



SALUTE

Nov. 14, 2019
Vol. XI No. 23

Puget Sound Naval Shipyard & Intermediate Maintenance Facility



267 Apprentices become Journeymen

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Commander's Corner



Congratulations and showing we CARE!

Congratulations to the 267 Apprentice Program graduates! What an accomplishment! I wish I could have been there with you on your special night, but know that I was thinking of you while I was in Washington, D.C. I'm extremely proud of your efforts and dedication for the last four years and can't wait to see the impact you will have across your 24 different trades and our shipyard.

I want to pass along the pride I feel for our command. I was asked to speak on a panel with my fellow shipyard commanders at the Shipyard Board of Directors meeting and selected by Naval Sea Systems Commander Vice Adm. Thomas Moore to provide our command briefing at the Command Leadership Forum in Washington, D.C., attended by all of NAVSEA's commanders and senior executives. As I was preparing what I was going to talk about, I was inspired by all that we continue to do to support our Navy and our nation combined with the steps we have and are taking to ensure an environment where everyone is treated with dignity and respect. We are making change. The forum's theme was creating and maintaining a sense of urgency. We have done that. And not only that, we have a sense of urgency each day in meeting the mission. We are maintaining, modernizing and retiring our Navy's fleet. Our dry docks are full, we are busy and we are fighting to win them all in a time of great power competition where our actions must be bold and decisive. It is incumbent upon us to be predictable to our customers and deliver on time, every time.

Similarly, I'm glad to have all of you on my team. Your ideas, suggestions and engagement are driving us forward. A great example of that is in

our continued efforts to respect every individual. The Anti-Harassment and Discrimination Team is working on a new initiative stemming from just one of the great suggestions we have received from you. The team has turned this idea into a voluntary pledge that will allow all of us to show how we care about ensuring a workplace free of harassment and discrimination.


CARE stands for character, action, respect and engagement – tenets of our Command Guiding Principles. As I've said before, it really is all about how we treat each other. How we care for each other. How we value each other. It is taking the time. It is about how we make each other feel. It's ensuring one another feels valued.

Please, join me and the team Nov. 20, during lunch. We'll have eight stations set up along Farragut Avenue. You'll be able to engage with the team, get a hardhat sticker and sign a CARE pledge banner. The pledge and sticker are a voluntary way to show your support of this initiative and our shipyard. It's one of many methods to show your actions are aligned with your words.

See something, say something, do something.

I hope to see you there. Just like last month, you'll notice to the right is October's discipline report, part of our continued effort to hold each other and ourselves accountable. Culture change takes all of us. Let's go do this.

ONE MISSION—ONE TEAM!


Captain Dianna Wolfson
Commander, PSNS & IMF

Salute, Vol. XI No. 23
November 14, 2019
Next issue: November 27, 2019
Deadline: November 15, 2019
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On the cover

PSNS & IMF Operations officer Capt. Joshua Crinklaw, congratulates Apprentice of the Year awardee Nikole Starks after she received her graduation certificate during 2019 Apprentice Graduation ceremony Nov. 8, 2019. (PSNS & IMF photo by Scott Hansen)

PSNS & IMF Corrective Actions for October

During the month of October, the command had 80 actions resulting in 9 letters of requirement, 12 letters of caution, 12 letters of reprimand, 17 suspensions and 6 removals. The following are examples and associated behaviors:

10 terminations (non-supervisors) during probationary period for poor performance, failing oral boards and other examinations, misconduct related to inappropriate comments about race and gender, and being absent without approved leave or AWOL.

3 indefinite suspensions (2 non-supervisors, 1 supervisor) due to security clearance revocations.

6 removals (non-supervisors) for possessing a camera phone in the shipyard, viewing inappropriate images, clearance revocation, unauthorized destruction of government property, and yelling at a resource manager.

1 demotion (non-supervisor) for improper work practices.

10 1 to 7-day suspensions (non-supervisors and supervisors), making vulgar gestures, careless workmanship and inattention to duty for failing to ensure work was performed correctly, failure to fulfill supervisory duties, failure to follow call-in procedures, chewing tobacco in an unallowed area, behaving unprofessionally and being confrontational, yelling and cussing at supervisor and AWOL.

2 10-day suspension (non-supervisors) for failing to follow call-in procedures, leaving the shipyard without permission, more than 150 hours of AWOL, and failure to carry out a work assignment.

PSNS & IMF welcomes 267 apprentice grads

The ceremony was held at the Kitsap Sun Pavilion

PSNS & IMF Public Affairs

In an event four years in the making, 267 skilled workers graduated from the Puget Sound Naval Shipyard & Intermediate Maintenance Facility Apprentice Program in an event held Nov. 8 at the Kitsap County Fairgrounds Kitsap Sun Pavilion.

This year's class represents 24 different trades and maintained an overall class GPA of 3.835. Each graduate received their certificates as journey-level mechanics in their respective trades, as well as an associate's degree in technical arts from Olympic College.

Family members, friends, instructors, supervisors, apprentice program alumni and local government officials attended the ceremony, held at the Kitsap County Fairgrounds for the first time, in order to accommodate the large number of attendees.

"Your achievement in completing the Apprentice Program is a tribute to your dedication, resolve and willingness to embrace hard work in order to improve yourselves, your families, your community and our Navy. You should be proud of those accomplishments. I am proud of your accomplishment," said PSNS & IMF Commander Capt. Dianna Wolfson in a video message to the graduating class.

"Along the way, you have developed the knowledge, skills and abilities that set you on the path for what is next. As you reflect upon what you have accomplished so far, remember, this is only a milestone in the journey."

Apprentice class speaker Electronics Mechanic Sybrina Nanez spoke about the importance of comradery going forward.

"No matter where we came from, how we got here or what obstacles we have encountered along the way, we now all share this one thing," said Nanez. "We are now all part of a larger team of current, past and future apprentices. We are part of an immense network that stretches far and wide that we will be able to call upon throughout our careers and beyond."



Instructor Sterling Place, Shop 56, Marine Pipefitters, middle, poses for a picture with his students before the 2019 PSNS & IMF Apprentice Graduation ceremony Friday, Nov. 8, 2019 at the Kitsap County Fairgrounds Kitsap Sun Pavilion. (PSNS & IMF photo by Scott Hansen)

Four graduates received special honors during the ceremony.

- Nickole Starks, a welder, was named the Apprentice of the Year by the program's administration.
- Joshua Neumann, a temporary services electrician, received the Scholastic Achievement Award from the Federal Manager's Association.
- Winfred Hermansen, a shipfitter, received the Apprentice Craftsman Award from the Assistant Production Superintendent's Association.
- Chase Kelly, a machinist, received the Leadership Award from the National Association of Superintendents.

The PSNS & IMF Apprentice Program was created in 1901, when the Shipyard Labor Board selected six men to train under skilled craftsmen at the facility. The program has graduated 9,617 mechanics since it began, and has grown to become an award-winning advanced training course for members of the shipyard team. Since 1950, PSNS & IMF has partnered with Olympic College for customized, accredited course work in support of the Apprentice Program.



TOP: Capt. Robert Figgs, left, commanding officer, Trident Refit Facility, congratulates Electronic Industrial Control Mechanic Jami Brumfield. **ABOVE:** Class speaker Sybrina Nanez addresses her fellow classmates during the 2019 PSNS & IMF Apprentice Graduation ceremony Friday, Nov. 8, 2019. (PSNS & IMF photos by Scott Hansen)



Jessonbryan Banaga, Shop 11, Shipfitters, uses a variety of Personal Protective Equipment while working on one of two new rudders for USS Nimitz (CVN 68) in Dry Dock 6 Nov. 8, 2018. (PSNS & IMF photo by Scott Hansen)



A pair of Shipwrights from Shop 64 use fall protection while working on a job in Dry Dock 3. (PSNS & IMF photo by Scott Hansen)

View from the Bridge

A message from Vice Adm. Thomas Moore, commander, Naval Sea Systems Command



Since becoming commander, I have tried to share more information with our workforce – to highlight where Naval Sea Systems Command fits within the Department of the Navy; to outline our top priorities; and to reinforce how we are, day-in and day-out, the Force Behind the Fleet – the women and men who deliver warfighting capability to our Sailors. This forum is designed to communicate directly with you, our naval shipyards, the tradespeople who repair and modernize the fleet. I want to share some insights from headquarters and make sure you know just how important you are to the Navy.

In D.C., we use the term “Great Power Competition” to describe today’s military climate. Other countries, specifically China and Russia, are growing their militaries to improve their political and economic standing in the world. Our Navy is the primary tool the United States has to maintain global order and stability. That’s because of what you do every day. You deliver the ships required to maintain that stability and respond to crises around the world.

What you do for the Navy is recognized at the highest levels. From the Secretary

of the Navy to your local leadership, your contributions are celebrated and supported.

Recognizing we needed more capacity to execute the work, we have grown the size of our shipyards. Between 2010 and 2018 we added more than 9,000 jobs across the four naval shipyards so we could better match our workforce with the projected workload. We also invested heavily in improving our training program for our new employees – combining new technologies and hands-on training into the program.

Now we are working to provide you with improved and modern facilities through the Shipyard Infrastructure Optimization Plan. I’ll write more about this in the future, but SIOP is a 20-year, \$21 billion program dedicated to completely refurbishing our shipyards by improving workflow, providing you with modern equipment and completing needed repairs to our dry docks and facilities. Keep reading this column and the Salute for more on SIOP and how it will improve our ability to support the fleet.

I already have a number of topics I want to chat about during the coming months,



with Great Power Competition and SIOP high among them, but I also want to hear from you. We have a dedicated email account that anyone in NAVSEA can use to ask a question or send a comment. It’s NAVSEA_Feedback.fct@navy.mil or you can always send me a note directly at thomas.j.moore5@navy.mil. If there is something you want answered, send an email, and we will get back to you. If you don’t have access to a computer at work, use your smartphone from home to send a message to the NAVSEA Facebook page at Facebook.com/NAVSEA.

Thank you for everything you do for our Sailors, our Navy and the United States.

Respectfully,
Tom

Strategic Framework Strategy

Safety: Continuous improvement towards an injury-free workplace

*Capt. Ken Shepard,
Production Resources Officer*

(On Oct. 30, the command unveiled Strategic Framework 2.0. This is part one in a series covering the Strategies of Strategic Framework 2.0. Subsequent articles will cover Product Delivery, People, Innovation and Infrastructure.)

Doing a job safely and providing a safe workplace is essential to Puget Sound Naval Shipyard & Intermediate Maintenance Facility. As such, the command’s safety strategy is to continuously improve current safety programs and plans to provide long-term sustainment in safety excellence focused on reducing hazards and injury risks through the continued investment in the development of a world-class safety culture. This effort is founded on the command’s safety principles: **All workplaces will be safe and hazard-free.**

‘Safe and hazard-free’ means hazards will be identified and eliminated. Hazards that cannot be eliminated will be controlled as to no longer present a risk. This shared expectation will be made through the determined efforts of the entire PSNS & IMF team during planning and execution.

All injuries are preventable.

Injuries are preventable when each teammate has the right safety behaviors with a safe and hazard-free workplace.

Situations such as unsafe actions, misaligned priorities, nonconformities to safety standards and other issues are unacceptable and must be immediately corrected by any team member. Improper safety behaviors create unnecessary risk of injury to the entire PSNS & IMF team.

No one gets hurt today.

No team member will be injured on the job and every employee has the power to fully support this goal. Any injury to a team member represents a serious deviation from safety standards and requires an immediate response starting with care for the injured team member then an investigation of the injury, analysis of the causes (both direct and contributing), corrective action, follow-up and reporting.

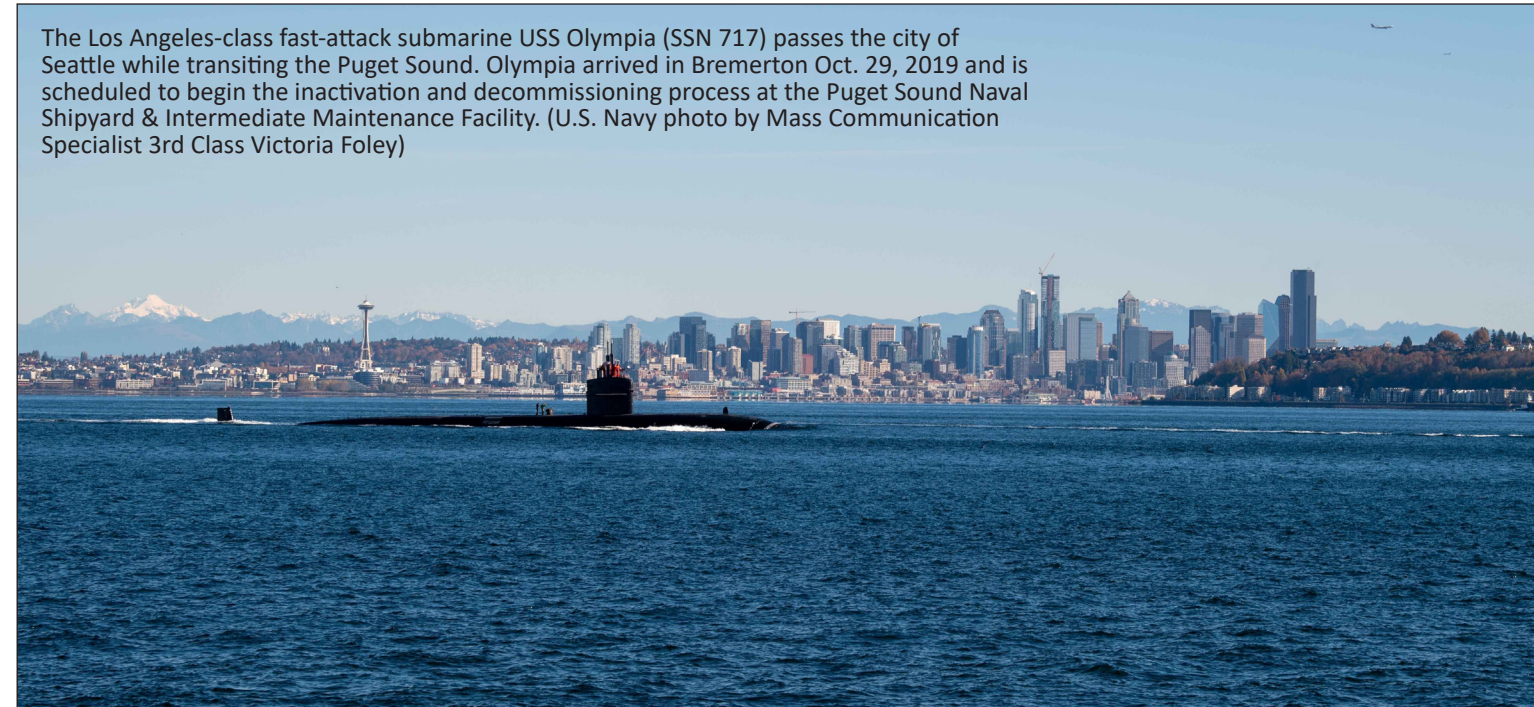
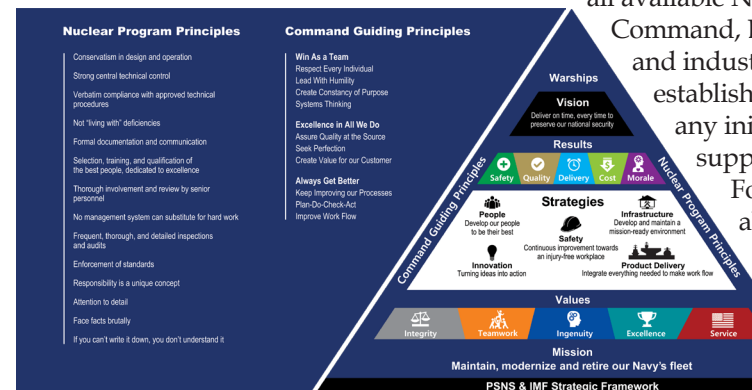
The Safety Executive Steering Committee will be advising the Command Safety Action Team and Risk and Hazard Identification Team as they develop an

overall strategy and initiatives to ensure the command is continuously working toward an injury-free workplace. These teams will develop an overall command safety strategy.

This strategy, coupled with a communication and feedback system, will ensure PSNS & IMF has a safety culture where any injury is unacceptable. All team members will reinforce the correct safety behaviors and look out for one another, ensuring hazard identification and mitigation are core competencies and that everyone continuously aims to improve safety performance. This in turn, will bring about long-term, sustainable improvements in quality, cost, and schedule performance while ensuring the command moves towards the ultimate goal of an injury-free workplace.

This strategy will leverage the collective knowledge and experience of its cross-functional membership and utilize all available Naval Sea Systems Command, Department of Defense and industry resources to establish the safety strategy and any initiatives required to support it.

For more information about the Safety strategy and Strategic Framework, visit the command’s SharePoint homepage.



The Los Angeles-class fast-attack submarine USS Olympia (SSN 717) passes the city of Seattle while transiting the Puget Sound. Olympia arrived in Bremerton Oct. 29, 2019 and is scheduled to begin the inactivation and decommissioning process at the Puget Sound Naval Shipyard & Intermediate Maintenance Facility. (U.S. Navy photo by Mass Communication Specialist 3rd Class Victoria Foley)

BEFORE... AND AFTER

Employees in Building 431 come together during pilot project to help create a more productive environment in the ball valve work center

Max Maxfield, PSNS & IMF Public Affairs

When representatives from Puget Sound Naval Shipyard & Intermediate Maintenance Facility and from the Boston Consulting Group teamed up to improve processes and workflow in Shop 31 Work Center-402, Ball valves, they realized they would need to physically transform the ball valve workspace in conjunction with process improvement to reach their overall workflow improvement goals.

According to Romel Ramos, a machinist (bench mechanic) with Shop 31, the inside machinist shop, employees from Shop 31, with help from employees from Shop 71, Painters and Blasters; and Shop 56, Pipefitters, worked together to create

a more productive workspace in the ball valve work center. This included getting rid of "clutter" and adjusting the floorplan.

"The biggest change in my opinion was getting rid of the clutter: unnecessary cabinets, old chairs, and extra equipment that hasn't been used in a while," said Ramos. "Our new floor plan makes for a more smooth and organized workflow, and with the assistance of the status board, it gives us a better understanding of the progress of each job and what future work still needs to be done."

The momentum and command support behind the Naval Sustainment Systems-Shipyard effort also helped fix some equipment challenges the mechanics had been working around.

"The biggest change to the machine side of Ball Valves was when leadership

"Our new floor plan makes for a more smooth and organized workflow, and with the assistance of the status board, it gives us a better understanding of the progress of each job and what future work still needs to be done."

Romel Ramos
Shop 31 machinist

was able to fast track our second Vertical Turning Lathe, getting it hooked up to power and inspected by maintenance," said Alec Fosmo, a machinist with Shop 31. "With this second VTL now being operational, I can double my work capacity, get more components repaired, and get back to other projects more quickly."

Shop 31 employees were able to transform the workspace while continuing ball valve work center operations.

"Employees who didn't have the proper qualifications for certain jobs, or those whose work was at a standstill were delegated to making the changes within the section," said Adam Shepard, a machinist (bench mechanic) with Shop 31. "The ordering of equipment and machine hook-up was also moved up in priority."

A new lunch area was also created away from the workspace that will help ensure dirt, parts being repaired and food are all kept separate from each other. While most of the workspace transformation is complete, there are a few other improvements that still need to be made.



Bench Mechanic Emil Skarpona, right, Shop 31, Inside Machine Shop, works with Devan McNeilly to repair a check valve in the Work Center 400 floor space inside Building 431. (PSNS & IMF photo by Scott Hansen)



A view of Work Center 402 before employees teamed with the Boston Consulting Group to transform the space into a more productive environment. (PSNS & IMF photo by Scott Hansen)



ABOVE: Romel Ramos, a bench mechanic with Shop 31, Inside Machine Shop, updates the status board for employees with Work Center 402 inside Building 431.

AT LEFT: Mechanics make good use of the newly-remodeled ball valve work center space inside Building 431. The redesign was part of a recent pilot project with the Boston Consulting Group.

(PSNS & IMF photos by Scott Hansen)

Small Business Program Office reports success

Silvia Klatman,
PSNS & IMF Public Affairs

Fiscal year 2019 was a banner year for Puget Sound Naval Shipyard & Intermediate Maintenance Facility's Small Business Program Office, which exceeded several contract award goals set by Naval Sea Systems Command. "Small businesses are a key component to the command's ability to meet our mission of maintaining, modernizing and retiring our Navy's fleet," said Brenda Lancaster, Deputy, Small Business Office. "Successfully bidding for these contracts is good for not only small businesses but the local community, our command and the Navy."

The Department of the Navy and the Small Business Administration have a statutory goal of having 23% of contracting dollars aligned or subcontracting to small businesses. Out of a total of 1,071 small business eligible actions at PSNS & IMF valued at more than \$236 million, NAVSEA set PSNS & IMF's goal to award 45.84% of those to small businesses. The command handily surpassed that goal with an achievement of 48.95% placement.

Breaking it down to specific types of small businesses, PSNS & IMF again surpassed four of the five goals NAVSEA established. This was a major win for the command, taxpayers and the companies earning the contracts.

"From the Navy's perspective, small businesses can be more agile and responsive than larger organizations due to their size," Lancaster said. "From a company's perspective, the small business learns how to navigate the Navy procurement system and these awards can eventually be a substantial portion of their work."

There are several sub-categories for small business including the 8(a) program for socially and economically disadvantaged businesspeople just starting to work with the government. After nine years as an 8(a) participant, the company is eligible to be certified as a small disadvantaged business. Other business categories are for service-disabled veterans, woman-owned and companies located within a Historically Underutilized Business zone.

For more information about the small business program, email C400_SB_Office.fct@navy.mil or call 360.476.1327.

Voluntary Leave Transfer Program recipients in need of leave

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 Building 850, floor 5, room 511; or fax your donation form to 360.476.6669. Teammates currently in need of donations:

Code 105 Mark Hernandez	Code 900 Sierra Morrell	Shop 31 Shaun Yeadon	Shop 71 Kaylie Contraro
Code 109 Kendra Fitch	Code 900A Marianne Macdonald	Shop 38 Megan Steiner	Shop 99 Corey Coombe
Code 125 Colton Snyder	Code 1100 Katie Marcucci	Shop 51 Sherman Geeslin	Shop 99 Jonathan Guzman
Code 130 James Johnson	Code 2300 Marty Sampson	Shop 51 Holly Bean	Shop 99 Alexander Rosen
Code 200 Richard Petrone	Shop 06 Spencer Harris	Shop 51 Diona Arena	Shop 99 Michael Swain II
Code 200 Caitlin Earl	Shop 11 Michael Hamblet	Shop 56 Carter Gallimore	Shop 99 Karin Aramian
Code 300 Michaela Raymond	Shop 26 Kali Coughtry	Shop 56 Erin Avery	Shop 99 Bianka Curtis
Code 600 Alexander Reyes	Shop 64 Joshua Hubbell	Shop 56 Kaela Rhymer	Shop 99 Rayeanna Dains
Code 600 Raelynn Luce	Shop 700 Andrea Skinner	Shop 64 Ian Sobrero	Shop 99 Crystal Frigillana
Code 700 Jesse Hannawacker	Shop 700 Joshua Wagner	Shop 64 Ashley Brown	Shop 99 Tareyn Haney
Code 700 Michael Rasmussen		Shop 64 Mercedes Flerx	Shop 99 Sarah Hustis
		Shop 67 Sarah Alvarez	Shop 99 Kelsi White
			Shop 99 Frank Yulfo



CARE to be the best you can be!

Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility reached out to the workforce in a September video message focused on respecting every individual to talk about how she cares about every member of the workforce. She discussed character and how behavior and actions matter. The bottom line is there is no room for sexual harassment or discrimination at PSNS & IMF.

Based on an employee's suggestion, the Anti-Harassment and Discrimination Team went to work on a new, voluntary initiative that allows employees to show they care about creating and maintaining a harassment and discrimination free workplace.

CARE stands for Character, Action, Respect and Engagement – the four tenets of a new initiative that upholds the Command Guiding Principles. If you see something, say something and do something. Value every individual. Stay involved and be part of the solution. CARE is just one way to ensure the workforce has a voice.

During lunch Nov. 20, eight stations along Farragut Avenue will be passing out hardhat stickers and employees will have the opportunity to sign a CARE pledge banner. Employees will also be able to get a sticker and sign the pledge at Farragut and Burwell Gates from 2:30 - 3:30 p.m.

The pledge and sticker are a voluntary way to show your support of this initiative. It's one of many methods to show your actions are aligned with your words. PSNS & IMF is in this together, focused on One Team - One Mission.

See *New You Can Use* for additional dates and locations where stickers will be available.

Reflective devices, lights help protect pedestrians during dark winter days



From the Code 900 Safety Office

Daylight saving time ended Nov. 3 so it will now be dark when many Puget Sound Naval Shipyard & Intermediate Maintenance Facility employees and contractors walk to and from work.

Pedestrians should wear something reflective – especially in the dark hours.

According to the Federal Highway Administration, a pedestrian dressed in black with just a thumb-sized reflector can be seen more clearly by a driver than can a person wearing all white.

The command's annual "Can You See Me Now" visibility campaign will be kicking off soon. Keep an eye out at the gates and the buses for teammates handing out reflective armbands.

SAFETY TIPS FOR WALKERS:

- Walk on sidewalks where available.
- If sidewalks are not available, walk on the side of the road facing traffic.
- Cross the street at marked crosswalks or intersections only, and look left, right and left again before crossing.
- Try to stay in well-lit areas.
- Carry a flashlight or other light source to be seen by drivers and to see where you are going.
- Make eye contact with a driver who is stopped before stepping out into the road.
- Don't wear headphones as your ears can alert you to a potentially dangerous situation and don't walk with distractions like a cellphone.

SAFETY TIPS FOR DRIVERS:

- Be alert for pedestrians everywhere.
- Follow posted speed limits and be ready to drive under the speed limit if unsafe conditions warrant.
- Be aware of weather conditions and poorly lit areas.
- Be mindful at crosswalks as pedestrians may act more aggressively when they know they have the legal right of way – regardless of what common sense dictates.

REMEMBER:

It is just as important to be safe heading to and from work as it is to be safe during work hours.

Didn't receive a reflective armband? Employees can also stop by the Code 900 Safety Office, Building 290, floor 7 and pick up a reflective armband or light. Need more info? Visit the Code 900 Safety Office page on SharePoint.

Recreation & Rideshare

Recreation opportunities

DoD civilians and their escorted guests can enjoy recreational services on base including bowling alleys, movie theaters and restaurants. Upcoming opportunities:

Turkey Trot – 9 a.m., Saturday, Nov. 16, NBK-Bangor. This free, family-friendly activity features a 5K and one-mile run. Bundle up, head on up then gobble up the pavement!

Thanksgiving Dinner – 2 - 5 p.m., Thursday, Nov. 28, Trident Inn, NBK-Bangor. Bring the whole family to enjoy a Thanksgiving meal with traditional – and some not-so-traditional – food. \$9.10 per person. Payment methods: credit, SIK, Apple Pay, Samsung Pay, Android Pay. For more information, call 360.396.6058.

Christkindlmarkt, Leavenworth – Saturday, Nov. 30. Visit the charming Bavarian-themed village of Leavenworth for unique holiday gifts including handcrafted, wood, knit and crocheted items as well as bakery delicacies and German sausages. Register by Nov. 27. \$46/person.

To register or see more opportunities, visit kitsap.navylifepnuv.

Rideshare

TACOMA VANPOOL: Need riders and back-up drivers; depart Tacoma at 5:20 a.m. and Z Lot around 4:10 p.m. Contact Dante Brown, 360.471.4863.

Rideshare ad policy

To post a Rideshare ad, email psns.pao.fct@navy.mil or come to Building 850, floor 5, Congressional and Public Affairs Office to fill out an ad form. All information is subject to use in Salute – print and online.

Transit Alert!

From Nov. 18, 2019, through March 2020, ferry service between Annapolis and Bremerton will be suspended due to upgrades to the Annapolis ferry dock. Adjustments to ferry and bus routes and schedules can be found online at kitsaptransit.com/blog/rider-alerts. Call 1.800.501.7433 for more information.

Flu vaccinations available now!

Flu shots are available at the Branch Health Clinic for all PSNS & IMF civilians Nov. 14, 19 and 21 from 7:30 - 10 a.m. and 1 - 3 p.m. Time allowed with supervisor approval.

Mark Your Calendars!

Winter Curtailment:

The shipyard will curtail all but essential operations from the end of second shift (swing) Tuesday, Dec. 24, 2019, until the start of first shift (day) Thursday, Jan. 2, 2020. Most employees will need to use 32 hours of leave. Questions may be directed to your first line supervisor or resource office.

Benefits Open Season:

Federal Benefits Open Season runs through Dec. 9. During open season, you have the opportunity to enroll, change plans or plan options, change enrollment type or cancel enrollment for the Federal Employees Health Benefits Program and the Federal Employees Dental and Vision Insurance Program for 2020. You may also enroll or reenroll in the Federal Flexible Spending Account Program for 2020. Take the appropriate steps to be ready. If you need help, call the Benefits Line at 888.320.2917 from 10:30 a.m. - 10:30 p.m., Monday - Friday.

PSNS & IMF announces Sailor of the Year

Hull Maintenance Technician 1st Class Bryan C. Jackson was announced as the Puget Sound Naval Shipyard & Intermediate Maintenance Facility's 2019 Sailor of the Year. Jackson joined Trident Refit Facility in February 2018. As the Leading Petty Officer in charge of three shops within the Repair Department, Jackson is responsible for 46 Sailors performing welding, pipefitting and shipfitting. He quickly advanced to Leading Petty Officer (LPO) of the Repair Department, which included the increased responsibility of supervising, training and mentoring 20 chief petty officers, 16 division LPOs and 290 sailors. Under his leadership, one Sailor was selected as Sailor of the Quarter and another as Junior Sailor of the Quarter. Jackson will now compete for NAVSEA's Sailor of the Year.



Hull Maintenance Technician 1st Class Bryan C. Jackson (US Navy photo by Mass Communication Specialist 3rd Class Jonteil Johnson)

Command analyzes survey results

For the first time, every department at Puget Sound Naval Shipyard & Intermediate Maintenance Facility created a team to review responses from the Defense Equal Opportunity Management Institute climate survey conducted April 29 - May 17.

"The feedback provided by 3,045 of our teammates helps us proactively assess what's going well and what can be improved in the command," said Capt. Dianna Wolfson, PSNS & IMF commander, in an all hands email Oct. 3.

According to Nicole Taylor, diversity and inclusion manager, each department is developing an action plan in addition to the command's action plan to help address employee feedback.

Future editions of Salute will have more information about the issues brought up in the survey.

BZ sticker presented to Code 109 and Detachment San Diego employees

Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, recognized Derek Henden, Code 109, Information Technology, with a BZ 100 sticker Oct. 25, for his work solving what seemed to be a nearly insurmountable backward compatibility software issue, which is expected to save hundreds of hours of time and effort for future submarine availabilities.

"This is a pretty big deal," Wolfson told Henden in front of his co-workers and several leaders from Code 109. "Your solution was simply genius. This is going to save us a lot of time."

Wolfson also presented BZ 100 stickers to several Detachment San Diego team members including Thomas Weston, Code 105, Radiological Controls; Warehouse Team/Planners Patrick Alamillo, Paul Boyle, Awstin Saurer, Gage Moreira and Tony Maroldo; and Danyel Simodi, Shop 64, Shipwrights, Composite Plastic Fabricators, and Sail Loft, during a recent visit to the California facility. Wolfson also spoke to the entire Detachment San Diego Team at an all-hands call to address concerns of



TOP: Derek Henden displays his BZ sticker on his hardhat (PSNS & IMF photo by Scott Hansen) **ABOVE:** Code 105's Thomas Weston accepts his BZ sticker from Capt. Dianna Wolfson.

harassment and discrimination within the organization, and the shipyard's continuous process improvement of the Naval Sustainment System – Shipyards. Look for additional photos on the PSNS & IMF Facebook page.



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



In this episode of Hard Hat Heroes, Eric Welter, an ordnance work lead at Puget Sound Naval Shipyard & Intermediate Maintenance Facility Detachment Everett, explained how he has stayed on task for more than four years to help create a training certification program so Sailors can maintain and repair the Phalanx close-in weapon system (CIWS - pronounced "sea-wiz"). Welter helped create the curriculum that will allow Sailors to earn a Navy Enlisted Classification used in the Navy Afloat Maintenance Training Strategy program that certifies them as experts on a given system; in this case, the CIWS.

National American Indian Heritage Month Honors Tribes Nationwide

Aime Lykins, PSNS & IMF Public Affairs

National American Indian Heritage month is celebrated during November to recognize the accomplishment and contributions of the peoples who originally inhabited, explored and settled the regions later recognized as the United States.

The theme for 2019 National American Indian Heritage month provided by the Society of American Indian Government Employees is, "Honoring Our Nations: Building Strength Through Understanding."

Washington is home to 29 federally-recognized Native American tribes, making up more than 200,000 members of the state's total population. Local tribal governments operate hatcheries, manage timber, monitor pollutants and foster a culture rooted in environmental stewardship, yielding statewide benefits.

"Tribal environmental and natural resource programs play a critical role in efforts to restore and protect important



cultural and natural resources," reports the Washington Indian Gaming Association. "Governments employ experts and scientists in all disciplines. Their work includes watershed planning, water quality programs, environmental education, environmental assessments, salmon recovery programs and more."

New ERG Supports Shipyard Veterans, Educates About PTSD

Aime Lykins, PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility's newly established Veterans Employee Resource Group hosted Dr. Dan Overton, traumatic brain injury program specialist and certified counselor, Washington State Department of Veterans Affairs, during a meeting Nov. 5.

Overton has been working with veterans impacted by Post-Traumatic Stress Disorder and traumatic brain injuries for more than 25 years. He visited the shipyard to spread awareness about the prevalence of PTSD among veterans and how it affects the diagnosed individual and those around them.

"Talk to someone, anyone," said Overton, when speaking about those uncertain if they are experiencing symptoms of PTSD. "The 'D' in 'PTSD' stands for 'disorder.' This means symptoms have and will cause disorder in your life, which will continue until you learn to handle them. And yes, there are ways to handle them."

Understanding PTSD is often difficult, both for the injured member and their supporters.

"I often liken it to a physical injury," explained Overton. "It can be hard to admit we can't or shouldn't do the same things we used to or things others do, such as go to a fireworks show. Symptoms can derail our lives if we let them. Experiencing trauma changes us but we can adapt. Symptom management is the key and more often than not, folks like me have some good ideas about what to do."

PSNS & IMF, Kitsap County's largest employer, supports and provides resources for all veteran employees, regardless of their length of service or disability status. With support from command leadership, the inaugural VERG meeting Sept. 10 was attended by more than 90 members of the workforce.

"This group is for everyone," said Scott Grimes, co-lead of VERG. He underscored the need for input from shipyard veterans and those who support them.

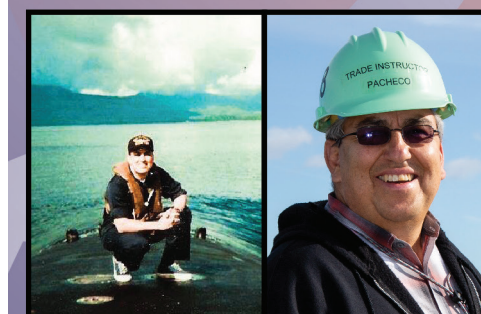
VERG meets monthly on the second Tuesday from 12:15 - 1:15 p.m. and is open to all members of the workforce.

Honoring Our Veterans



Katherine Amerman 4 years, Navy

I served as a Hospital Corpsman in 29 Palms, California. My proudest moment while serving was achieving my Fleet Marine Force pin, an insignia you earn as an enlisted Sailor assigned to a Marine unit. I did not pass the board the first time around, but was proud of my continued persistence to reach such a goal. It was a challenge that involved passing the Field Medical Training Battalion training process, which includes physical performance tests and demonstrating skills used in service with Marines. This included things such as weapons breakdown and familiarization, land navigation, combat communications, and passing a board convened by senior enlisted Sailors who are FMF qualified. Today, I work as a workload forecaster for Code 1200, Business and Strategic Planning. I find it rewarding to be able to work alongside a multitude of talented and driven individuals striving to reach the same goals.



Rudy Pacheco 20 years, Navy

During my time in the military I was a Submarine Auxiliary Mechanic; some call them "A-Gangers." Those familiar with that rate should know that they are the backbone of the Submarine Force. I loved being a junior sailor, standing lookout on the sail while we maneuvered through the Straights of Juan De Fuca during the night. Today, I work as a trade instructor for Shop 38, Outside Machinists. I find it most rewarding when my colleagues and I get to see our apprentice classes graduate every fall.

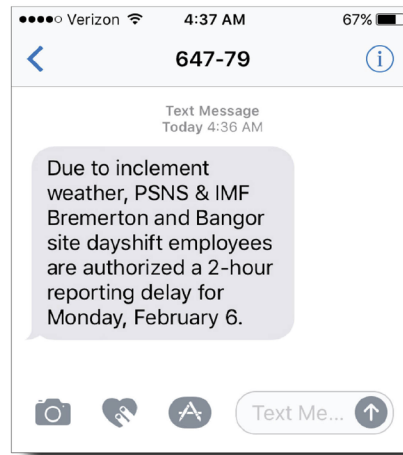
Emergency notifications: Your options

During inclement weather or other emergencies, PSNS & IMF uses a variety of methods to help keep you informed. We push information out across channels you can access at home and at work. Here are the best tools you can use to ensure you have the information you need, when you need it.

Groupcast

PSNS & IMF's employee messaging system, Groupcast, lets you sign up to receive emergency notifications by phone, text message or email. During a weather event, the Groupcast alert will go out within seconds of the decision being made. We recommend you at least sign up for text notifications, so you don't have to answer a call from an unknown number. With texts, the message will be waiting for you on your phone.

asp.schoolmessenger.com/navy/subscriber



Facebook

PSNS & IMF also puts out notifications via Facebook. During a weather event, the information will be posted to our Facebook page within seconds of the decision being made. "Like" our page, and our latest updates will be in your News Feed.

Facebook.com/PSNSandIMFontheWaterfront



Twitter

We use Twitter to notify our workforce about snow delays or closures; bridge and road closures; traffic congestion alerts; ferry delays and cancelations; and other time-critical information useful to our workforce. It's a great option for smartphone users.

twitter.com/PSNSandIMF



During the work day

If an announcement is made during the workday, you may also see it:

- On the command's SharePoint in **News You Can Use**.
- On **digital signs** displayed around the shipyard.
- In your email, as part of an **all-hands email** sent to the workforce.

Command, transit authority information lines

If you'd rather pull your information rather than have it pushed to you automatically, you can get the information you need by calling these numbers.

- PSNS & IMF Bremerton info line: **866.291.1160**
- Trident Refit Facility info line: **360.315.4321**
- Naval Station Everett info line: **425.304.5665**
- Kitsap Transit info line: **800.501.7433**
- Mason Transit info line: **360.427.5033**