



SALUTE

Dec. 12, 2019
Vol. XI No. 25

Puget Sound Naval Shipyard & Intermediate Maintenance Facility



#Puget4Pearl A tribute to our Ohana in Hawaii

See more photos on page 12

Commander's Corner



SALUTE

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#Aloha4Pearl

Thank you for jumping all in with a sense of urgency to honor, remember and support our fellow shipyard family in Hawaii. I'm in awe of all of you for immediately determining a way that we could show how much we care, and acting on it. Not only that, but I know that each of us reached out to our counterparts, offering help and support. That's what families do. They come together and support each other in times of need. I know many of us, myself included, are still processing what happened. Please take care and allow yourselves the time you need. Visit our command SharePoint page for resources.

Happy Holiday Season and here's to a busy, New Year!

Happy Holidays to you and your family! What a wonderful time of year! Time for us to enjoy each other, our families, friends and loved ones. It's a time for us to look back at what we have accomplished and look forward to what lies ahead in the new year. We have so much to be proud of and very bright future. We also have quite the busy schedule ahead for 2020.

As I have described our workload lately, it has often centered around, all of our dry docks are full, and not only that, look at all of the classes of ships we are maintaining, modernizing and retiring. We've got a Nimitz-class aircraft carrier, USS Vinson (CVN 70), in Dry Dock 6. A Seawolf-class submarine, USS Jimmy Carter (SSN 23), in Dry Dock 5. Dry Dock 4 has a ballistic missile submarine, USS Louisiana (SSBN 743) while Dry Dock 2 has a guided missile submarine, USS Michigan (SSGN 727). In Dry Dock 1, we are inactivating a Los Angeles-class submarine, USS Pittsburgh (SSN 720) and in Dry Dock 3, we are recycling the ex-Narwahl (SSN 671), a one of kind submarine.

Our 2020 efforts go beyond just what we have in dry dock here in Bremerton though. We just kicked off the Selected Restricted Availability for USS Ronald Reagan (CVN 76) in Japan. Our team over there has gotten off to a great start and is working smartly, many of them working through the holidays to ensure we deliver her back to our Fleet Commander as promised. That goes for here in Bremerton too. We are busy, and the work doesn't necessarily let up because of the holidays. I know a lot of effort has gone into determining what can wait, and what must continue through curtailment. Thank you to our folks that are working. I appreciate your efforts and please know that this does not go unnoticed. Detachments San Diego and Everett are also coordinating their workloads and

gearing up for additional 2020 availabilities. What a demanding year ahead.

Why is this important? Why are all of your efforts each day so important?


"Mission One for every Sailor – uniformed and civilian, active and reserve – is the operational readiness of today's Navy," said Chief of Naval Operations Adm. Mike Gilday in his guidance to the fleet, Dec. 4. "A ready Navy – ready to fight today – with a commitment to training, maintenance, and modernization will ensure a Navy ready for tomorrow. And part of that readiness is continuing to hold ourselves to high ideals of integrity and service."

Our Naval Sea Systems Campaign speaks to this too; in this Era of Great Power Competition, we must challenge assumptions, think differently and take on measured and targeted risk. Knowing our priorities and focusing on them will help us Expand the Advantage.

We need to deliver capable, ready ships. We need to deliver them with urgency and we need to do it on time. This is our duty to our Navy and country. It's how we help to ensure our warfighters are equipped with the right capabilities to meet the challenges of the complex and competitive maritime environment that exists today.

So here's to 2020. An opportunity to better productivity and deliver all availabilities on time and in full. And most importantly, working together displaying the character of our oath that unites us. As always, thank you for all you do. You are what makes our shipyard special.

ONE MISSION—ONE TEAM!


 Captain Dianna Wolfson
 Commander, PSNS & IMF

PSNS & IMF Corrective Actions for November

During the month of November the command had 45 actions resulting in 17 letters of requirement or medical certification caution, 3 letters of caution, 7 letters of reprimand, 7 suspensions, and 4 removals. The following are examples of actions associated with certain behavior:

2 terminations (non-supervisors) during probationary period for poor performance, and being absent without approved leave.

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

4 removals (1 supervisor and 3 non-supervisors) for failure to follow work procedures, and incarceration.

1 demotion (supervisor) for failure to fulfill supervisory duties.

7 1 to 14-day suspensions (1 supervisor and 6 non-supervisors) for being disrespectful to hotel staff, leaving the worksite without permission, and unauthorized possession of classified material.

2 letters of reprimand (non-supervisors) for being disrespectful to a supervisor and using profane language about a peer.

1 letter of caution (non-supervisors) for making inappropriate comments about an employee's relative.

View from the Bridge

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

For nearly 18 years, our national defense strategy focused on containing violent extremism around the world. Though the terrorist threat is still real, our military's focus has shifted to "Great Power Competition," and that's what I'd like to focus on this month.

The Navy has shifted, or pivoted, our focus from the Middle East to Europe, Asia, and the Pacific Ocean to confront the growing threats posed by a resurgent Russia and a growing China. Both countries want to improve their global economic standing and are choosing to do so by increasing the size and effectiveness of their militaries. They then use their more modern forces to challenge their neighbors and the United States in international waters.

This is what I mean when I say "Great Power Competition." We are focused on ensuring global peace and prosperity by ensuring our rights, and those of our allies, to free trade and freedom of the seas against large and capable militaries. Eighty percent of the world is covered in water and 90 percent of the world's commerce travels over water. It is vital to the world economy that we protect the freedom of the seas.

As with every conflict, there are front lines. For the United States Navy,

our frontline consists of our forward-deployed aircraft carriers, submarines, and surface ships. Within NAVSEA, you are the frontline. Without our naval shipyards, we cannot deploy combat-ready ships around the globe, and without talented craftspeople, artisans, engineers, and support staff, our shipyards cannot operate. You are the women and men who ensure our Sailors go into harm's way with the most capable and lethal ships in the world. You are The Force Behind the Fleet.

Victory in this Great Power Competition will depend on our ability to expand warfighting capabilities and deliver ships back to the fleet on time. I expect the competition to extend many years and our adversaries will deliver new capabilities and employ new tactics to try to gain an advantage. The United States will do the same, and we will rely on you to ensure we have the ships required to Expand the Advantage our Navy has over all others.

In recognition of your importance to ultimate victory, we have grown the size of our shipyard workforce. Now we are executing the Shipyard Infrastructure Optimization Program that will deliver critical repairs to our dry docks, optimize workflow within the shipyards



through significant infrastructure improvements, and replace your aged and obsolete capital equipment. You are a 21st century workforce, and I want to provide you with 21st century facilities to match.

Next month's column will focus exclusively on the Shipyard Infrastructure Optimization Program.

Send your thoughts, feedback and questions. You can email me at directly at thomas.j.moore5@navy.mil or through our general feedback e-mail, NAVSEA_Feedback.fct@navy.mil. If you don't have reliable access to a computer or email, you can use your smartphone to send a message to the NAVSEA Facebook page at Facebook.com/NAVSEA.

Regards,
 Tom



USS Florida (SSGN 728) transits the Mediterranean Sea, Aug. 27, 2019. Florida, the third of four SSGN platforms, is capable of conducting clandestine strike operations, joint special operation forces operations, battle space preparation and information operations, SSGN/SSN consort operations, carrier and expeditionary strike group operations, battle management and experimentation of future submarine payloads. (U.S. Navy photo by Mass Communication Specialist 2nd Class Jonathan Nelson)

Strategic Framework Strategy

People: Develop People to be Their Best



ABOVE LEFT: A Puget Sound Naval Shipyard & Intermediate Maintenance Facility employee from Shop 11, Shipfitters, demonstrates portable cold-cutting technology. (PSNS & IMF photo by Jeremy Moore) **ABOVE RIGHT:** A Continuous Training and Development program instructor watches a worker check the level on a drilling project. (PSNS & IMF photo by Jason Kaye)

By Bruce Bordenick, People ESC Chair

(On Oct. 30, the command unveiled Strategic Framework 2.0. This is part three in a series covering the Strategies of Strategic Framework 2.0. The first articles gave overview of Strategy and Product Delivery [Nov. 14 and 27 issues of Salute]. Subsequent articles will cover Innovation and Infrastructure.)

Developing people was a core component of the first Strategic Framework, created in 2017, and continues to be an important focus area. The People Executive Steering Committee recognizes that high-quality employees who are excited about their work and careers are essential to meeting the command's vision to deliver on time, every time.

The command has some long-standing employee development programs such as the apprentice program and more

recently launched other programs to assist employees. One of the People ESC's recent successes is Succession Training of the Next Generation, now in its second year of preparing employees for senior leadership positions. STRONG started as an initiative from the People strategy and was turned into a full-fledged command program. Similarly, another initiative turned command program is competency management, the use of commercial off the shelf software to define technical and non-technical competencies specific to each position. Shipyard-wide non-technical competencies include knowledge of the organization, interpersonal relationships, problem solving, taking ownership, teamwork and alignment. Employees and their supervisors are able to assess the employee's level of knowledge of each competency, and resolve any differences between their assessments. Once the assessment is complete, the employee and

supervisor may identify gaps and develop plans for improvement.

Improvement opportunities include formal training and mentoring. Over 7,000 employees are using competency management, supported by trained staff in Command University.

The People ESC is currently working on two new initiatives. The first is supporting the creation of a Command Career Center. This initiative was based on feedback from employees that attempts to apply for jobs via USA jobs was frustrating and that career development opportunities were fragmented. The Command Career Center is being managed by Command University and the first career counselors have arrived and are undergoing training. The career center is open during this transitional period. The career center will function similar to a collegiate career center, where employees can make an appointment with a counselor to receive assistance on identification of career opportunities, resume preparation and interview preparation. The current initiative is a one year pilot that will be reevaluated in May 2020.

While developing people has been the focus of the People ESC since its inception, recent learning from efforts to eliminate harassment in the workplace necessitates inclusion of shipyard culture as a distinct People Strategy responsibility. Future efforts will involve the People ESC in these actions, including the Command Anti-Harassment and Discrimination Team's effort, and supporting the Diversity and Inclusion Council.

In the coming months, the People Strategy will build on these efforts to develop our people to be their best.

For more information about the command's People Strategy and the Strategic Framework, visit <https://homeportnw.psns.navy.mil/Projects/StrategicFramework/default.aspx>.

PSNS & IMF — No Vacancy in 2020

Shipyard looks ahead to urgent work scheduled for upcoming year



USS Michigan (SSGN 727) enters dry dock July 10 to begin a 17-month Extended Refit Period (PSNS & IMF photo by Max Maxfield)

PSNS & IMF Public Affairs

"For the first time in a very long time, we face serious challenges at sea and around the world," said Chief of Naval Operations Adm. Mike Gilday in his first message to the fleet.

The importance of the critical work our naval shipyards are doing, creating and maintaining a sense of urgency and the importance of predictability are discussions at top leadership levels at Naval Sea Systems Command and across the Navy. According to Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, urgency isn't about working harder, it's about working smarter and more efficiently. There must be a sense of urgency to act boldly and make each minute count.

The ongoing availabilities and the work scheduled for 2020 indicate it is going to be a busy year for the PSNS & IMF workforce. Currently, every dry dock is occupied. It is time to challenge assumptions, think differently about how to solve problems, take on measured and targeted risk, and know the priorities—stop doing things that add no value. Executing the required

compartment package in 2020. Caisson 3 was replaced 10 years ago. Since there wasn't a vendor to recycle the old one, Code 350 was able to perform the work as a testing platform for new cold cutting technology.

Following completion of these projects in Dry Dock 3 will be the docking of ex-Minneapolis-St. Paul (SSN 708) and ex-Augusta (SSN 710) in late 2020.

Dry Dock 4: USS Louisiana (SSBN 743) is undergoing a 31-month Engineered Refueling Overhaul that began in September. While the ship is being refueled, preservation work will also be done on the hull, the superstructure and several of the tanks. Tactical systems, berthing and the reverse osmosis system will also be upgraded. The project is scheduled to complete in 2022.

Dry Dock 5: USS Jimmy Carter (SSN 23) is undergoing a 25-month Extended Dry-Docking Selected Restricted Availability that began in July 2018. During the availability, the combat systems, communications systems and the sonar system will be upgraded. The overall project is tracking to complete on time in 2020.

maintenance on time is critical for current and future force readiness. These actions, along with a focus on the command's Strategic Framework, will help PSNS & IMF to achieve the mission of maintaining, modernizing and retiring the Navy's fleet.

Here is how 2020 is starting off: **Dry Dock 1:** USS Pittsburgh (SSN 720) is undergoing a 13-month inactivation availability, which is scheduled to complete in 2020. During this part of the ship's retirement the vessel will decommissioned. This work will allow the crew to return to the fleet and will prepare the ship for long-term storage.

Dry Dock 2: USS Michigan (SSGN 727) is undergoing a 17-month Extended Refit Period scheduled to complete in late 2020 or early 2021. During the refit, the shaft and the batteries will be changed out, and the command and control systems will be upgraded. Teams will also do preservation work on the superstructure and the main ballast tank.

Dry Dock 3: Well underway in Dry Dock 3 is the recycling of ex-Narwhal (SSN 671) and old Caisson 3. The team is on schedule to complete recycling including shipment of the reactor

Project teams have been formed and are working on the planning for the upcoming USS Olympia (SSN 717) and USS Louisville (SSN 724) inactivation availabilities. Olympia arrived at Naval Base Kitsap-Bremerton Oct. 29, to commence the inactivation and decommissioning process. Louisville arrived at Naval Base Kitsap-Bremerton Oct. 22. Both boats will go in Dry Dock 5 in 2020. However, although not yet in dock, the projects will kick-off pier-side after the first of the year.

Dry Dock 6: USS Carl Vinson (CVN 70) is undergoing a 17-month Docking Planned Incremental Availability that began in February. The ship's shafting and rudders, as well as the distilling unit will be worked on. Hull preservation work will also be completed. Sea chest and ready-for-training inspections will be conducted before the dry dock is flooded. The availability is tracking to complete in the summer of 2020.



YEAR *in* REVIEW 2019

The biggest moments of the year at PSNS & IMF

DECEMBER 2018

The six-month Planned Incremental Availability in San Diego on USS Theodore Roosevelt (CVN 71) completed successfully Dec. 21, 25 days ahead of schedule. The availability started just ahead of the official July date with a “fast start” plan that allowed for early risk identification and an aggressive start to the work. This, combined with strong teamwork, allowed for the schedule to be maintained as multiple major new work items were identified. (U.S. Navy photo by Mass Communication Specialist 3rd Class Spencer Roberts)



JANUARY

USS Carl Vinson (CVN 70) arrived in Bremerton Jan. 20 ahead of its Docking Planned Incremental Availability at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. During the availability, Carl Vinson received scheduled, periodic maintenance on major ship components, hull preservation, upgrades to crew living spaces and combat systems, and also prepared to embark an F-35C Lightning II Joint Strike Fighter squadron. (PSNS & IMF photo by Brian Kilpatrick)



MAY

The USS Ronald Reagan (CVN 76) fiscal year 2019 Selected Restricted Availability completed on time and under budget May 14 thanks to the teamwork between Ship's Force, PSNS & IMF and Ship Repair Facility, Yokosuka, Japan employees. The project team and forward deployed naval forces project team successfully executed nearly 200,000 man-days of maintenance and modernization in just four months. (PSNS & IMF photo by Michele Fletcher)



MAY

Despite a massive list of jobs to be completed during its 15-month Docking Planned Incremental Availability, including some work never before performed by PSNS & IMF workers, USS Nimitz (CVN 68) headed out to sea trials three days earlier than planned and called the availability complete four days early May 27. With Nimitz's completion, PSNS & IMF celebrated its seventh consecutive early or on-time completion of an aircraft carrier availability. (PSNS & IMF photo by Wendy Hallmark)



MAY

USS Sampson (DDG 102) was returned to the fleet one day ahead of schedule thanks to the teamwork of Puget Sound Naval Shipyard & Intermediate Maintenance Facility Detachment Everett, Vigor Marine and ship's force. The impressive work done by the project team earned accolades including a Bravo Zulu from U.S. Pacific Fleet. (PSNS & IMF photo by Scott Hansen)



MARCH

The ex-Buffalo (SSN 715) undocked March 14, nearly seven weeks ahead of schedule. This significant accomplishment was achieved through teamwork. The project team worked to have certain requirements reassessed, drove innovation and was able to return the Sailors assigned to the submarine back to the fleet three weeks early. (PSNS & IMF photo by Scott Hansen)



On June 3, Puget Sound Naval Shipyard & Intermediate Maintenance Facility's USS Maine (SSBN 741) project team successfully completed a 32-month Engineered Refueling Overhaul. The ERO began in October 2016, accomplishing more than 700,000 man-days of work extending the lifespan of the submarine to 42 years. (PSNS & IMF photo by Wendy Hallmark)

JUNE

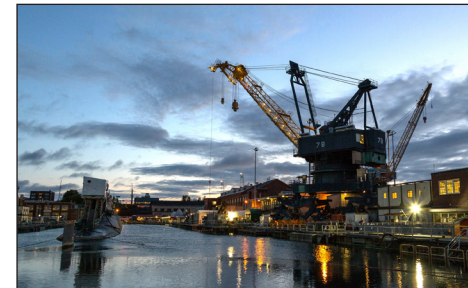
PSNS & IMF welcomed a new commander June 12. Capt. Dianna Wolfson relieved Capt. Howard Markle, who had commanded PSNS & IMF and its 15,000-plus employees and Sailors since Aug. 7, 2015. Wolfson is PSNS & IMF's 50th commander and the first woman to command a public naval shipyard. Hundreds of shipyard employees and invited guests from the community attended the event, held in the shipyard's historic Building 460. Naval Sea Systems Commander Vice Adm. Thomas Moore, delivered remarks. (PSNS & IMF photo by Carie Hagins)

JUNE



USS Michigan (SSGN 727) entered dry dock July 10 to begin a 17-month Extended Refit Period, which will end in 2020. Work during this availability includes battery replacement, structural repair and preservation, shaft replacement, other improvements and installation of several new alterations. Critical path work for the ERP will be the structural repairs and preservation of the superstructure and ballast tanks. Maintenance availabilities are a key element in maintaining an agile and modern fleet that is able to remain on station for long periods, which is especially important for America's guided missile submarines. Michigan is one of four Trident Class submarines converted from a ballistic missile system to a guided missile system. (PSNS & IMF photo by Max Maxfield)

JULY



Fully refreshed after more than two years of refitting, the Navy's oldest guided missile submarine once again set sail in defense of the nation. USS Ohio (SSGN 726) completed its maintenance availability at Puget Sound Naval Shipyard & Intermediate Maintenance Facility Aug. 14, bringing to a close a 27-month effort that saw updates and upgrades to most major onboard systems. (PSNS & IMF photo by Jason Kaye)

AUGUST

Returning another Navy asset to service with the fleet, Puget Sound Naval Shipyard & Intermediate Maintenance Facility completed its work on USS Connecticut (SSN 22) Sept. 5. Connecticut moved out of dry dock Aug. 10 for finishing touches on its five-and-a-half-month period of maintenance and modernization. Shipyard personnel invested more than 30,200 man-days into the effort on Connecticut, which began March 26. (PSNS & IMF photo by Max Maxfield)

SEPTEMBER



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 Fairground Kitsap Sun Pavilion. This year's class represented 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. 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 award-winning program has graduated 9,617 mechanics since it began. (PSNS & IMF photo by Scott Hansen)

NOVEMBER

Vinson Project Passes Half-Way Mark

The availability is starting early to support fleet readiness requirements



Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, presented members of the USS Carl Vinson (CVN 70) project team with BZ 100 stickers for their accomplishments Nov. 29. (PSNS & IMF photo by Scott Hansen)

From the USS Carl Vinson Project Team

The USS Carl Vinson (CVN 70) fiscal year 2019 Docking Planned Incremental Availability is 10 months into its 17-month availability. With support from across the waterfront, the project team has accomplished numerous milestones leading up to its 2020 undocking.

During the planning phases of the DPIA, the project team recognized that shafting, rudders and propeller work would be the critical path to undocking. Knowing that Vinson had

not seen a dry dock since its refueling overhaul 12 years ago, the project team anticipated the new work and developed a strategy with that in mind.

Overcoming initial hurdles, various shipyard shops, contractors and ship's force came together and set some personal bests in removing all shaft lines, propellers and rudders faster than has ever been done before at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. The team never compromised safety during the removal phase, and completed the work with no significant incidents.

The early removal of this equipment allowed the mechanics and engineers to analyze the magnitude of the required repairs. Shop 31, Inside Machinists, and Code 260V, Shafting/Steering and Diving Systems,

determined two propeller shafts suffered from severe corrosion and the best course of action was to procure replacements.

The remaining ten shaft segments, both rudder stocks and rudder blades also experienced extensive corrosion but could be restored with weld repair and machining.

Additionally, all eight stern tube bearings were diagnosed with wear that exceeded tolerances. To accomplish these repairs on time, the project team used a new repair technique that had never been performed on an aircraft carrier.

"The team is staying positive despite the challenges and we need your continued support to complete the availability on-time," said Mike Irby, Project Superintendent. "The fleet is counting on us to return Vinson to the front lines. The road ahead may be bumpy, but the finish line is definitely visible on the horizon."

CNAP Captain expresses gratitude to PSNS & IMF

Capt. John Markowicz, assistant chief of staff for Ship Maintenance and Material Readiness at Commander, Naval Air Force, Pacific, expressed his gratitude to Puget Sound Naval Shipyard & Intermediate Maintenance Facility employees for completing recent emergent work aboard USS Theodore Roosevelt (CVN 71) at Detachment San Diego.

"PSNS & IMF has provided outstanding support resolving challenges on Roosevelt," said Markowicz. "Thanks to their hard work and dedication, the ship is tracking for an underway on time in support of a command and control exercise."

Markowicz called the critical repairs and support from local detachment personnel particularly impressive.

"Thank you very much for the outstanding support!"

Don't be a Grinch — follow these holiday gift giving guidelines when spreading cheer this year

Code 107, Legal Office

With the holiday season here, it is a good time to remember the ethics rules that apply to gift giving. Remember that as a general rule an employee may not give a gift to an official superior. However, one exception is that an unsolicited gift may be given on an occasional basis including traditional gift-giving occasions, such as birthdays and holidays. The gift cannot be worth more than \$10 (and cannot be cash). Bringing in shared refreshments is also an exception to the rule.

- Rule of thumb: supervisors may not accept gifts from subordinates, but there are limited exceptions.
- YES: Bringing cookies and chocolates to share with the office.
- NO: Giving your boss a Seahawks jersey valued at \$60 as a holiday gift.

For more information on holiday ethics, visit the Code 107 Legal Office SharePoint page.

Safety throughout the year

Electrical safety important in offices as well as shop areas

PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility's electrical safety program provides requirements for workers who are, or might be, exposed to electrical hazards as they perform essential services of installing, operating or maintaining electrical equipment.

There are three primary hazards associated with electricity: electric shock, arc flash and arc blasts. These hazards can injure or kill a person and possibly cause a fire that can put other people and property at risk.

While electrical hazards may seem more prevalent in shop areas, office areas must also be inspected to ensure compliance with rules designed to protect personnel from an electric shock or fire hazards that are associated with electricity.

Extension cords, power strips and portable electric heaters all pose potential hazards in office areas.

Portable electric heaters

Portable electric heaters used in PSNS & IMF offices must be listed and labelled by a nationally recognized testing laboratory, such as Underwriters Laboratories.

They must be equipped with a tip-over switch which automatically shuts off the heater when running. All portable electric heaters must be kept away from combustible and flammable items and must be unplugged when not in use. Never leave a heater unattended while on.

Extension cords

Extension cords are for temporary use only. If a piece of equipment requires the use of an extension cord, steps must be taken to mitigate any risks created by the use of the cord. Equipment must be unplugged from the extension cord when not in use if there is no other way to power a piece of equipment.

Extension cords should not be connected in combination with other extension cords (daisy chained). Extension cords shall be connected so that strain relief is provided. Extension cords and flexible cords must NOT be used as a substitute for the fixed wiring of a structure. Workers must not tie cords into knots to prevent unintentional separation.

Power strips/surge protectors

Plug boards, power strips and surge protectors are collectively known as relocatable power taps. An RPT must be listed by a nationally recognized

testing laboratory and plugged directly into a hard-wired building outlet. RPTs are designed for numerous low-draw electrical loads and cannot be daisy chained or plugged into extension cords.

Most of these devices are rated for a total electrical load of 15 amperes. The National Electric Code limits the maximum cord-and-plug connected load to receptacles to 12 amperes or 1440 watts. All items plugged into an RPT must not exceed 1440 watts collectively and any appliance with a power rating greater than 650 watts must not be plugged into an RPT. Common appliances that cannot be plugged into an RPT are refrigerators, microwaves, space heaters, and coffee makers. Any appliance with a heating element, to include hot plates, toasters, and the examples provided above must never be plugged into an RPT.

For more information about the PSNS & IMF Electrical Safety Program, read the PSNS & IMF Occupational Safety and Health Manual, Volume II, Chapter 10, available on the Code 106 SharePoint page.

Brought to you by Shop 06, Tool/Mechanics

Is your ID compliant with TSA regulations?

Beginning Oct. 1, 2020, every air traveler 18 years of age or older will need a REAL ID-compliant driver's license or other acceptable form of ID to fly within the United States.

The REAL-ID Act was enacted by Congress in 2005 and established minimum security standards for state-issued driver licenses. Many REAL ID-compliant driver's licenses are marked with a star or symbol in the upper right corner. In Washington state, compliant IDs are marked with "Enhanced Driver License." Common Access Cards meet the REAL-ID standard for air travel, along with U.S. passports, Department of Homeland Security trusted traveler cards, and permanent resident cards. For a full list of IDs that fly, visit tsa.gov/real-id or request additional information at TSA-ContactCenter@tsa.dhs.gov.



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



In episode 11 of Hard Hat Heroes, we meet Robert Vollmuth, an engineering technician with Code 980, Production Engineering and Facilities, and Thomas Peters, a systems analyst with Code 109, Information Technology, who are working together to deploy RFID (Radio Frequency Identification) technology to track material "better and faster throughout the shipyard." By affixing RFID tags to containers, shops are able to track their materials when the containers pass through certain choke points, or when a mobile tracking truck passes by.

Are you practicing smart cyber habits?

Code 109, Information Technology

Cyber Awareness is everyone's business. It's up to us all to do our part to be diligent, compliant and mindful of all government information technology systems.

There are steps you can take to implement good cybersecurity habits:

- Never leave your Common Access Card unattended. Leaving it unattended could result in your account being disabled.
- Be aware of your surroundings. If you see something, say something. Report suspicious behavior to supervisors or department security coordinators.

- Always keep PII, NOFORN and FOUO material in a secure compartment or work space. Never leave it out in open spaces.
- Change your passwords regularly and use a minimum of 15 characters if possible.
- Never click on unknown or unreliable links. If you receive a suspicious email, forward it as an attachment to nmci_spam@navy.mil
- Do not plug USB devices into government-owned IT systems.

Practicing the habits above can reduce your cyber risk significantly. If you have questions, please contact the Information Technology Cybersecurity Team at BREM. PSNS.InfoSec.FCT@navy.mil.

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 VLTLP 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 900A Marianne Macdonald | Shop 38 Sherman Geeslin | Shop 71 Ashley Caldwell |
| Code 109 Kendra Fitch | Code 1100 Katie Marcucci | Holly Bean | Kaylie Contraro |
| Code 125 Colton Snyder | Code 2300 Marty Sampson | Paige Gumm | Corey Coombe |
| Code 130 James Johnson | Norene Hermanson-Baker | Shop 51 Diona Arena | Alexander Rosen |
| Richard Petrone | Shop 06 Erin Avery | Carter Gallimore | Michael Swain II |
| Code 200 Caitlin Earl | Spencer Harris | Shop 56 Ian Sobrero | Shop 99 Karin Aramian |
| Code 300 Alexander Reyes | Shop 26 Kali Coughtry | Shop 57 Zachary Solaita | Justin Coppinger |
| Code 600 Raelynn Luce | Riley Hazard | Shop 64 Ashley Brown | Bianka Curtis |
| Code 700 Jesse Hannawacker | Joshua Hubbell | Mercedes Flerx | Rayeanna Dains |
| Michael Rasmussen | Leah Ober | Trenton Murray | Crystal Frigillana |
| Code 900 Justin Coppinger | Zachary Pearson | Shop 67 Sarah Alvarez | Tareyn Haney |
| Sierra Morrell | Andrea Skinner | | Kelsi White |
| | Joshua Wagner | | Frank Yulfo |
| | Shop 31 Shaun Yeadon | | |
| | Megan Steiner | | |

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:

The Grotto's Festival of Lights, Portland – Dec. 21. Bring the family to the world's largest Christmas carol festival featuring live concerts, family entertainment, outdoor caroling, puppet shows and petting zoo. Register by Dec. 19. \$79/adults, \$73 for children ages three to 12, \$47 for children two and younger. Includes transportation and dinner.

Snowshoe Adventures – Mount Rainier, Dec. 21 or Hurricane Ridge, Dec. 26. Mount Rainier is Level II with Dec. 19 reservation deadline, Hurricane Ridge is Level III with Dec. 24 reservation deadline. \$42/person.

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

Rideshare

Lakewood-Steilacoom Vanpool: Pierce Transit Lakewood-Steilacoom Van Pool has an opening for a new rider who is willing to be an alternate driver in the future. Leaves shipyard at 3:40 p.m. Contact Michael Lynch, 360.476.0164

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 — Annapolis Ferry

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.

PSNS & IMF teammates recognized by CO



Capt. Wolfson awards BZ 100 stickers to deserving employees



Anna Taylor, PSNS & IMF Public Affairs

Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, recognized various shipyard employees with BZ 100 stickers the week of Nov. 25 for their contributions to a culture of character, action, respect and engagement.

Employees from Code 300, Operations Department; Code 740, Riggers; Code 2300, Nuclear Engineering and Planning Department and Naval Facilities Engineering, Command Transportation Division, were recognized for their quick thinking and collaboration when a scheduled storage tank delivery was delayed due to the contracted driver's non-U.S. citizenship status. With short notice, the team worked together to lift the tank onto a trailer with a mobile crane so it could be transported into the shipyard's industrial area.

Michael Thompson, Code 700, Lifting and Handling Department, was recognized for identifying a potential scissor lift safety hazard and immediately notifying the affected employee.

"See something, say something, do something," said Wolfson. "That's what right looks like. Thank you for making a difference in someone's life."

Dan Shinnors from Code 105, Radiological Control Office, was recognized after going above and beyond for his department, acting as branch head, conducting outreach events with local and state emergency management organizations, and supporting emergency control center drills.

Six additional employees from Code 105 were recognized for fundamentally improving the department's documentation process. These employees worked closely with the Information Technology Department to design and test prototypes, which are now being implemented across the shipyard. The team is also championing this endeavor across the NAVSEA Enterprise.

"Your efforts are so appreciated," said Wolfson. "We put innovation up front, we have a sense of urgency. You are challenging assumptions, you are taking appropriate risks. You are rockstars!"

Brandon Galbraith, Shop 38, Marine Machinists, was recognized for taking potentially life-saving action when he intervened after witnessing inappropriate behavior.

"We talk a lot about behavior and culture," said Wolfson. "You made a difference. At the end of the day, we all need to do that. It takes guts."

Galbraith told his supervisor what he saw so management could respond appropriately.

"I hope someone would do the same for me," said Galbraith. Injury Compensation Specialist Joe Zamora was recognized for going out of his way to assist an employee who suffered a serious injury in Japan last year. Zamora conducted extensive research, made multiple phone calls and sent numerous emails to ensure the employee's hospital bill was paid.

"Thank you for your efforts," said Wolfson. "This is the behavior we want to create. Keep setting the example!"



Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Facility, presents BZ 100 stickers to employees from various codes across the shipyard. (PSNS & IMF photos by Scott Hansen)



OHANA MEANS FAMILY

#PUGET4PEARL



Employees from PSNS & IMF on the Waterfront took part in an 'Ohana tribute event to show support for Pearl Harbor Naval Shipyard during a lunchtime event Dec. 6. The event, which was attended by thousands of employees wearing aloha shirts, featured remarks from senior leaders, a moment of silence and a group photo.



PSNS & IMF Detachment Everett
#Aloha4Pearl

