



SALUTE

Puget Sound Naval Shipyard & Intermediate Maintenance Facility

Jan. 23, 2020
Vol. XII No. 2

Page 3



**18 apprentices graduate ready
to meet the mission in San Diego**



Winter weather and working to Expand the Advantage

Last week I received my first dose of a Pacific Northwest snowstorm. I appreciate all of your patience and understanding as we worked through our operational decisions. We coordinate information sharing across the base, our transportation partners and the community to make a fact-based decision as early as possible and my goal is to inform you as soon these things come together. I know how important this is to each of you. Some days were more difficult than others, especially given the varying terrain and conditions across the region. Please know that above all, I care about you and your safety. All of that must be balanced with our duty, workload and the importance of our mission. Even delaying a few hours of work, when there are more than 15,000 of us has a huge impact on our efforts to maintain, modernize and retire our Navy’s fleet. If conditions allow work to safely be done in the shipyard and a majority can get here unaffected, we will remain open. I do understand that means some of you may not be able to make it into work, and that is ok, those that can, will help carry the load until the weather clears. A perfect example of One Mission — One Team!

Included in this Salute are some additional weather reminders, how to get information and answers to our most frequently asked questions. With snow coming in and out of the forecast for the next couple of months, we should all consider our plans and what works best for us, our families and our shipyard. This feels like a natural connection to the back page

of this Salute. I’ve asked the team to include our Naval Sea Systems Campaign, Expand the Advantage graphic. In spite of weather, or maybe even because of weather, we need to continue our efforts to work smarter and more efficiently. I wrote about this when I returned from the Commander’s Leadership Forum in November. But I wanted to bring it up again. Recent events around the world speak to this too. In this Era of Great Power Competition, we must increase our sense of urgency; the need for predictability of returning our warships to sea is more important now than it has ever been to our Fleet Commanders. Our NAVSEA Campaign Plan to Expand the Advantage also included getting to 5X/10X the improvement in these ways:

1. Challenge all Assumptions.
2. Think differently about how to solve problems.
3. Take on measured and targeted risk.
4. Know your priorities. STOP doing things that add NO value.

Speaking of urgency. How do you define urgency? I can absolutely tell you what is not – it is not about working harder. I know each of you already put forward a tremendous amount of effort each day. It is more about working smarter and more efficiently. I see it as an attitude of thinking and feeling in a way that is a gut level determination in our behavior that moves us forward such that you are creating an environment around you that can deal with stressors of our daily maintenance environment.

Continued on page 4...

PSNS & IMF Corrective Actions for December

During the month of December, the command had 36 actions resulting in 1 abeyance contract, 1 indefinite suspension, 6 letters of caution, 5 letters of requirement or medical certification letters, 11 letters of reprimand, 6 suspensions, 2 removals and 2 probationary terminations. The following are examples and associated behaviors:

2 terminations (non-supervisors) during probationary period for bringing a camera-capable laptop into the shipyard and for repeatedly asking a co-worker on dates after being declined.

2 indefinite suspensions (non-supervisors) due to security clearance revocations.

2 removals (1 supervisor and 1 non-supervisor) for inability to perform assigned duties and for failing to muster employees, lying and being absent without approved leave.

6 1-14 day suspensions (1 supervisor and 5 non-supervisors) for lying about bringing a camera-capable phone into the shipyard, misuse of a government travel card, sleeping on duty, being absent without approved leave and being disrespectful to subordinates.

3 Letters of reprimand (1 supervisor and 2 non-supervisors) for improper work practices, making profane or disparaging comments, electronic spill, and refusing to conduct an investigation.

3 Letters of caution (1 supervisor and 2 non-supervisors) for failure to wear personal protective equipment, being absent without approved leave and failing to take action after an employee made an inappropriate comment.

Southwestern College graduates three journey-level PSNS & IMF apprentices

PSNS & IMF Public Affairs

The Navy welcomed 18 skilled, journey-level trades professionals into its workforce during the Southwest Regional Apprentice Program commencement ceremony Jan. 16 at Southwestern College’s Mayan Hall in Chula Vista, California.

Three PSNS & IMF personnel were among the graduates, including rigger Zach Hummel, who received the Scholastic Achievement Award with a GPA of 3.93 and was recognized as Apprentice of the Year by the program’s administration. Temporary services pipefitters Darien Jordan and Christian Varner also represented PSNS & IMF’s San Diego Detachment.

The following are excerpts from Mr. Hummel’s nomination: “Zach has consistently demonstrated a strong work ethic and dedication to success. His efforts have produced high-quality results repeatedly. Zach took on the role as a leader both within the rigger trade and within the Depot Maintenance Facility workforce from the start of his apprenticeship. There have been many cases where other shop supervisors had to rely on Zach’s skill and knowledge to complete tasks and did so comfortably knowing that Zach always made responsible and competent decisions on the job.

The four-year apprentice program graduates represent four commands and six trades. In addition to receiving their journey-worker credentials from both the Department of Navy and Department of Labor, they earn a Liberal Studies Associates Degree in Math and Science from Southwestern College.

In a letter to the graduates, Capt. Dianna Wolfson, commander, PSNS & IMF expressed her heartfelt congratulations, “This is an important personal accomplishment and the culmination of four years of hard work and dedication,” said Wolfson. “You are an example of our shipyards’ momentum and opportunity as you balanced long days of learning in the classroom, developed your trade skills



Puget Sound Naval Shipyard & Intermediate Maintenance Facility Apprentice Program graduates Darien Jordan, left, and Christian Varner, right, of Shop 56, Pipefitters, and 2020 Scholastic Achievement Award recipient Zach Hummel, center, of Code 740, Riggers, smile on stage during the the Southwest Regional Apprentice Program commencement ceremony Jan. 16 in Chula Vista, California. (PSNS & IMF photo by Paul Seeber).

“This is an important personal accomplishment and the culmination of four years of hard work and dedication.” — Capt. Dianna Wolfson, commander, PSNS & IMF

on the waterfront and spent late nights studying at home. You should be proud of those accomplishments. I am proud of your accomplishment.” Brian McDermott, PSNS & IMF production resources manager, emceed the event and the keynote speaker was Capt. Daniel Ettlich, commander, Portsmouth Naval Shipyard. Family members, friends, instructors, supervisors and apprentice program alumni attended the ceremony. Apprentice class speaker Steven Johnston, a marine machinery mechanic representing Portsmouth Naval Shipyard, addressed the importance of the work ahead of the graduates during his speech. “I am confident that the training we

have received and experience we have gained will enable us, and the Navy, to perform the quality work that must be done,” said Johnston. The Southwest Regional Apprentice Program consists of both academic classes and on-the-job-learning. This is the sixth graduating class since the four-year program opened its doors in 2010. The program is a partnership among Puget Sound Naval Shipyard and Intermediate Maintenance Facility in Bremerton, Washington; Southwest Regional Maintenance Center in San Diego; Fleet Readiness Center Southwest at Naval Air Station North Island; Portsmouth Naval Shipyard in Kittery, Maine; and Southwestern College in Chula Vista.

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On the cover:

Zach Hummel of Shop 740, Riggers, accepts the Scholastic Achievement Award from Southwestern College Vice President of Academic Affairs Minou D. Spradley during the the Southwest Regional Apprentice Program commencement ceremony Jan. 16 in Chula Vista, California. (PSNS & IMF photo by Paul Seeber)

Continued from page 2...

Accepting delays should not be the status quo but it also should not be driven by anxiety such that we are all running around doing a lot of activity but accomplishing little for it. Such effort can lead to a false sense of urgency. Conversely, we must have the sense of urgency to act boldly and make each minute count. We can't afford to wait until tomorrow. One day late is unacceptable. We must immediately react, get after it and elevate it to the right level. Please take a few minutes and talk about this with your teams. Together, we can truly Expand the Advantage. In this era of Great Power Competition, ask yourselves: Are you ready for war?


How do we do this? There's a great example of challenging assumptions on page 8, where our Code 105.5 Radiation Health team did just that. They questioned why, based on the work being done at a couple of locations, we were still conducting environmental monitoring. Not only will this save the Navy money, but it gives us back something even more valuable. Time. The thing we cannot get more of — time.

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.

Please take a minute to read the corrective actions for December. We will hold ourselves and each other accountable. Change requires awareness.

Last, it's time to submit Employee of the Year Awards nominations. I am sure you all know by now how important it is to me to recognize superior performance and efforts. Please, take the time to recognize your fellow coworkers. Not only will it mean a lot to them, it means a lot to me. There's more information on how to nominate someone on page 11. I know how hard all of you work. You deserve to be recognized.

ONE MISSION—ONE TEAM!


Captain Dianna Wolfson
Commander, PSNS & IMF

USS Pittsburgh Holds Inactivation Ceremony



USS Pittsburgh (SSN 720) awaits inactivation in dry dock at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. (PSNS & IMF photo by Wendy Hallmark)

Petty Officer First Class Andrea Perez, Commander, Submarine Group Nine

The crew of the Los Angeles-class fast-attack submarine USS Pittsburgh (SSN 720) held an inactivation ceremony to celebrate the boat's 35 years of service at the U.S. Naval Undersea Museum in Keyport, Washington, Jan. 17.

The occasion marked the crew's final public event before the submarine is officially decommissioned at Puget Sound Naval Shipyard& Intermediate Maintenance Facility.

Crew members, Navy League members and supporters, past and present, were on hand to bid farewell to the boat. Dr. Carol H. Sawyer, a professor of organizational leadership at University of La Verne, California, spoke fondly of what it has meant to her to have been Pittsburgh's sponsor and a part of the Pittsburgh family since the ship's commissioning Dec. 8, 1984.

"It means that every day for 35 years, I have embodied the gratitude of the American people. In my very person, in who I am, I have literally lived our gratitude for the commitment, the service, the professionalism, the sacrifice and the patriotism that I have witnessed," said Sawyer. "And not just gratitude for those who have sailed with USS Pittsburgh, but also gratitude for those who supported her at home, and

in countless organizations and locations around the world."

Rear Adm. Douglas Perry, Commander, Submarine Group 9, and a prior crew member aboard Pittsburgh, served as the ceremony's guest speaker.

"Pittsburgh Sailors; they are tough. They're resourceful. They know how to have a good time, said Perry. "We are all better Sailors for having been a part of the Pittsburgh's history."

Inactivation is the process in which a submarine will be de-fueled, with the hull retained in safe storage until decommissioning, when the boat is then taken out of active service and the crew is reassigned to another ship or command.

"Pittsburgh was and, as long as she has former crew members in the fleet, is a major part of the legacy that has built this truly asymmetric advantage that the CNO speaks of in the undersea domain," said Perry. "As you and your crew go about your work putting USS Pittsburgh to rest, take that legacy forward. Take that spirit and that heart of steel out into the rest of the submarine force and our Navy."

The ceremony concluded with the lowering of the national ensign, a symbolic securing of the watch and remarks from the 14th and current USS Pittsburgh Commanding Officer Jason Deichler, who is himself a Pittsburgh native.

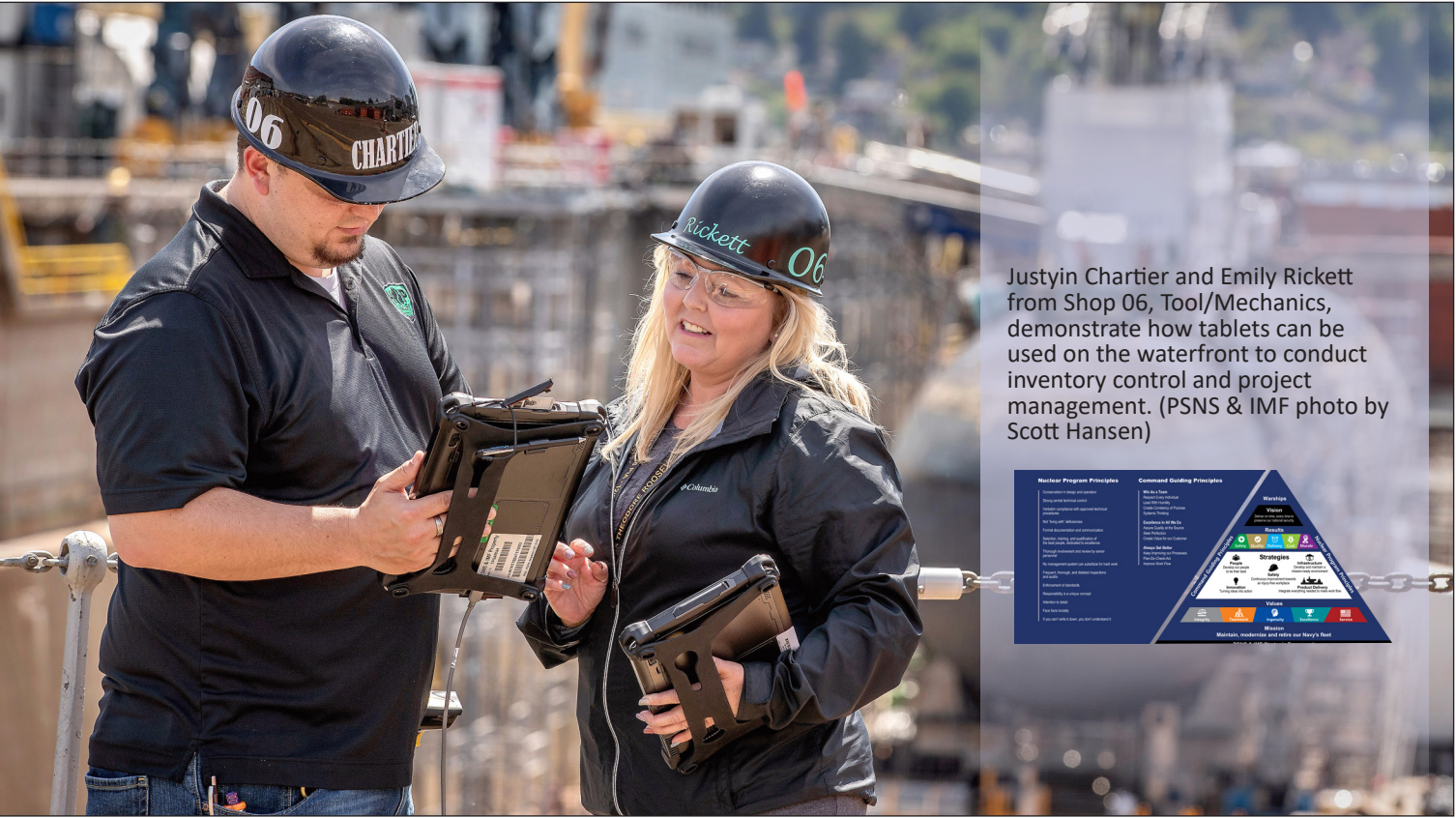
"The essential inside of the submarine is gone. But what remains are the stories, the memories and moments... that's where Pittsburgh will eternally reside," said Deichler. "I consider myself truly blessed to close the final chapter and draft those final memories on Pittsburgh."

Pittsburgh completed its last deployment Feb. 25, 2019. Then the boat and its crew made their first arctic transit for a final homeport change from Groton, Connecticut, to Bremerton, Washington, arriving May 28, 2019, to commence the inactivation and decommissioning process.

Pittsburgh is the fourth U.S. Navy vessel to be named for the city of Pittsburgh. The boat's mission was to seek out and destroy enemy ships and submarines, and to protect U.S. national interests.

Strategic Framework Strategy

Infrastructure: Develop and maintain a mission-ready environment



Justyin Chartier and Emily Rickett from Shop 06, Tool/Mechanics, demonstrate how tablets can be used on the waterfront to conduct inventory control and project management. (PSNS & IMF photo by Scott Hansen)

Silvia Klatman, PSNS & IMF Public Affairs

(On Oct. 30, the command unveiled Strategic Framework 2.0. This is the final installment of a five-part series covering the Strategies of Strategic Framework 2.0. The previous articles gave overviews of the Safety, Product Delivery, People and Innovation strategies in the Nov. 14, Nov. 27 and Dec. 12, 2019 and Jan. 9, 2020 issues of Salute.)

The strategy covering infrastructure in Strategic Framework 2.0 includes programs and initiatives ranging from immense and highly-visible upgrades of structures to small, but impactful, tools that can literally be held in the palm of one's hand.

With so many options, the infrastructure team will be culling through the array of opportunities for strengthening the backbone of the shipyard by homing in on:

Having the right tools

A holistic view of identifying the needed infrastructure to get the job done includes identifying effective equipment, tooling, facilities and information technology.

Shipyard Infrastructure Optimization Program

The multi-billion dollar SIOP that will upgrade infrastructure at the four naval shipyards is a key component for defense readiness and lethality.

Workload alignment

Initiatives focused on aligning infrastructure with the workload to achieve the command's strategic framework mission and vision.

Robust industrial information technology

Though not traditionally seen as infrastructure, information

technology is a cornerstone of ensuring ships are returned to the fleet on time, every time.

The team recognizes that yesterday's solutions may not address the challenges of future workload requirements. Comprehensive planning to identify and align appropriate infrastructure with the anticipated workload will maximize workforce productivity and will enable the command to meet the mission of maintaining, modernizing and retiring the fleet.

Recently, the infrastructure team rolled up its sleeves to pinpoint and take on the challenges that supervisors' use of flip phones posed. The team found that flip phones are cumbersome, texting — particularly group texts — is difficult to impossible, emails are unreadable and calendars cannot be accessed. Supervisors need cost-effective solutions to better equip them to respond to urgent situations, plan for the future and meet today's work demands. Smart phones are seen as a valuable and viable solution but come with their own challenges.

The team successfully identified these obstacles, then worked to overcome them. The team recently achieved approval for supervisors to use government-issued smart phones, which will be covered in more detail in a future Salute article.

Regardless of the size of the tool, building or project, the infrastructure team is eager and able to look for challenges and opportunities to ensure the command continues to develop and maintain a mission-ready environment.

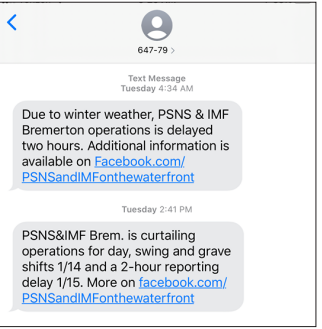
For more information about the command's Infrastructure Strategy and the Strategic Framework, visit homeportnw.psns.navy.mil/Projects/StrategicFramework/default.aspx.

Emergency notifications: Your options

During inclement weather or other emergencies, Puget Sound Naval Shipyard & Intermediate Maintenance Facility uses a variety of methods to keep you informed. Use these tools to ensure you have the information you need, when you need it.

Groupcast

PSNS & IMF’s employee messaging system, Groupcast, allows employees to sign up to receive emergency notifications by phone, text message or email. During a weather event, the Groupcast alert will go out within moments of leadership's decision. We recommend employees sign up for text notifications, so they don’t need to answer a call from an unknown number. With texts, the message will be waiting for you on your phone.



Go to asp.schoolmessenger.com/navy/subscriber

During the workday

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

- On the command’s SharePoint in News You Can Use.
- In your email, as part of an all-hands email sent to the workforce.

Command, transit information lines

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

- PSNS & IMF Bremerton line: 866-291-1160
- Trident Refit Facility line: 360-315-4321
- Naval Station Everett line: 425-304-5665
- Kitsap Transit line: 800-501-7433 or [kitsaptransit.org](https://www.kitsaptransit.org)
- Mason Transit line: 360-427-5033 or [masontransit.org](https://www.masontransit.org)
- Pierce Transit line: 253-581-8000 or [piercetransit.org](https://www.piercetransit.org)

Suggestion — Write down the following information on a slip of paper and keep it in your wallet or backpack for quick reference when inclement weather strikes.

- Work location
- Shop or Code
- Supervisor/manager name and phone number
- Resource Manager name and phone number
- Alternate contact name and phone number
- Van/carpool/bus route
- Driver name and phone number
- County transit website and phone number

Stay Connected. Be Informed.



Facebook

PSNS & IMF also puts out notifications via Facebook. During a weather event, the information will be posted to our Facebook page within moments of the decision being made. Like or follow the official shipyard Facebook page to see updates. A personal Facebook account is not needed to view. **Visit [Facebook.com/PSNSandIMFontheWaterfront](https://www.facebook.com/PSNSandIMFontheWaterfront)**

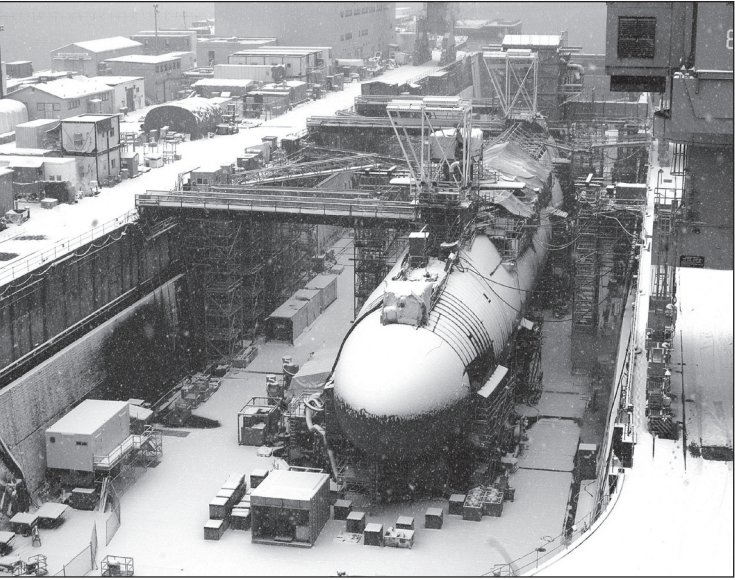


Twitter

The shipyard uses Twitter to notify the 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. **Visit twitter.com/PSNSandIMF**



❄️ Winter Weather — FAQs ?



As a naval shipyard, the work at Puget Sound Naval Shipyard & Intermediate Maintenance Facility requires many continuous operations; however, there are times when extreme weather or emergency situations call for non-critical operations to be curtailed. There is still a need for specific personnel to report to their worksites if their responsibilities require them to support and conduct critical work. Those employees are identified by positions and by their supervisors. You should know if your position requires you to report to work, or you will receive word from your supervisor. If you are unsure, please contact your supervisor to determine if you need to come to work.

Curtailment means the shipyard is not closing, just limiting certain work and positions that are not required for the operations that must continue.

PSNS & IMF and Naval Base Kitsap are not the same command. If you receive information directed toward NBK employees, that is not you. You should receive specific information addressed to PSNS & IMF Bremerton employees. If you are a Trident Refit Facility - Bangor employee, you need to call their information line. If you work at NRMD, or are a PSNS & IMF employee at Bangor, you should also follow TRF’s operating status. The information line for TRF - Bangor is 360-315-4321.

Frequently Asked Questions

- Q: What is the call-in number?**

A: There is no central call-in number. Please contact your supervisor if you are unable to make it to work.
- Q: If I can’t make it into work safely, will I get free time off?**

A: No. Commuting conditions may vary across the region. If you are unable to make it to work, contact your supervisor to request leave.

- Q: The roads in my area are not clear and I can’t make it to work. What should I do?**

A: If you are unable to make it to work, contact your supervisor to request leave.
- Q: My area is not clear at all. How does the shipyard commander decide whether or not to keep the command open?**

A: The decision on PSNS & IMF’s operating status is based on road conditions, snow removal progress inside the fence line and the upcoming weather forecast. It includes input from military and community leadership, emergency management personnel and transit partners. Weather conditions do vary across the region, so if you are unable to make it to work, contact your supervisor to request leave.

- Q: My child’s school/daycare is closed today. I don’t have child care. What should I do?**

A: Contact your supervisor to request leave.

- Q: Does a two-hour delay mean having to work two hours later than normal to make a full eight-hour day, for example leaving at 6:02 instead of 4:02?**

A: No. You will depart at normal time. The first two hours of your shift will be administrative pay. The purpose of a two-hour delay is to allow employees to assess travel conditions in their area and commute to work slowly and safely. If you determine it is unsafe to travel to the shipyard, please contact your supervisor and leave will be authorized (e.g. annual leave, comp time, etc.). If your normal commute time is before an official announcement has been made regarding the shipyard’s operating status and you determine it is unsafe to travel to the shipyard, please contact your supervisor and leave will be authorized.

“Please know that above all, I care about you and your safety. All of that must be balanced with our duty, workload and the importance of our mission.”
— Capt. Dianna Wolfson, commander, PSNS & IMF

- Q: If there is a two-hour delay, does that mean my Worker/Driver bus will be running two hours late?**

A: Worker/Driver busses run two hours later than normal on days the command delays report times. You can check Kitsap Transit’s Worker/Driver Snow Service information page at [kitsaptransit.com/service/snow-service/workerdriver](https://www.kitsaptransit.com/service/snow-service/workerdriver).

- Q: If I choose to take leave due to inclement weather on a day with a delay, will I be charged leave for the entire day?**

A: Yes. If you do not come to work, you will be charged leave for the entire day, regardless of the delay.

- Q: What if I am a PSNS & IMF employee that works at Trident Refit Facility - Bangor?**

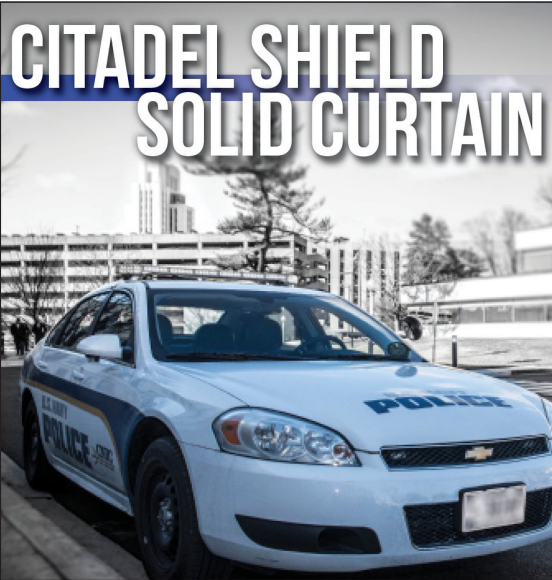
A: If you work at NRMD, or are a PSNS & IMF employee at Bangor, you should also follow TRF’s operating status. The information line for TRF - Bangor is 360-315-4321.

PSNS & IMF teammates
recognized by Commander
with BZ 100 stickers



ABOVE: Code 105.5, Radiation Health, employees pose with Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility after receiving BZ 100 stickers in recognition of their work to end environmental sampling at Naval Station Everett and Bangor Magnetic Silencing Pier. (PSNS & IMF photo by Scott Hansen)

Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, recognized a team from Code 105.5, Radiation Health, with BZ 100 stickers after their efforts to wrap up environmental sampling at Naval Station Everett and the Bangor Magnetic Silencing Pier identified this need was no longer required thanks to the work accomplished at each location. Because the team challenged assumptions and understood priorities, the Navy will save more than \$20,000 per year. "Thank you for all you did," said Wolfson. "This is what we are talking about — doing things differently, challenging assumptions and taking measured and targeting risks. I really appreciate it, and I'm proud to be working with all of you."



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



In Episode 14 of Hard Hat Heroes, we meet some teammates from Code 109, Information Technology and Cyber Security, who ensured our network was able to handle a Naval Sea Systems Command Red Team attack during a recent three-week-long assessment. Red team exercises help detect network vulnerabilities and provide Code 109 with valuable insight into IT security weaknesses.

SEE SOMETHING

REPORT SUSPICIOUS BEHAVIOR
476-3333 or 340-0106

- Drawing or measuring buildings
- Unattended bags or packages
- Asking security questions
- People in unauthorized places
- Vehicles parked in strange places

SAY SOMETHING

Force Protection Exercises — February 3-14

Citadel Shield-Solid Curtain, an annual U.S. Navy security and antiterrorism readiness exercise, will take place at Naval Base Kitsap installations from Feb. 3 to 14. Employees accessing NBK installations should prepare for potential delays at the gates, roadblocks and traffic diversions, and expect to see an increase in security operations at various locations. Local residents and communities may notice military activity, including the use of blank ammunition and simulated explosive devices, and possible traffic and pedestrian congestion with the

exercise. The exercise employs lifelike scenarios to ensure Navy security forces sustain peak readiness to respond to dynamic threats. In the event exercise activities occur within the shipyard Controlled Industrial Area, please follow all traffic changes and safety controls. During the exercise, employees can expect to see AtHoc notifications from NBK regarding events that are part of the exercise scenarios. Please monitor News You Can Use or the Puget Sound Naval Shipyard & Intermediate Maintenance Facility social media for details.

BLOOD DRIVE

The Armed Services Blood Bank Center

Feb. 5	Aug. 5
Mar. 4	Sept. 2
Apr. 1	Oct. 7
May 6	Nov. 4
June 3	Dec. 2
July 8	

Blood drives are held at Building 1106, second floor, room 214 from 9 a.m. - 3 p.m. each month. All civilian and military personnel may attend. Day shift employees are encouraged to come prior to 3 p.m. so swing shift employees have time to donate. Time is allowed with supervisor approval. **Save a life. Give the gift of blood.**

Eloisa Leya at (360)476-3809

www.militarydonor.com



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, fifth floor, room 511; or fax your donation form to 360-476-6669. Teammates currently in need of donations:

Code 105
Mark Hernandez
Code 109
Kendra Fitch
Code 120
Meghan Moore
Code 125
Colton Snyder
Code 200
Caitlin Earl
Code 300
Robert Gray
Alexander Reyes
Adrienne Draper
Code 400
Matthew Stubblefield
Code 600
Raelynn Luce
Code 700
Jesse Hannawacker
Michael Rasmussen
Code 1100
Katie Marcucci
Rebecca Phillips

Code 2300
Norene Hermanson-Baker
James Morgan
Allexondra Noble
Collin Smith
Code 900
Marianne Macdonald
Shop 06
Spencer Harris
Shop 26
Kali Coughtry
Riley Hazard
Joshua Hubbell
Leah Ober
Zachary Pearson
Andrea Skinner
Joshua Wagner
Shop 31
Shaun Yeadon
Megan Steiner
Shop 38
Holly Bean
Sherman Geeslin
Paige Gumm
Robert Zick

Shop 51
Carter Gallimore
Kimberly Renner
Shop 56
Erin Avery
Shop 57
Zachary Solaita
Shop 64
Ashley Brown
Trenton Murray
Frances Pryor-Swanson
Shawn Walsh
Shop 67
Sarah Alvarez
Shop 71
Ashley Caldwell
Kaylie Contraro
Emily Frankowski
Alexander Rosen
Michael Swain II
Shop 99
Justin Coppinger
Crystal Frigillana

Notification to bargaining
unit members of their
"Weingarten Rights"

Human Resources Office
Chapter 71 of Title 5 of the U.S. Code gives employees in units represented by an exclusive labor organization the right to request union representation at an examination by a representative of the agency in connection with an investigation if the employee believes the examination may result in disciplinary action. Section 7114 (a) (2) (B) states that an exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at any examination of an employee in the unit by a representative of the agency, in connection with an investigation if: (i) the employee reasonably believes the examination may result in disciplinary action against the employee; and (ii) the employee requests representation. As required by Section 7114 (a) (3), employees are hereby given annual notice of the right set forth in this provision. Questions may be directed to Human Resources or your union representative.

Marine sentries — follow directions

Marines are periodically assigned to the shipyard to assist in providing security. They are a handpicked group of highly-skilled personnel, and under certain conditions they are authorized by the commander to use deadly force in the carrying out of their duties. Should you enter an area guarded by Marines, you are likely to be challenged. Challenging procedures are used to determine the identity, temperament and intent of any person in or near a Marine sentry's area of control. When a sentry is unable to determine the identity or authority for the presence of a person within their area, the person will be challenged and identified. If a Marine challenges you, do exactly as instructed, even if you do not agree. To ensure your safety, don't walk away or ignore a sentry after being challenged. Do as the sentry directs. If you feel a sentry has mistreated you or has incorrectly performed their duties, notify Puget Sound Naval Shipyard & Intermediate Maintenance Facility security after the encounter has concluded at 360-476-5100.

Remember, OPSEC is everyone's job — Protect yourself, your family and your shipmates

Do you think of your surroundings when it comes to cybersecurity?

Cybersecurity not only involves your government systems but also your immediate surroundings.

A lot of information is stolen through the following means:

- Conversations outside of work or in areas where others don't have the "Need To Know" or clearance level. Whether on or off base, it is very important to be conscious of what you are doing and saying.
- Shoulder surfing is a type of social engineering used to obtain PINs, passwords or account numbers — protect these accordingly.
- Maintain positive control of your CAC. If you can't see it, someone could take it.

MAKE IT A HABIT!

- Always remove your CAC when leaving your work station
- An unattended CAC is a threat to DoD computer systems and networks
- Your CAC is property of the U.S. Government



- Monitor access to work areas — challenge people you don't know and anyone who appears suspicious or is unescorted.
- Do not leave PII, PHI, NOFORN or classified information unsecured. Store information according to its level of classification.
- Be sure to shred any material marked PII, PHI, NOFORN or classified information.

Remember: **See Something. Say Something. Do Something.** Make it a New Year's resolution to be more vigilant and always be aware of your surroundings. If you have questions, please contact the Code 109 Information Technology Cybersecurity team at BREM.PSNS.InfoSec.FCT@navy.mil.

November and December Retirees

During November and December 2019, 62 personnel with a collective 2,168 years of corporate knowledge retired from the command. The following employees retired in November and December. We thank them for their dedicated service.

NOVEMBER

Bruce J. Bybee, Code 105
Anna C. Carter, Code 300 WIM
Michael A. Hamblet, Shop 11
Dareld W. Jolliffe, Code 290
Debra J. Menkes, Code 720
Jeanette Mitchell, Code 620
Ronald E. Simmons, Code 250
Matthew G. Slaney, Code 3910N
Kenneth J. Sowers, Code 980
Dale E. Turnley, Code 2310
James M. Wamsher, Code 105
Kevin M. West, Shop 11
Byron L. Wilson, Code 105
Ricky L. Yeager, Shop 71

DECEMBER

Eugene A. Abad, Shop 51
Bruce D. Baillie, Shop 38
Kevin Barre, Shop 38
Ruth A. Blakeslee, Code 280
Miles P. Blesi, Code 411

Raymond S. Brewington, Code 105
Nona K. Brown, Code 138
William B. Campbell, Code 2330
Gary Campisi, Code 246
Renee M. Carle, Code 280
Christopher H. Corley, Code 450
Paul E. Doerscher, Code 900
Paul V. Duane, Code 1200N
Leo S. Fermin, Shop 38
Scott M. Fink, Code 2380
Edward B. Fisher, Code 980
Ann B. Garton, Code 280
Robert A. Gaskill, Shop 38
Warren K. Gilmore, Shop 72
Peter J. Grimes, Code 900T
Gary N. Hannon, Code 139
Timothy C. Hoskinson, Shop 99
Walter L. Hunter, Code 106
Kim A. Huston, Code 125
Douglas J. Lane, Code 290
James C. Millard, Shop 38
Daniel R. Miller, Code 120

James P. Pirtle, Shop 38
Jeffery J. Ostrom, Shop 31
Donald D. Perry, Shop 64
Gregory G. Powers, Code 138
Jeff D. Raymond, Code 900
Kim T. Raymond, Shop 52
Daniel R. Remington, Code 740
Kelly A. Remington, Shop 26
Lloyd R. Rey, Code 132
Richard A. Rottle, Code 300T
Romeo C. Santos, Code 1141
Vicente B. Sarion, Shop 51
Jeffrey E. Simons, Shop 99
Paul D. Smith, Shop 67
John E. Stafford, Code 126
Karen L. Swenson, Code 106
Tony C. Towne, Shop 31
Adam C. Urban, Code 710
Daniel L. Vogel, Code 1124
Laurie J. Williams, Code 412
Russell A. Zafft, Shop 64

Recreation & Rideshare

Swing Shift Tacoma Vanpool: Swing shift vanpool from Tacoma 6th Avenue Safeway. Pick up at 2:15 p.m. and drop off at the shipyard at 3 p.m. Depart shipyard at 12:05 a.m. and arrive at Safeway at about 12:45 a.m. Call Monte Pimlott at 253-226-5586.

Tacoma Vanpool: Need riders; depart at 6 a.m. from 56th and Alaska Street in Tacoma and G lot at 4:10 p.m. Text Sheila Marks at 253-324-7555.

Federal Way Vanpool: Need riders. Depart Federal Way Twin Lakes at 5:30 a.m. and G Lot at 4:10 p.m. Contact John Imm at john.imm@navy.mil.

Mason Transit: Back-up worker/driver bus operator needed. Call Mike Ringgenberg at 360-432-5733.

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

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

Adventure Bus to the Summit — 7 a.m. - 9 p.m., Feb. 1. Choose to be dropped off at the ski slopes or cross-country ski trails or join a guided snowshoe trip. \$25/person for transportation only, \$40/person for snowshoe trip.

Hike/Snowshoe Lake Angeles — 7:30 a.m. - 6 p.m., Feb. 8. Lake Angeles is one of the largest alpine lakes in the Olympics. Enjoy a 7.4-mile hike or snowshoe, depending on snow levels. Level III. \$42/person.

DIY Decadent Desserts — 6 - 8 p.m., Feb. 11, NBK-Bangor Recreation Center. Celebrate National Chocolate Lovers Month by learning to make chocolate-covered strawberries and other delectable desserts. \$15/person.

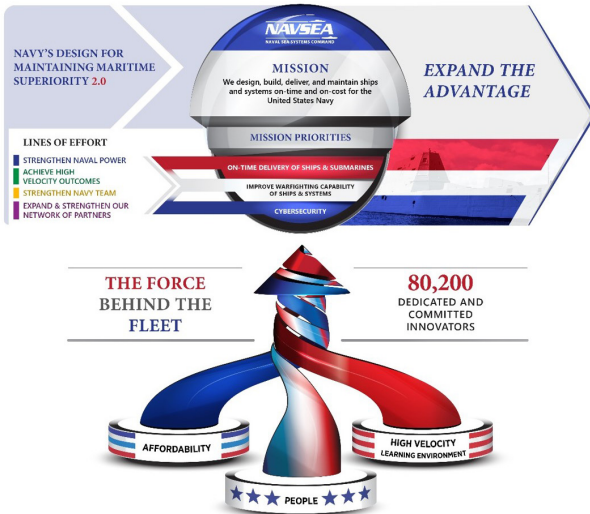
To register or see more opportunities, visit kitsap.navylifepnw.

2019 Employee of the Year call for nominations



It's time to recognize the shipyard's outstanding employees by nominating them for the 2019 Employee of the Year Awards. These awards provide an opportunity for you to let employees know their hard work and dedication are appreciated. Departments are strongly encouraged to submit nominations in all appropriate categories to ensure a broad base of recognition. The 2019 Employee of the Year Nomination Packet must be submitted for each nominee. Submit nominations (hardcopy only, with original signature) via

your chain of command to Code 1102.4, Awards Branch, by close of business Feb. 7. Code 1102.4 is located in Building 850, fifth floor, in the Code 1102 Office. The 2019 Employee of the Year Nomination Packet and instructions are available on SharePoint under the Forms/Insts tab and the Awards and Forms page. All nominees for PSNS & IMF Employee of the Year will be honored at a formal ceremony April 14 at the Admiral Theatre, 515 Pacific Avenue, Bremerton, 1 p.m. For more information, call 360-476-3012 or 360-476-4946.



Getting to 5 times/10 times (5X/10X) Improvement with Urgency

1. Challenge all assumptions
2. Think differently about how to solve problems
3. Take on measured & targeted risk
4. Know your priorities – stop doing things that add no value



“Empowerment Without Alignment is **Anarchy.**” – VADM Tom Moore