



SALUTE

Nov. 27, 2019
Vol. XI No. 24

Puget Sound Naval Shipyard & Intermediate Maintenance Facility



**Shipyard commander and employees
sign C.A.R.E. pledge**

Commander's Corner



SALUTE

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On the cover:

Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, and Ceilidh Sligh, Chief Steward from Shop 71, Painters, Blasters and Tiles setters, sign a C.A.R.E. Pledge banner Nov. 20, 2019. (PSNS & IMF photo by Wendy Hallmark)

So thankful — for you, our shipyard and our Navy

Happy Thanksgiving to you and your family! One of my favorite traditions around this season is thinking of all that I am thankful for – all that has occurred over the past year and everything that I am looking forward to. Beyond the obvious, my family, health, time with friends and fur animals, I'm thinking a lot about our shipyard and you, our workforce. There's so much to be thankful for.

I've never felt so strongly about our purpose and what we can do for our Navy and country. Your hard work and accomplishments are what drives our shipyard. You are what our Navy needs. We have been talking a lot about a sense of urgency and I'm thankful for the effort each of you puts forth. Chief of Naval Operations Adm. Mike Gilday said in his first address to the fleet, "for the first time in a very long time, we face serious challenges at sea around the world." He went on to say, "I still believe what my first chief told me, that people are our most important weapons system." You are the most important part of our shipyard. You do the work. Our Navy can't afford for us to wait until tomorrow to accomplish our mission. I am thankful that our workforce is willing to challenge all assumptions and think differently about problems to find solutions. I see this every day in the work you do. Thank you for doing the heavy lifting. Many of the herculean tasks we do each day go unnoticed but please know that you are making a

difference. Your efforts are aligned to making our world and the world that our children will see, a much better place.

I really am thankful for the sense of purpose that I feel for our shipyard. Just like countless times in history that we have performed the work that our Navy and country needed, we are here, doing that. We are thinking outside the box. We are challenging the status quo. We are being innovative. We are driving change. We are moving our shipyard and the enterprise forward. We are helping to expand the advantage. And for that, I am thankful.


Next month brings many things, one of which is Pearl Harbor Remembrance Day. Our command has a special connection to those Sailors, families and ships that came before us. Many of the ships damaged during the attack on Pearl Harbor Dec. 7, 1941, ended up in our dry docks. It was our shipyard that rapidly helped get our Navy's west coast ships back to sea. Our PSNS & IMF workforce ensured the safe war-fighting vessels that our Sailors needed were ready to take them into battle. I'm thankful to be a small part of our shipyard history alongside you, so steeped in tradition and always answering the call of our nation.

Lastly, as we move into the holiday season, it's time for us to remember the challenges that winter weather brings, both from a safety and an operational perspective. Our default position will be to

continue with our normal operating schedule. Just like the shipyard commanders that came before me, I will work with the team throughout the night to evaluate conditions in the shipyard and the surrounding communities. I've heard that conditions vary drastically across our region, and I know our team is commuting from far and wide using various modes of transportation. If you cannot make it to work and we are still operating, that's ok, you can contact your supervisor to be placed on leave.

Our decision on the shipyard's operating status is directly tied to whether conditions can support operations. As you know, our dry docks are full, our work is important and we are busy. If the weather supports us working, that's what our Navy needs. The last edition of Salute contained a reminder of all of our winter weather communication channels. It's now available on NYCU in case you need to sign up for GroupCast notifications or follow us on Facebook or Twitter. On page nine is a handy form that you can fill out with your work information to help you at home. With snow coming in and out of the forecast, we should all start considering our plans and what works best for us, our families and our shipyard.

ONE MISSION—ONE TEAM!


 Captain Dianna Wolfson
 Commander, PSNS & IMF

ONE
 MESSAGE • MOTIVE • MISSION • TEAM

PSNS & IMF launches C.A.R.E. pledge campaign

The C.A.R.E. pledge emphasizes the importance of a respectful workplace



PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility launched a new employee-sponsored pledge campaign, C.A.R.E., during a lunchtime kickoff event Nov. 20.

C.A.R.E., which stands for character, action, respect and engagement, involves employees voluntarily signing a pledge to respect all individuals and to take action if they see or hear harassment or discrimination. Those who signed the pledge received a C.A.R.E. sticker authorized for display on their hardhat.

Employees also had the opportunity to sign posters that will be hung at various locations around the command.

Several thousand employees signed the pledge during the event, held at eight locations throughout the shipyard. The idea for the pledge came from an employee suggestion to the command's recently formed Command Anti-Harassment and Discrimination Team.

Jim Sutcliffe, a member of the team, expressed satisfaction over the workforce's enthusiasm to support the pledge.

"We had a lot of people who made it to all eight tables," said Sutcliffe. "To see this evolve from concept to fruition is amazing and makes me proud to work here."



LEFT: Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, thanks volunteer Shawlee Lee for participating during the voluntary C.A.R.E. Pledge banner signing and sticker distribution event Nov. 20, 2019, at PSNS & IMF photo by Wendy Hallmark) ABOVE: Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, and John Baker, Code 980, Production Engineering and Facilities, sign a C.A.R.E. Pledge banner. (PSNS & IMF photo by Wendy Hallmark)

The C.A.R.E. pledge is one of several recent efforts at the shipyard to ensure every employee is treated with dignity and respect. Others include the establishment of an anonymous hotline and email address for employees to report harassment or discrimination, improvements to the investigative process and signing a joint pledge with local unions.

Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, offered her support of the pledge as she met with employees during the event.

"This pledge and sticker are a great

way for us to show our support of this initiative," said Wolfson. "I am proud to see the passion the team showed in putting this event together to ensure our shipyard is a place where everyone can achieve their full potential."

The campaign will continue over the next several weeks as the Command Anti-Harassment and Discrimination team host more events aimed at raising awareness of the pledge for employees.

"Everyone has been very supportive and this initiative has started an important conversation," added Wolfson. "We care for everyone, we all have to work together."



METHODS OF REPORTING

- PSNS & IMF Harassment Hotline (reports can be anonymous): 360.979.3886
- Your supervisor, manager or someone in your chain of command.
- A union representative: BMTC: 360.476.8032/2125, IFPTE: 360.476.4334
- EEO Office: 360.476.2077
- Report via email: PSNSIMF.Code100i_Investigations.fct@navy.mil
- Suggestions and concerns: psnsimfanti-hara.fct@navy.mil

Strategic Framework Strategy

Product Delivery: A system-wide approach to support the fleet



ABOVE LEFT: USS Nimitz (CVN 68) arrives at Puget Sound Naval Shipyard & Intermediate Maintenance Facility March 1, 2018. (PSNS & IMF photo by Thiep Van Nguyen II) **ABOVE RIGHT:** USS Michigan (SSGN 727) docked at Puget Sound Naval Shipyard & Intermediate Maintenance Facility July 10, 2019, to begin a 17-month Extended Refit Period. (PSNS & IMF photo by Max Maxfield)

Silvia Klatman, PSNS & IMF Public Affairs

(On Oct. 30, the command unveiled Strategic Framework 2.0. This is part two in a series covering the Strategies of Strategic Framework 2.0. The first article gave an overview of safety [Nov. 14 issue of Salute] and subsequent articles will cover People, Innovation and Infrastructure.)

When a command is as large as Puget Sound Naval Shipyard & Intermediate Maintenance Facility, it is sometimes challenging to grasp how each person, shop and code contributes to the mission of maintaining, modernizing and retiring the Navy's fleet; however, every individual at the command has an important piece in meeting that mission.

Command leadership determined the successful strategy of Project and Product

Line Management was ready to evolve into Product Delivery. As a result, the Product Delivery Executive Steering Committee has continued identifying, supporting and completing initiatives centered around on-time delivery of naval warships, parts and personnel to the fleet through assigned availabilities, inactivations and reactor compartment disposal.

Development of innovations and efficiencies. Since Project and Product Line Management was established a few years ago, the command has done well developing innovations and efficiencies. It is now time to take the next step: improving overall availability performance.

From development to application.

Now that initial efficiencies and innovations have been identified, the command is putting theories into action and innovations into standard practice. Through it all, new efficiencies and innovations will continue to be pinpointed, implemented and fine-tuned.

From piecemeal to integration.

The final step is to align all of the tasks so a

project is viewed through the lens of an entire system that will ultimately drive on-time delivery of ships, submarines, inactivations and reactor compartment disposals.

The Product Delivery team is working on addressing several issues. For example, workload has increased significantly in recent years, which resulted in necessary increases to the workforce and more mobility within the command. This led to a decrease in experience levels, which can affect delivery schedules. One way to mitigate this is to expand standard work procedures and guidance to help smooth transitions and decrease the learning curve.

Another example is extending the availability execution record of accomplishment on aircraft carriers to submarine availabilities. The command is focusing on the availability endgame. In this, work is ongoing to strengthen communication in order to drive an integrated solution for crew training and system testing. The team is now working toward resolution of those challenges.

In the coming months, the Product Delivery team will continue to focus efforts on integrating everything needed to make work flow.

For more information about Product Delivery and the Strategic Framework, visit the command's SharePoint page.

Reagan Team Begins SRA Early Start Period

The availability is starting early to support fleet readiness requirements

By Devin Johnson, FY21 gold team project superintendent

The USS Ronald Reagan (CVN 76) project team began the early start period for its fiscal year 2020 Selected Restricted Availability Nov. 4.

The SRA is starting six weeks earlier than normal to support fleet requirements and maintain the Navy's technical and tactical advantages around the globe.

More than 700 Puget Sound Naval Shipyard & Intermediate Maintenance Facility employees will complete the work on Reagan at the command's Detachment Yokosuka, Japan.

Several project milestones have already been met, including the completion of critical inspections on electrical switchboards, delivery of temporary trailers to the hanger bay, establishment of a temporary local-area network to support the critical path work, creation of the temporary services backbone to support production and institution



The U.S. Navy's forward-deployed aircraft carrier USS Ronald Reagan (CVN 76) cruises during Talisman Sabre 2019. (U.S. Navy photo by Mass Communication Specialist 2nd Class Kaila V. Peters)

of work controls to support the safe release of worksites. Preparations are underway for the installation of temporary facilities, temporary services and other equipment required to officially start the availability in early December.

Many key events for the Reagan project team are required to support completion of the availability in the spring.

Connecticut Team Completes TSRA

TSRA is a vital step in pre-deployment process for submarines

By Phil Manhart, submarine fleet technical support manager

Puget Sound Naval Shipyard & Intermediate Maintenance Facility team members from the Engineering and Planning Department, Production Resources Department and Performance Monitoring Team Bangor successfully completed a Total Ship's Readiness Assessment aboard USS Connecticut (SSN 22) Nov. 6. The successful completion of a TSRA is a vital step in the pre-deployment activities for submarines and ensures operational availability and equipment reliability and improves the crew's ability to assess, correct and improve combat readiness.

Connecticut left Dry Dock Aug. 10 for the final stage of its five-and-a-half-month period of maintenance and modernization.

PSNS & IMF completed its work on Connecticut Sept. 5, returning another strategic asset to the fleet.

Shipyards personnel invested more than 30,200 workdays into the effort on Connecticut, which began March 26 when the submarine entered dry dock.

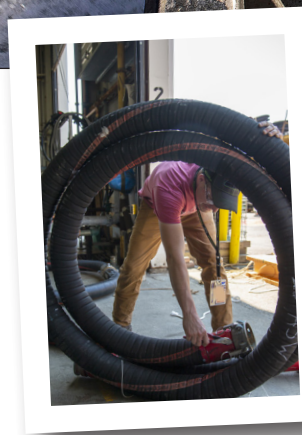
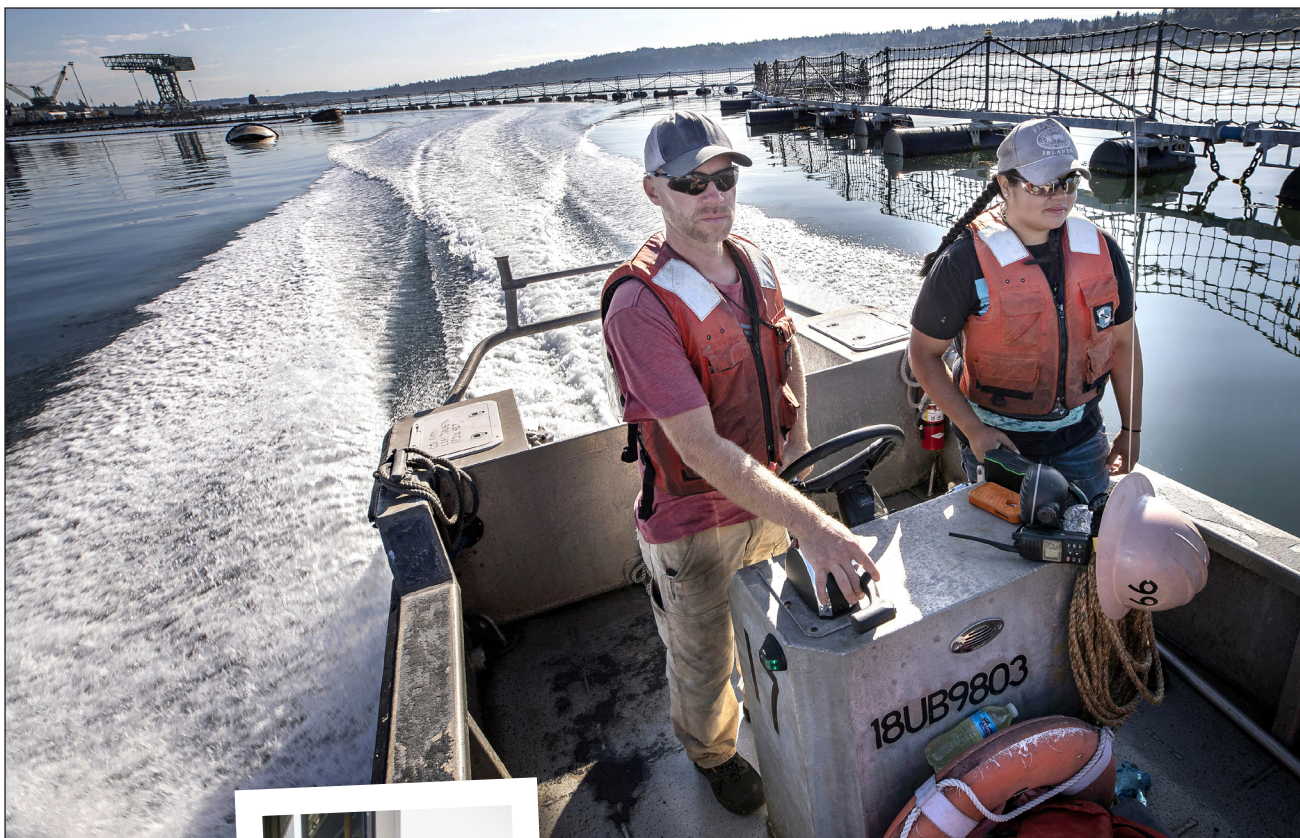


USS Connecticut (SSN 22) undocks Aug. 10, 2019. (PSNS & IMF photo by Max Maxfield)



AROUND *the* YARD

Snapshots from across the PSNS & IMF waterfront



Check out and download our great photos!
[flickr.com/photos/psnsandimf](https://www.flickr.com/photos/psnsandimf)



TOP: Adam Rogala and Malia Farley, both general maintenance workers with Shop 99, Temporary Services, make their way along the shipyard waterfront in a 17-foot utility boat while completing oil containment boom checks. (PSNS & IMF photo by Scott Hansen)
ABOVE LEFT: Mechanic Ken Franklin, Shop 99, Temporary Services, performs an annual visual inspection of an auxiliary sea water hose. (PSNS & IMF photo by Wendy Hallmark)
ABOVE RIGHT: Riggers from Code 740, Rigging & Operations Division, prepare temporary services for installation on USS Louisiana (SSBN 743). (PSNS & IMF photo by Wendy Hallmark)
RIGHT: USS Michigan (SSGN 727) in dry dock during a scheduled maintenance period at Puget Sound Naval Shipyard and Intermediate Maintenance Facility. (PSNS & IMF photo by Wendy Hallmark)



"We are under attack thousands of times a day from both foreign adversaries — malicious hackers who wish to reduce our capabilities — and people who just want to test their hacking skills to see if they can penetrate our systems. Cybersecurity is part of our everyday jobs. It is warfighting! Every single one of us must do our part to ensure they don't find a crack, so please remember: practice proper cyber hygiene."
 - Vice Adm. Thomas Moore, commander, Naval Sea Systems Command



Have you been phished?

Code 109, Information Technology

Do you know when you've received a phishing email? Phishing begins with a spoofed email from what appears to be a trusted source. Trusted sources could include a bank, a credit card company or even the IRS. Misleading or persuasive language is usually used to instill excitement or fear to lure the recipient into clicking a malicious link, opening an attachment or providing account information. What can you do to protect yourself?

- Do not click on links unless you are certain of the source.
- Verify the email address by hovering your cursor over the hyperlink to display the complete address.
- Call the company directly to confirm whether it's legitimate correspondence.

Banks, credit card companies and government agencies will never request personal information through email. If you think you received a phishing email, forward it as an attachment to nmci_spam@navy.mil. For more information, contact Code 109.21 Cybersecurity at BREM.PSNS. InfoSec.FCT@navy.mil.

Upgraded expressing stations provide comfort, convenience for nursing mothers

Silvia Klatman, PSNS & IMF Public Affairs

As employment at Puget Sound Naval Shipyard & Intermediate Maintenance Facility continues to grow, the need for expressing stations grows along with it.

The command has more than two dozen expressing stations within the shipyard. For the past three years, volunteers with Family Matters, a sub-group of the Professional Women Employees Networking Group, informally monitored the stations and noted deficiencies. The responsibilities associated with upgrading and fixing expressing station deficiencies were outside the scope of a volunteer organization like Family Matters.

Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, asked Family Matters to recommend ways forward, which resulted in standing up an Expressing Station Facilities Improvement Team in August. The team includes representatives from Family Matters, Code 980, Facility Managers and Naval Facilities Engineering Command Northwest working under Code 300, Operations Department Team Lead Michelle Haas.

"EFIT has been working hard to determine appropriate facility modifications and alternative locations so current expressing stations can comply with federal regulations," said Haas. "This is a challenging task due to our industrial work spaces and old buildings. We've also determined that more expressing stations are needed due to high demand. Having more stations will ensure nursing mothers have easy access

to the facilities so they can return to the deckplates more quickly."

Accommodating nursing mothers is beneficial to the child, mother and employer according to the 2011 Surgeon General's Call to Action to Support Breast-feeding. Breast-fed infants are sick less often, resulting in reduced work absenteeism, increased productivity and lower medical costs for employees.

The shipyard stands behind nursing mothers with instruction 12551.2, which states the nursing mother and supervisor will work together to accommodate breaks for expressing milk. Up to one hour per eight-hour shift is allowed as a nutritional break. Mothers who need more time during a regular eight-hour shift may use personal time such as lunch breaks.

EFIT inspections revealed several expressing stations are located in bathrooms, which does not fulfill requirements for privacy and cleanliness. Some stations haven't been maintained, furniture needs to be added or upgraded and janitorial service was not covered under the standard janitorial contract.

Going forward, EFIT's goals are to separate stations from bathrooms, provide new furniture and supplies and to work with senior leaders, building managers and other partners to determine placement of new stations and ensure maintenance. A new instruction is also in the works to address these and other topics.

For more information or to get involved, contact Family Matters at brem.psns.family.fct@navy.mil or attend one of their meetings in Building 1106, room 208, from 11 - 11:30 a.m., the second Wednesday of the month.



Pacific Northwest Region Human Resources leaders hosted the Puget Sound Naval Shipyard & Intermediate Maintenance Facility commander and executive director Oct. 29. Capt. Dianna Wolfson and Rick Tift were briefed on Office of Civilian Human Resources Silverdale Operations Center operations and the collaboration between OCHR and Human Resources Office-Northwest to challenge assumptions and look for new ways to increase efficiency in service delivery. Pictured are Dawn Fish, OCHR Staffing Department; Richard Tift, executive director, PSNS & IMF; Capt. Dianna Wolfson, commander, PSNS & IMF; Rita Birang, HR director; Michele Roberts, director, OCHR; and Amy Knapp, deputy director, OCHR.



Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, recognized Giles Kawahara, Code 109, Information Technology, with a BZ 100 sticker Nov. 20, for discovering and reporting an odor while performing collateral duty building checks in Building 943. NAVFAC and the Fire Department responded and discovered a leaking, off-gassing battery in Building 971 and were able to correct the issue.

Safety throughout the year

Know the signs before working in confined space

PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility workers may be called upon to work in confined or poorly ventilated enclosed spaces, both shipboard and ashore. Before conducting work in these spaces, workers should ensure a Navy Competent Person has certified the space as safe, and has signed and posted a confined space certificate for the space.

A confined space is a space large enough that a worker may enter but has limited or restricted means of entry or exit and a lack of natural ventilation. Examples of confined spaces are double bottom tanks, cofferdams, ballast tanks, dry voids, torpedo tubes and re-boilers. Poorly ventilated enclosed spaces include non-ventilated storerooms, access or escape trunks, pits and shaft alleys.

Confined and poorly ventilated enclosed spaces must be posted with a valid confined space certificate to allow entry. Workers should not assume that because there is no sign posted that it is safe to enter. When in doubt as to whether a space is a confined or poorly ventilated enclosed space, workers should contact their Project Tank Coordinator or a Navy

Competent Person (Gas Free Technician) to have the space evaluated.

Prior to each and every entry into a posted space, workers must read, understand and comply with the confined space certificate. The certificate must be current and workers must exit before the certificate expires. The certificate must be written for the space and vessel in which work will be done. All the requirements of the certificate must be met prior to entry, such as having ventilation installed or workers donning respirators.

Also, supervisors are required to ensure that employees working inside confined or poorly ventilated enclosed spaces are in communication with an employee outside the space. The type of communication and the frequency of contact are based on the nature of the space, operations, and degree of hazard. Occupational Safety and Health Manual, Volume III, Chapter 18, provides the minimum requirements for routine communication with employees entering a confined or poorly ventilated enclosed space.

For more information about the PSNS & IMF Confined Space Program, go to the Confined Space page on the Code 106, Environmental, Safety and Health Programs page on SharePoint.



Brought to you by Shop 26, Welders

Expressing station locations:

PSNS & IMF*
 Bldg. 78, Room 316
 Bldg. 107, Next to women's restroom
 Bldg. 290, Near Classroom U
 Bldg. 368, Room 106
 Bldg. 421, West side, women's restroom
 Bldg. 427, Upstairs, women's restroom
 Bldg. 431, First floor, women's restroom
 Bldg. 431, Enter door 19, third floor
 Bldg. 443, Downstairs, room B109
 Bldg. 448, Door 3, upstairs
 Bldg. 455, Door 6, room 200
 Bldg. 457, Second floor women's restroom
 Bldg. 460, Door 5, women's restroom

Bldg. 460, Door 19, women's restroom
 Bldg. 460, Third floor
 Bldg. 466, Room 207
 Bldg. 467, Second floor, women's restroom
 Bldg. 467, Seventh floor
 Bldg. 491, Room B-12
 Bldg. 819, East side, women's restroom
 Bldg. 844, Burwell entrance, upstairs
 Bldg. 850, Second floor, women's restroom
 Bldg. 850, Fifth floor, women's restroom
 Bldg. 900, Door 8, room 217
 Bldg. 980, Second floor, women's restroom
 Bldg. 1106, Third floor, women's restroom
 Bldg. 1124, South side women's restroom

BANGOR
 Bldg. 7000, Room W124
 Bldg. 7000, Room 206
 Bldg. 7000, Room S208
 Bldg. 7001, Room S121
 Bldg. 7101, Room 209
 Bldg. 7450, Room 221

SAN DIEGO
 Bldg. 72, Second floor

YOKOSUKA
 Bldg. F157, Second floor

Winter weather is coming — are you ready?

Complete this quick reference card and cut it out so important information is easy to find when you need it.

PSNS & IMF WORK CONTACT INFORMATION

Work Location: _____

Shop or Code: _____

Supervisor/Manager: _____

Phone/Email: _____

Resource Manager/Alternate Contact: _____

COMMUTE INFORMATION

kitsaptransit.com • masontransit.org • piercetransit.org

Van/Carpool or Worker/Driver Route: _____

Driver: _____

Phone/Email: _____

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:

Leavenworth Lighting Festival – Dec. 7 and 14. Delight in the magic of the season at the Bavarian Winter Wonderland of Leavenworth. Enjoy your favorite holiday characters, carolers and nutcrackers as they roam through the town. When dusk falls, the countdown begins for the magnificent display of lights. Register by Dec. 5 for Dec. 7 trip, Dec. 11 for Dec. 14 trip. \$69/adults, \$64/children 10 and younger.

To register or see more opportunities, visit kitsap.navylifepnw.com

Rideshare

Tacoma Vanpool: Need two riders; depart 6 a.m. from 56th and Alaska Street and depart G lot at 4:10 p.m. Text Sheila Marks, 253.324.7555.

Key Peninsula Vanpool Departs Home Fire Station 5:40 a.m., Purdy Park & Ride 5:55 a.m., NBK Gate arrival 6:30 a.m., depart C lot at 3:30 p.m. Contact Bruce, 253.514.9280.

Puyallup Vanpool Looking for a rider and back up driver. Leave Fred Meyer on River Road at 5:45 a.m. Depart PSNS at 4:10 p.m. Call or text Ben Williams, 360.600.9221.

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.

Voluntary Leave Transfer Program recipients in need of leave

It's that time of year again. Employees who are unable to use their "use or lose" annual leave are encouraged to consider donating their annual leave to an employee in the Voluntary Leave Transfer Program.

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 would like to donate annual leave, please fill out the OPM Form 630-A to donate to an employee within the command or OPM Form 630-B for an employee outside of the command. These forms are located on SharePoint under Forms & Instructions.

Once the form has been completed, it can be dropped off to the Human Resources Office in Building 850, floor 5, room 511, or faxed to 360.476.6669.

The deadline to submit donated annual leave is Dec. 20, 2019. If you have any questions, please call VLTP Coordinator Holly Alvarado at 360.476.2553.

Please note, it may take up to two pay periods to see the leave deducted from your leave and earnings statement.

Teammates currently in need of donations:

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

Whistleblower protection & PPP Policy Statement

The Whistleblower Protection and Prohibited Personnel Practices Policy Statement was implemented to ensure command employees are aware of and understand the prohibited personnel practices and whistleblower protections available to federal employees. Federal employees have the right to be free from prohibited personnel practices, including retaliation for whistleblowing. Puget Sound Naval Shipyard & Intermediate Maintenance Facility is committed to making sure all employees are aware of their rights as well as the safeguards that are in place to protect them.

The Whistleblower Protection Act of 1989 and the Whistleblower Protection Enhancement Act of 2012 provide the right for all covered federal employees to make whistleblower disclosures and to ensure that employees are protected from whistleblower retaliation. The Dr. Chris Kirkpatrick Whistleblower Protection Act of 2017 and the Office of Special Counsel's Reauthorization Act of 2017 further enhanced and reinforced these rights and protections.

For more information, visit:
<https://go.usa.gov/xp9DQ>
<https://go.usa.gov/xp9Dm>

Transit Alert — Annapolis Ferry

From Dec. 2, 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.

Winter Curtailment

The shipyard will curtail all but essential operations from the end of second shift (swing) Dec. 24, 2019, until the start of first shift (day) 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.

Batter battle—Cupcake Wars sweeten recreation committee fundraising efforts

Shipyard Recreation Committees held a fundraising event Oct. 31. Participants from 14 recreation committees entered their baked goods into this year's competition. Shop 56, Pipefitters, won overall best presentation with the most impressive cupcake design. Shop 06, Tool/Mechanics, were the most successful fundraisers, and Code 109, Information Technology, created the most appetizing cupcake. The event was judged by Capt. Joshua Crinklaw, operations officer; Capt. Mark Harris, supply and logistics officer, and Ron Arnold, comptroller.



Charlotte Delohi, Code 105, Radiological Control Office, recreation committee secretary sells cupcakes during Cupcake Wars. (PSNS & IMF photo by Wendy Hallmark)



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



In episode 10 of Hard Hat Heroes, teammates from Shop 31, Inside Machinists, Code 133, Non-Nuclear Inspection Division, and engineers from Code 260M, In-Shop Engineering and Planning Department and Code 1060, Component Repair and Fabrication explain how they worked together to transform the workspace and processes associated with the ball valve work center. The team has helped significantly reduce the time it takes the center to complete work on ball valves. Check out episode 10 on the command's YouTube channel and Facebook page.

A date which will live in infamy



Honoring Our Veterans



Christopher Baker 6.5 years, Airforce & Army

I served as an Air Force nuclear weapons technician as well as a human intelligence collector for six and a half years in the Army. My proudest moment while serving was stepping up to support Operation Iraqi Freedom. While deployed, I assisted men, women and children in a village south of Baghdad. This is where I came to the realization that no matter where you go, most people share the same core values — love of family and pursuit of happiness. After the military, I went to college. Shortly after that, I applied to work for the federal government. Currently, I work in Code 105, Radiological Control Office, as a radiological control technician. I am proud to work for Puget Sound Naval Shipyard and Intermediate maintenance Facility, as it has given me the opportunity to learn, work, laugh, serve and support alongside a supportive and inclusive community of people.



Daniel Trout 5 years, Navy

While in the Navy, I served as a fire control technician. It was my job to track contacts and fire torpedoes. I would say my proudest moment while serving was getting my dolphins pinned on my chest as we headed back out to sea. Currently, I work as an instrument worker in Shop 52, Calibration. My favorite part of the job is calibrating tank level indicators with the folks from Shop 11, Shipfitters, and Shop 17, Sheetmetal.



PSNS & IMF C.A.R.E. Pledge



I hereby voluntarily pledge to:

Uphold the appropriate **character** at all times in support of a shipyard free of harassment and discrimination. When I see something, I will say something and/or take **action** to do something. I will **respect** all individuals. I will be **engaged** and stay involved to be part of the solution.

- C - Character:** Uphold the Command Guiding Principles.
- A - Action:** See something, say something, do something!
- R - Respect:** Value every individual.
- E - Engagement:** Stay involved and be part of the solution.

Signature _____

