to start the initiative at their shipyard."

*"As we enter Phase 1, Shop 31 and the NSS-S team have drafted the plan to transform the rest of the work centers in the Machine Shop that are key drivers for submarine delivery."*

Elaine Priest  
NSS-S champion





PSNS & IMF builds 51 cofferdams to increase ease of use, reduce cost

Max Maxfiield, PSNS & IMF Public Affairs

When workers at Puget Sound Naval Shipyard & Intermediate Maintenance Facility need to test or perform work on certain valves or other ship’s components when a ship or submarine is pier side, they use cofferdams to create a dry space around where that valve or other component meets the sea. Divers attach the cofferdams on specific parts of a ship and pump the water out of them. This allows the valves to be opened up and tested without risking flooding to the ship.

According to Fredianne Gray, an engineering technician with Code 250.1, Surface Ship Structural Branch, the large cofferdams used until recently were designed in 2007 by Paul Raadt, from Code 250, Structural Engineering and Planning.

The recently built cofferdams incorporated a redesign by Adam Spahn, a naval architect with Code 250.6, Naval Architecture Branch, who collaborated with John Fontenot, a branch manager with Code 280, Planning Yard.

Reliability, design executability and cost savings all factored in to the decision to return to designing and building cofferdams at PSNS & IMF, said Gray.

People from across multiple shops and codes worked through a variety of design and manufacturing challenges to produce top-quality cofferdams that are easier to use than the older ones were.

By using a PSNS-owned drawing, the command’s shipfitters and welders were able to come up with an expedient process to manufacture cofferdams that reduces rework and improves workflow, said John Fahey, a general foreman with Shop 11/17, Shipfitters/ Sheet Metal. Cofferdams are customized for specific valves, and range in size from 16 inches to 16 feet across. Since they are aluminum, a soft material, they require tightly controlled shipfitting and welding processes.

Aluminum is much more difficult to weld than steel because it distorts at a lower temperature.

“The fitters worked through issues requiring weld size and joint design changes, work sequencing, complex back-stepping and heat sink use,” said John Tibbs, a supervisor in Shop 11,

Shipfitters. “Flange turning processes using presses and flame straightening were especially critical during and after welding to compensate and overcome for what the heat controls couldn’t accomplish.”

Tibbs acknowledged the skills of shipfitters Wes Doane, Jeremy Boyd and Fred McFarlane; flange turners Pat Cartwright and Steve Preas; and welders Terry Daniels, Luke Feist, Tran Anderson and Jake Skinner in successfully producing the cofferdams.

According to Dan Downard, a supervisor in Shop 26, Welders, two experienced welders, Luke Feist and Richard Knight, volunteered to work swing shift to weld cofferdams to help the team meet the scheduled finish date.

The team that took on the challenge of fabricating cofferdams at PSNS & IMF not only to replace an aging inventory in a cost-effective manner, but also to improve upon the design and make them easier to install.

“PSNS-designed large cofferdams incorporate void spaces that can be filled by the divers with variable volumes of water or air to help the cofferdam sink during installation or become more buoyant during removal,” said Gray. “In addition, there are two new removable, bolt-on plates on the top of the cofferdam which allow it to be opened up. These plates allow the inside of the cofferdam’s

chambers to be cleaned and inspected, which will considerably lengthen its service life.”

Meeting the divers’ buoyancy needs required field testing of the cofferdam gasket material by the divers.

During the design of this new cofferdam, J.P. Kunewa, the production general foreman, diving, with Code 760, Regional Divers, conducted a buoyancy test, where he took different gasket materials from the surface of the water down to a depth of 56 feet and measured the force of buoyancy on those materials at different depths, said Spahn. As the gasket material was taken deeper, it became more compressed and less buoyant. The compression and change in buoyancy of the gasket was taken into account in the design of the cofferdam to make it easier for the divers to use underwater.

Through a collaborative effort among Shops 11, 26, and Codes 250.1, 300, and 760, and with innovations and process improvements, PSNS & IMF has been able to fabricate 51 cofferdams this year.

Gray said completing just one cofferdam takes an enormous amount of skill and perseverance. Meeting all the challenges involved in completing 51 cofferdams in a year is a credit to the skill, professionalism and dedication of the entire team.



Tran Anderson, Shop 26, Welders, works on a cofferdam Sept. 18, 2019, inside Building 460. (PSNS & IMF photo by Scott Hansen)

A push of a button launches JIRA Mega Improvement Project

Lynn Grellner, Code 1000, Product Line Department

Code 1000, Product Line Department officially launched the JIRA Improvement Mega Project, Version 1.0., Sept. 9.

JIRA, part of iNFUSION, a suite of communication and collaboration tools used by Naval Sea Systems Command, is a state-of-the-art issue tracking system.

The mega project, a collaboration between Code 1000 and Code 100PI, Lean Office, allows the command to communicate information about process improvement events, innovations and development of standard work. The tool is a way to communicate between the trades, projects and product lines and also connects Puget Sound Naval Shipyard & Intermediate Maintenance Facility to the other shipyards.

To kick off the launch, attendees placed a star on timelines to indicate when they established their accounts and began using the program. Nick Kutak, Code 100PI, and Ryan Marson, Code 1000, provided brief explanations for shared uses of the system, how it was developed and what is next for the shipyard.

In keeping with the theme, Elaine Priest, Product Line Director, pushed the large red “GO” button to signify JIRA’s implementation.

To learn more about JIRA and to get started with your own account, visit the PSNS & IMF SharePoint page and click on NAVSEA Fusion Suite under Other Links.



Elaine Priest, director, Code 1000, Product Line Department, pushes the “GO” button to launch the JIRA Improvement Mega Project, Version 1.0 at a kick-off event, Sept. 9, 2019. (PSNS & IMF photo by Scott Hansen)

# Strategic Framework

## Maintain, Modernize and Retire our Navy's Fleet

Version 1.0 - March, 2017

Version 2.0 ... coming soon

Read more in the October 17 issue of Salute



# Secretary of Navy applauds command's efforts and recent achievements during shipyard visit

PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility is “the backbone of what gets done,” the Secretary of the Navy told a gathering of hundreds of shipyard workers and Sailors during a whirlwind visit to the facility, Sept. 20.

Secretary of the Navy Richard V. Spencer addressed the PSNS & IMF workforce then toured key projects and facilities during his hour-and-45-minute visit at the shipyard.

“Know that what you are doing cannot be replaced,” said Spencer. “The work you do keeps our men and women in uniform safe.”

Spencer’s visit to PSNS & IMF was the last stop of a west coast tour that included a visit at Naval Air Station Whidbey Island in Washington. He also visited naval activities in Alaska, California and Nevada.

“Thank you from the bottom of my heart,” said Spencer. Accompanied by PSNS & IMF Commander Capt. Dianna

Wolfson, Spencer toured most of the shipyard’s dry docks for an update on the progress of key ship maintenance projects. He also got an up-close look at the Naval Sustainment System – Shipyards initiative underway at the shipyard. As part of the NSS - S initiative, Boston Consulting Goup is working with key shipyard process managers at PSNS & IMF and at Norfolk Naval Shipyard in Virginia to bring commercial best practices into the naval maintenance process. The goal is to eliminate barriers to on-time completion of maintenance projects.

“It was an honor to have Mr. Spencer here, to hear his perspective on our Navy’s priorities, to gain a deeper understanding of how we fit into those priorities and to provide him with some detail on our most important projects and innovations,” Wolfson said. “I think his visit was a clear signal about how important our work is to the Navy and to the nation. I’m grateful that he took time to see this work up close, learn more about our team and walk away knowing that he can count on PSNS & IMF to be the shipyard our Navy needs.”

*“Know that what you are doing cannot be replaced. The work you do keeps our men and women in uniform safe.”*

Richard V. Spencer  
Secretary of the Navy



Secretary of the Navy Richard V. Spencer and Product Line Director Elaine Priest, Code 1000, hear from employees about process improvements impemented at the shipyard during the tour of Shop 31, Inside Machine Shop, Sept. 20, 2019. (PSNS & IMF photo by Scott Hansen)



Secretary of the Navy Richard V. Spencer looks on as Shop 56 pipefitters practice and learn their trade as a part of the Continuous Training and Development program. CTD is a training program that takes brand new employees and teaches them their trade in a short amount of time. (PSNS & IMF photo by Scott Hansen)

*“Puget Sound Naval Shipyard &Intermediate Maintenance Facility is the backbone of what gets done.”*

Richard V. Spencer  
Secretary of the Navy



Stuart Avery, USS Jimmy Carter deputy project superintendent, and CDR Keith Floyd, Jimmy Carter commanding officer (not pictured) give an overview of the project work happening on the submarine to Secretary of the Navy Richard V. Spencer during a tour of the command as part of his visit Sept. 20, 2019. (PSNS & IMF photo by Scott Hansen)



# Navy recruiting commercial leads to life-changing decision

Silvia Klatman, PSNS & IMF Public Affairs

It was a submarine in a television commercial that prompted Alex Cervantes, employee development program manager, Code 1181 Command University, to consider joining the Navy and ultimately becoming a Puget Sound Naval Shipyard & Intermediate Maintenance Facility teammate.

“The Navy was a vehicle for me: travel opportunities, education opportunities, personal growth and financial stability,” said Cervantes, who wanted to help his family while being financially independent.

Cervantes, who refers to himself as an ABC (American-born Colombian), was one of the few Hispanics in the Navy’s nuclear program during the era when the first females were going through. While serving as a nuclear machinist mate, he was introduced to many other Latin Hispanic cultures not common in his native New York City.

“In New York, different ethnic and racial groups led lives of co-existence rather than integration,” said Cervantes. On the other hand, “the Navy was a model of integration.”

The Navy brought Cervantes to Kitsap in 1998 and he opted to stay when he finished serving in 2000. An outdoorsman, Cervantes appreciated

the diverse terrain and recreation opportunities throughout the state from the ocean to the mountains to the fields of Eastern Washington. He also found the communities within the county attractive.

“Bremerton had a small town quality but city qualities like nightlife and museums,” he said. “Poulsbo. Bainbridge Island. Port Orchard. So many little communities with unique traits. It’s like having Seattle benefits but without the costs.”

Cervantes worked elsewhere until a friend encouraged him to apply at the shipyard. He had more than one offer from the shipyard but choose a helper position in Code 730, Crane Maintenance, because of the “good energy”.

Since then, Cervantes has taken on positions with increasing responsibilities while completing his Associates, Bachelor’s and Master’s degrees and graduating from Leadership Kitsap where he now serves as a member of their board of directors. He points out that education is of paramount importance, particularly to immigrant families.

Cervantes is part of only a small number of Hispanics and Latinos who work at the command, however, that number has been steadily increasing in the past four years. The number of males has increased

28 percent while female Hispanic employment has increased 40 percent since 2015. As the numbers increase, Cervantes wants people to understand that Hispanic/Latino is actually an ethnicity, not race. Since they can be of any race or combination of races, people might not realize they’re dealing with a Hispanic person.

It’s important to Cervantes to understand different perspectives and he’s passionate about mentoring others. He also encourages people to push aside assumptions and look inward.

“Be yourself and be culturally aware of other people,” he said. “If you’re reacting a certain way, step back to examine why you are reacting the way you are. Why does the other person think the way they do? Emotions get in our way so ask yourself if I need to calm down a bit.”

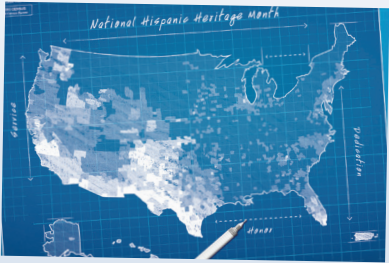
Due to the numerous career opportunities at the shipyard, Cervantes thinks Hispanics and others should give the command a try. He encourages people to keep stretching themselves educationally and professionally.

“Obstacles don’t have to stop you,” he said. “If you run into a wall, don’t turn around and give up. Figure out how to climb it, go through it or work around it.”



Puget Sound Naval Shipyard & Intermediate Maintenance Facility’s Alex Cervantes, employee development program manager, Code 1181 Command University. (PSNS & IMF photo by Scott Hansen)

## Hispanic Heritage Month Sept. 15 - Oct. 15



If you would like to know more about the Puget Sound Naval Shipyard & Intermediate Maintenance Facility Hispanic Employee Resource Organization, call 360.476.2734 or 360.627.3807. Meetings are every second Thursday in the Building 850A cafeteria from 1 - 1:30 p.m. Time is allowed workload permitting and with supervisor’s approval.

# Command receives STEM award

Corinne Beach, Puget Sound Naval Shipyard & Intermediate Maintenance Facility’s STEM Coordinator, received a West Sound STEM Network Outstanding Partnership award on behalf of the command from Tim Winter, Superintendent, South Kitsap School District, during the Career Connected Learning Summit at Kitsap Conference Center Bremerton Harborside Sept. 18, 2019.

The command was recognized for leadership on the Senior Leadership and Implementation teams of the West Sound STEM Network, a consortium of more than 50 members from industry, education, government and non-profits dedicated to ensuring that area youth have access to career pathways that lead to family-wage, high-demand careers. PSNS & IMF also provides customized professional development to individual schools and school districts and spearheads the annual STEM showcase. (PSNS & IMF photo by Max Maxfield)



## IFPTE agreement signed

Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, adds her signature to the updated International Federation of Professional and Technical Engineers Collective Bargaining Agreement Sept. 16, 2019.

Also signing were David Sweet, acting chief negotiator, and Mary Bacon, President of IFPTE, who were joined by Human Resources representatives Ashley Dority and Rita Birang, and negotiators Gregory Gilalland, Deidra Chance and Don Iosty. IFPTE leadership collaborated with representatives from human resources and other departments to take this first step for a new CBA, which will now go through the 30-day Department of Defense agency head review that ends Oct. 16. If no feedback is received, the CBA goes into effect for two years and can be renegotiated or rolled over at that time. If any changes are required, the parties will meet to renegotiate the relevant topics.

“A lot of work went in the contract negotiation,” said Wolfson. “It was a major investment of your time and I really appreciate it. Well done. Bravo Zulu. We couldn’t have done this without your efforts.” (PSNS & IMF photo by Scott Hansen)

# Support of dry dock audit earns Bravo Zulus

Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, presented BZ 100 stickers to members of Shop 99, Pumpwells, and Code 980S, Dry Dock Engineers, for their support of the recent dry dock audit, conducted by Naval Sea Systems Command and Naval Facilities Engineering Command Northwest.

“I am so proud of this team,” Wolfson told the group. “I know this was no small feat that you accomplished. The pride of ownership you take of our dry docks was noticed by the auditors.”

Wolfson acknowledged that the team effort began weeks before the auditors arrived, by gathering the records, documentation and PSNS & IMF instructions for the auditors to review and reminded the group how vital their professionalism and expertise are to the command’s mission to maintain, modernize and retire the Navy’s fleet.

“I know it’s very difficult to maintain older facilities like some of ours. The dry docks, pump wells and all the associated facilities are a national treasure. We cannot dock and undock ships and do the work that we do here, without your hard work operating and maintaining these dry docks.”

BZ stands for Bravo Zulu, which is a traditional signal conveyed from one ship to another with flags that means “well done.” (PSNS & IMF photo by Scott Hansen)







## Hard Hat Heroes— shining a spotlight on high-performing teammates

In episode 6 of Hard Hat Heroes, the shipyard commander stopped by to thank a team working on USS Carl Vinson (CVN 70) for their hard work and problem-solving skills.

Shop 11 Shipfitters and Shop 26 Welders have figured out a way to remove access cuts by machining them out, versus using plasma cuts. Their actions have reduced the installation time by 50 percent.

Bravo Zulu to Shop 11 mechanics Tony Zimmer, Amanda Hoggins, Don Wright and Shop 26 welders Ray Pangelinan, Nate Palmer, Cameron Forcier and Justin Anderson.

Hard Hat Heroes is PSNS & IMF Commander Capt. Dianna Wolfson's new initiative to shine a spotlight on the success, determination, creativity and mission-focus of high-performers at their workplace.

Episode 6 can be viewed on PSNS & IMF on the Waterfront, Facebook/PSNSandIMFontheWaterfront or YouTube.com/JoeShipyardWorker. (PSNS & IMF photo by Scott Matlock)



### Attention military veterans

Are you a proud veteran working at PSNS & IMF? We'd love to hear from you! To be considered for a Veterans Day feature, email [psns.pao.fct@navy.mil](mailto:psns.pao.fct@navy.mil) and tell us:

- Your name, branch of service, your job in the military, number of years served.
- What was your proudest moment while serving?
- What is your current job at the shipyard, years served and to what shop or code you belong.
- What has been your best experience working here?

Please limit your words to 300 or less and if you have a picture of you in uniform and would like it included, attach it with your email. Submissions included are dependent on space availability.

### Puget Sound Naval Shipyard & Intermediate Maintenance Facility Command Career Center

Where do you go to explore opportunities for your career future?

Questions? [PSNSCareerCenter.fct@navy.mil](mailto:PSNSCareerCenter.fct@navy.mil)  
360.801.2156

### Recreation & Rideshare

**Recreation opportunities**  
Department of Defense civilians and their escorted guests can enjoy recreational services on base including bowling alleys, movie theaters and restaurants. Check out these upcoming opportunities:

**Hump Day Wednesdays**  
Every Wednesday, 4:30 – 5:30 p.m., Samuel Adams Brewhouse, Naval Base Kitsap-Bremerton. Enjoy free bar hors d'oeuvres and happy hour pricing every Wednesday.

**"No Higher Honor", Navy Birthday Ball**  
Oct. 11, 5 – 11 p.m., Naval Base Kitsap-Bangor. Celebrate the Navy's 244th birthday at Bangor Plaza. Doors open at 5 p.m. for social time with ceremonies beginning at 6:30 p.m. Dinner will be served at 7:30 p.m. with dancing and entertainment to follow. Photos from a professional photographer will be available for purchase. Military uniform is service dress blues with ribbons or better, Civilian attire is semi-formal or better. For tickets, call 321.604.6316.

Ticket prices are:  
\$35/person – E1-4, GS1-4  
\$45/person – E5-6, GS5-6  
\$55/person – E7-O3, GS7-12  
\$65/person – O4 & above, GS13 & above, other guests

For more opportunities, visit [kitsap.navylifepnw](http://kitsap.navylifepnw).

**Rideshare**

**Pierce Transit vanpool:** Openings for riders and drivers. Leaves 38th and Pacific Ave. in Tacoma at 5:20 a.m. Departs shipyard at 3 p.m. Call or text 253.353.4035.

**Tacoma vanpool:** Opening for a rider to qualify and start. 6:30 a.m. - 3 p.m. schedule. Call or text 253-267-4639.

**Kent vanpool:** Looking for riders in the Kent/Renton/Tukwila/Federal Way Area (two pickups and drop offs). Leaves Kent/Des Moines Park & Ride at 4:45 a.m., leaves South Federal Way Park & Ride at 5 a.m., arrives at G Lot approx. 5:45 a.m. Leaves G Lot at 3:30 p.m., arrives at South Federal Way Park & Ride approx. 4:30 p.m., Kent/Des Moines Park & Ride at 4:45 p.m. Call 360.524.4764.

**Rideshare ad policy**  
To post a Rideshare ad, email [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. All information provided is subject to be used in Salute - print and online.

### PSNS & IMF Health Fair

Everything you need to know about health insurance plans

**October 18**  
11:30 a.m. - 1 p.m.  
PSNS & IMF Detachment Everett  
Building 2000, First Floor Atrium

**November 4**  
1 - 3 p.m.  
PSNS & IMF - Bangor and Trident Refit Facility  
Building 7000 Main Conference Room

**November 5**  
7 a.m. - 5 p.m.  
PSNS & IMF - Bremerton  
Kitsap Conference Center

Retirees and family members welcome for this session only

Federal Benefits Open Season  
November 11 - December 9

### Kitsap Transit Worker/Driver Early Bus Trial

Two trial bus routes for the 5:20 a.m. start time!

**Early South: South Kitsap**  
**Early North: Central Kitsap**

See NYCU for more information and maps.

or  
call 360.478.6222  
[cyndig@kitsaptransit.com](mailto:cyndig@kitsaptransit.com)



### Voluntary Leave Transfer Program recipients in need of leave donations

This program authorizes federal service employees to donate annual leave to other civilian federal service employees who are experiencing a medical emergency or medical condition for themselves or a family member. If you wish to donate annual leave or have questions about leave donation, please contact the Human Resources Office, 360.476.2553 or visit Bldg. 850, floor 5, room 511; or fax your donation form to 360.476.6669.

Teammates currently in need of donations:

<b>Code 105</b> Mark Hernandez	Jesse Hannawacker	Leah Ober	<b>Shop 67</b> Sarah Alvarez
<b>Code 109</b> Kendra Fitch	<b>Code 900</b> Sierra Morrell	Andrea Skinner	<b>Shop 71</b> Corey Coombe
<b>Code 130</b> James Johnson	<b>Code 1100</b> Rebecca Phillips	Joshua Wagner	Jonathan Guzman
Richard Petrone	Katie Marcucci	<b>Shop 31</b> Shaun Yeadon	Michael Swain II
Caitlin Earl	<b>Code 2300</b> Marty Sampson	<b>Shop 38</b> Sherman Geeslin	<b>Shop 99</b> Bianka Curtis
Michaela Raymond	<b>Shop 06</b> Spencer Harris	<b>Shop 51</b> Diona Arena	Rayeanna Dains
<b>Code 300</b> Alexander Reyes	<b>Shop 11</b> Michael Hamblet	<b>Shop 56</b> Erin Avery	Crystal Frigillana
<b>Code 600</b> Raelynn Luce	<b>Shop 26</b> Kali Coughtry	<b>Shop 64</b> Ashley Brown	Tareyn Haney
<b>Code 700</b>	Joshua Hubbell	Mercedes Flerx	Sarah Hustis
			Kelsi White
			Frank Yulfo





Puget Sound Naval Shipyard & Intermediate Maintenance Facility, the Bremerton Metal Trades Council, and the International Federation of Professional and Technical Engineers, Local 12, pledge to stand together, shoulder-to-shoulder-to-shoulder, to ensure a shipyard work environment free from discrimination and harassment.

We make this pledge in the wake of recent public allegations concerning sexual misconduct and mistreatment of some employees. This kind of conduct is unacceptable, and wholly inconsistent with the shipyard's Command Guiding Principles. It is also contrary to Union and Navy tenets of treating people with dignity and respect regardless of race, religion, color, sex (including sexual orientation, gender identity, or gender expression), national origin, age, genetic information (including family medical history) and disability. Discrimination and harassment in the workplace will not be tolerated. Our shipyard must be an organization in which all individuals have the opportunity to achieve their highest potential in an environment free from discrimination and harassment. Together, we will act to ensure a safe, respectful climate for every member of the workforce.

Shipyard employees have a number of options, formal and informal, to report EEO violations, harassment or sexual assault. These include reporting to a member of management, human resources, the shipyard Equal Employment Opportunity Office, and the representatives available at either BMTC or IFPTE. Together, we will ensure employees understand their rights with regard to these options with no fear of reprisal, and we will perform and support a thorough and unbiased review of every report.

Each member of the PSNS & IMF team is important and deserves to serve the nation in an atmosphere free from discrimination and harassment. Together we will ensure that this is the case.

Bruce Baillie  
BMTC President

ONE MISSION - ONE TEAM!

Capt. Dianna Wolfson  
PSNS & IMF Commander

Mary Bacon  
IFPTE President

MESSAGE • MOTIVE • MISSION • TEAM

The logo for "ONE" is large and stylized, with the letters "ONE" in a bold, sans-serif font. The "O" is red and the "NE" is blue.