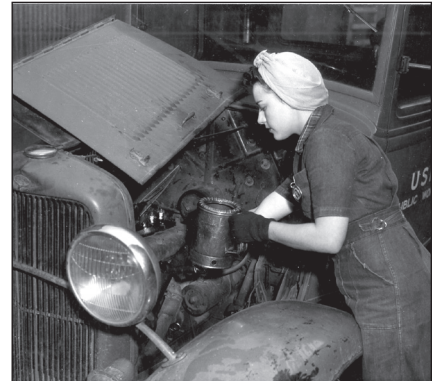




SALUTE

March 19, 2020
Vol. XII No. 6

Puget Sound Naval Shipyard & Intermediate Maintenance Facility



Women's History Month at PSNS & IMF *Pages 4 & 9*





Teamwork keeps the shipyard healthy

Our response to COVID-19 is ongoing and the information included in this issue of Salute may be obsolete by the time you read it. Please visit the command social media and SharePoint pages, or talk to your supervisor, for the latest updates and guidance.

The one thing at the forefront of many discussions around our community has been the rise in COVID-19 cases in Washington. I know many of you are very concerned, and I want to make sure you understand we are working around the clock to guarantee the shipyard is as safe as possible. We are monitoring the situation in Bremerton, at each PSNS & IMF detachment site, and are holding daily leadership meetings to work on contingency plans. This requires participation from all of us, though. If you are sick or have symptoms, please contact your supervisor and stay home. If you don't have sick leave, we can work with you, including advance sick leave, annual leave or leave without pay. If you or your family are being tested or test positive for COVID-19, let your supervisor know so we can report it up our Navy chain of command.

Another recent guideline provided by DoD requires all of our coworkers returning from Japan in the next few weeks, including those who have returned in the last 14 days, is to quarantine themselves at home, regardless of their symptoms. We are working to support all of our teammates and have them check in daily with their supervisors to let us know how they are doing.

Part of our effort to keep employees healthy has sadly meant we've made the decision to cancel or postpone a few events that were planned for the month of March and early

April, including the Women's History Month breakfast, a ribbon cutting for a couple of our newly renovated and built buildings, our Employee of the Year ceremony and a few Employee Resource Group meetings. A list of other affected events has been posted on the command's SharePoint page. The situation changes minute to minute, and each day we get new data, so we're making decisions based on the guidance we receive.

I know you all appreciate the importance of our mission – we are working on the most important capabilities the Navy has defending the nation. As the SECNAV said in his recent Vector, "While this crisis will likely be with us for several months, we still have a job to do in defending the nation. We still have Sailors and Marines in harm's way all over the world who deserve our focus and support. We will get through this, because this is who we are as Americans, and as an American Navy and Marine Corps team. The nation expects us to step up, and we will." Our country needs all of us to remain healthy. I will let you know as I receive updated information, and you can find everything on the COVID-19 SharePoint site.

While we're occupied with COVID-19 preparations, let's not forget about all the positive things happening here. March is Women's History Month. Since World War 1, women at PSNS & IMF have broken down barriers and excelled in new and challenging roles, from welding to engineering and beyond. When we embrace the things that make us different – when we respect every individual – we succeed as a team. Take for example the crew of 24 women working on the USS Pittsburgh (SSN 720) reactor servicing project. These women maintain the

SALUTE

Salute, Vol. XII No. 6
March 19, 2020
Next issue: April 2, 2020
Deadline: March 20, 2020
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highest radiological control qualifications at the shipyard – something that didn't exist just decades ago. In fact, it's only been 100 years since women were guaranteed the right to vote with the passage of the 19th amendment. It's important for us to place special emphasis on sustaining a shipyard environment where all people, regardless of gender, are supported and encouraged to succeed. Remember – we win as a team.

I'm excited to continue our conversation about the Command Guiding Principles,
Continued on page 8...

ONE MISSION—ONE TEAM!

Captain Dianna Wolfson
Commander, PSNS & IMF

PSNS & IMF and shipyard unions sign letter of intent for VPP reapplication



PSNS & IMF Public Affairs

Leaders from Puget Sound Naval Shipyard & Intermediate Maintenance Facility, Naval Base Kitsap, the Bremerton Metal Trades Council and the International Federation of Professional and Technical Engineers, Local 12, signed a letter of intent March 6 for PSNS & IMF to file a Voluntary Protection Programs application to the Occupational Safety and Health Administration Region X.

VPP recognizes employers and workers in federal agencies and the private industry who have implemented effective safety and health management systems and maintain injury and illness rates below national Bureau of Labor Statistics averages for their respective industries. To participate, employers must submit an application to OSHA and undergo a rigorous onsite evaluation by a team of safety and health professionals. VPP participants are exempt from OSHA-programmed inspections while they maintain their VPP status.

PSNS & IMF first certified as a VPP

Star Site in 2006, and was recertified in 2009 and 2014. PSNS & IMF exercised its option to voluntarily withdraw from the VPP in June 2018.

"Safety is our number one priority, and we are excited to return to VPP Star Site status," said Capt. Dianna Wolfson, commander, PSNS & IMF. "Today's letter-signing is representative of the teamwork that goes into ensuring safety at the shipyard, and we are thrilled to work alongside our union partners in this effort. We've maintained all VPP Star Site standards since we left the program, and we're glad that the day has come when we're once again able to seek formal recognition for our efforts. There is nothing more important than the safety of our people and our shipyard employees."



Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, Naval Base Kitsap, and senior leaders from the shipyard, the Bremerton Metal Trades Council and the International Federation of Professional and Technical Engineers, Local 12, signed a letter of intent March 6 for PSNS & IMF to file a Voluntary Protection Programs application to the Occupational Safety and Health Administration Region X. (PSNS & IMF photos by Scott Hansen)

Recognizing the women of refueling

The USS Pittsburgh reactor servicing team's female crew members

PSNS & IMF Public Affairs and
USS Pittsburgh (SSN 720) Project Team

Reactor servicing involves some of the most difficult, complex and demanding maintenance work at Puget Sound Naval Shipyard & Intermediate Maintenance Facility.

PSNS & IMF has the highest reactor servicing workload of all of the Navy's public shipyards, and optimal performance – each time for every job – is critical. Quality and safety goals must be met to complete work on-time and maintain fleet readiness.

The success of reactor servicing teams requires collaboration between top performing radiological control technicians, nuclear engineers, nuclear inspectors, marine mechanics and nuclear riggers from multiple shops and codes at the shipyard. This assortment of experience and expertise is what makes reactor servicing teams effective.

Fostering a wide range of talents and capabilities within a diverse shipyard workforce enables PSNS & IMF to win as a team. During the month of March in particular, the shipyard joins the Department of Defense in observing Women's History Month, which honors the American women throughout history who have undauntedly and courageously contributed to the defense of our nation. Women have played at integral role at PSNS & IMF since World War 1 and have continued to break down barriers and find success in new and challenging roles, from welding to engineering and beyond.

There are 72 women at the shipyard who are qualified to do reactor servicing work, sharing more than 190 years of specialized experience and 24 of them are currently working on the USS Pittsburgh (SSN 720) project. They obtain and maintain the highest professional qualifications associated with the production workforce at PSNS & IMF.

"This project has given us a lot of opportunity to shine," said Robin Jones, a nuclear engineer from Code 2370, Nuclear Refueling Engineering Division. "Each challenge we get and each time we overcome it just continuously proves we are the best. It's nice to be a part



TOP: Day-shift crew members of the USS Pittsburgh (SSN 720) reactor servicing team at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. **BELOW:** Swing-shift crew members of the USS Pittsburgh (SSN 720) reactor servicing team at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. (PSNS & IMF photos by Scott Hansen)

of this team because the standards are upheld and there is an expectation to always be the best."

All reactor servicing team members receive rigorous training to ensure the shipyard meets the high standards and expectations required by the Naval Nuclear Propulsion Program.

This process involves demonstrated knowledge and understanding in complex component and tooling operation, and reactor servicing system safeguards. Before being officially qualified, reactor servicing team

members are formally evaluated by supervisors and managers.

The small number of uniquely qualified team members are the only personnel at PSNS & IMF in the Naval Nuclear Propulsion Program who are authorized to perform reactor servicing work.

"We are held to higher standard," said Nuclear Rigger Jessica Reiber from Code 740, Riggers and Operators. "You have to be on top of your game every day. We are a really good family. There is always someone to back you up and help you. We all are striving to be good as a team."

The "Why" Behind the Guiding Principles

PSNS & IMF Department Head Group

On Oct. 30, 2019, the command unveiled Strategic Framework 2.0. This article is the second in a series covering the Command Guiding Principles. Subsequent monthly articles will cover the principles in detail.

In a previous Commander's Corner, Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, introduced an increased focus on the Command Guiding Principles within the Strategic Framework. She asked employees to, "read every article and understand why these are our Command Guiding Principles."

As Wolfson noted, principles are permanent, unchanging and universal. For example, think back to childhood experiences with gravity. Before you even knew what gravity was, you felt its results, whether falling while learning to walk or getting road rash from a bike crash. Gravity and its consequences existed whether you knew it or not and whether you liked it or not. It is a natural law, a permanent principle.

Growing up you came to understand gravity and its consequences. You learned to adjust your behaviors to avoid getting hurt. Beyond that, as a student you may have calculated speeds, times or distances for things affected by gravity, such as falling objects, thrown balls or rocket trajectories. Learning to avoid gravity's bad effects and harnessing its good effects creates better results.

From this example about gravity, several insights about principles can be gleaned. See, principles and their consequences will affect:

- The results you get (whether you know the principle or not, and whether you like it or not).
- The behaviors you choose (learning which behaviors avoid the bad consequences and harness the good ones).
- How you design processes to support the right behaviors and generate the right outcomes.

While the discussion about gravity probably rang true, you might not have the same clarity about the Command Guiding Principles. You may be thinking, sure, when I trip and fall, the results of gravity can be painful. However, what is the direct connection to the Guiding Principles?

It's true that in everyday life, there are immediate and often painful consequences of gravity. It's also true that the consequences of the Command Guiding Principles may not be quite as direct, immediate, or visible. Nonetheless, consequences exist. As you consider each principle, ask yourself two questions:

- If this principle was consistently followed, what positive behaviors and consequences might result?
- If this principle was regularly violated, what negative behaviors and consequences might occur?

That's what deepening the understanding and practice of the Command Guiding Principles is about: Identifying the positive behaviors and consequences that individuals should strive for and then improving processes and systems to enable them.

Understanding, aligning, and practicing in accordance with the guiding principles will help enable the command to achieve and sustain delivering on time, every time. Guiding principles will drive how employees work, communicate, and interact while executing the mission. They will help set criteria and expectations for making decisions and setting priorities. They will increase efficiency and effectiveness as a team. They will help produce better results.

As the journey of learning and living the Command Guiding Principles continues, ask yourself, how does each one apply to my thinking, my behaviors, and my work?

More information about the Command Guiding Principles and the Strategic Framework can be found on SharePoint.



PSNS & IMF Sailors surprised with meritorious advancements

PSNS & IMF Public Affairs

Two Sailors attached to Puget Sound Naval Shipyard & Intermediate Maintenance Facility were surprised with meritorious advancements March 3 as part of the Meritorious Advancement Program. The program gives commanding officers the authorization to recognize their best Sailors by advancing them to the next higher paygrade.

Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, announced the advancement of Interior Communications Electrician Second Class Ashley Martini, from PSNS & IMF Detachment Everett, to First Class Petty Officer, and Navy Diver Third Class Benjamin Smeltzer, from PSNS & IMF, to Second Class Petty Officer.

Martini serves as the Work Center Supervisor for 14 Sailors in the Electrical Repair Division. Along with her regularly assigned responsibilities, she has overseen numerous critical collateral duties and is an integral part of Detachment Everett. Smeltzer conducts diving operations in support of our nation's strategic assets and is an integral part of keeping the dive locker operating at peak performance.

"MAP gives commanding officers an opportunity to look at our best and brightest to help shape the future of our Navy," Wolfson said during the surprise promotion. "We want to put folks where we think they should be."

Officer in Charge Cmdr. Aaron Coudray presented Martini with her third chevron during an award ceremony at PSNS & IMF Detachment Everett.



TOP: Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, promoted Navy Diver Third Class Benjamin Smeltzer, from PSNS & IMF, to Second Class Petty Officer during a surprise ceremony March 3. (PSNS & IMF photo by Scott Hansen) **ABOVE:** Officer in Charge Cmdr. Aaron Coudray presented Interior Communications Electrician Second Class Ashley Martini, from PSNS & IMF Detachment Everett, with her promotion certificate to First Class Petty Officer on behalf of Wolfson March 3. **LEFT:** Wolfson with ND2 Smeltzer and other members of the PSNS & IMF Dive Locker following the promotion ceremony March 3.

Laser Ablation Revolutionizes Paint Removal

New technology is faster, safer, and less expensive than conventional methods

NUWC Division Keyport Public Affairs

The Naval Undersea Warfare Center Division, Keyport and Puget Sound Naval Shipyard & Intermediate Maintenance Facility successfully demonstrated the use of laser ablation aboard USS Carl Vinson (CVN 70) in October 2019.

Matt Binsfield, a technical project manager in NUWC Keyport's Rapid Prototyping and Fabrication Technology Division, said laser ablation is commonly used to remove paint and coatings from aircraft parts made of aluminum, but its use aboard steel ships is a new application of the technology.

NUWC Keyport conducted pioneering work in the field by developing technology to refurbish helicopter rotor blades, and is helping lead the effort to bring laser ablation to the shipyard.

"We've done a very detailed design of the experiment, which has evaluated all industry experience and reports to date," said Binsfield. "We're collaborating with the Air Force and Boeing to make sure we're not doing redundant work. We're trying to model this and set a standard for how we do new technology transition so we can be more efficient. The design of the experiment is all about making sure we capture the right information, and then share that effort so we have a full understanding of the technical aspects of the capability, the necessary training and permitting requirements, rigorous process instructions, compliant safety instructions and cybersecurity controls. This will be everything we need to successfully transition and sustain the capability to fleet maintainers."

Binsfield said the ability to create and sustain the technology in the fleet will be a key to expanding the Navy's advantage through efficient use of the new technology to get ships out of the shipyard and back to sea in a faster and safer manner.

Scott Castro, general foreman for Shop 71, Painters, Blasters and Tiles setters at PSNS & IMF, said safety and the environment are also reasons why laser ablation is being explored for use aboard ships and in the shipyards. Castro said conventional methods require



ABOVE: A Puget Sound Naval Shipyard & Intermediate Maintenance Facility employee demonstrates the use of laser ablation technology aboard USS Carl Vinson (CVN 70) in October 2019. (PSNS & IMF photo by Wendy Hallmark)

extensive preparation and clean-up to ensure the protection of workers and the environment. Laser ablation can eliminate many of those steps.

"Laser ablation technology leaves a completely clean surface and there is no need to use solvents or chemicals to remove any oils, grease, or other surface contaminants," said Castro. "Use of laser ablation technology can reduce exposure to harsh solvents or chemicals and improve worker ergonomics."

Nicholas Bankus, a lead engineer in NUWC Keyport's Rapid Prototyping and Fabrication Technology Division, said the operational demonstration conducted on Carl Vinson resulted in positive feedback about the equipment and its ease of use.

"Probably the best feedback we received from the technicians was that the equipment was very easy to use and that they preferred it to conventional removal tools," said Bankus.

Enabling workers and Sailors to complete a job faster while increasing safety was critical to proving the value of laser ablation. Dr. Kraig Frederickson, a chemical engineer in NUWC Keyport's Rapid Prototyping and Fabrication Technology Division, has been characterizing the chemical by-products of the process to support the application

for an air permit from the Puget Sound Clean Air Agency.

"Environmental analysis is one of about a half dozen different tasks to be completed in this effort and is a new capability we have established at NUWC Keyport in support of this project," he said. "While the laser ablation process produces smaller amounts of hazardous waste, the complex chemical and physical interactions involved drive different chemical mechanisms, which are absent in traditional methods of paint removal. This leads to formation of a broad range of new environmental concerns that need to be identified and quantified."

Binsfield said laser ablation is not a one-size-fits-all solution. The immediate focus is eventual elimination of needle guns for the removal of coatings in relatively confined areas, and the successful operational demonstration aboard Carl Vinson will lead to more in-depth demonstrations on a retired Navy vessel currently in storage.

"We're looking at the ex-USS McKee, which is a submarine tender stored [at Norfolk Naval Shipyard] in Portsmouth, Virginia," Binsfield said. "This will allow us to better quantify the man-hours associated with each aspect of the work."

Continued from page 2...

which I've mentioned in a few of my previous columns and most recently to you in my All Hands about our NAVSEA 08 evaluation. As always, we have plenty to work on as we continue to live our Command Guiding Principles to win as a team, achieve excellence in all we do and always get better. And we will continue to do this through our competence, character and connections. We will be deep diving into those areas identified that we need to improve over the coming weeks and months as we seek to gain all of the learning we can from the feedback we received.

One of the most valuable aspects of the evaluation is the independent critical look we get from the audit team. It is important for our entire workforce to continue to adopt this approach to our work through self-assessment and a commitment to continuous improvement. We cannot afford to keep relearning. Our ability to detect, assess and learn in real time to avoid impact to our performance has never been more critical. The need to ensure sustainment of learning has never been so crucial then now as we work on the most important capabilities the Navy has defending our Nation. There must be continuous pursuit of asking the right questions, several layers deep and exercising behaviors that show we have a sense of urgency to not miss a minute. We will continue to better define this item and learn as a team moving forward. Overall though you must know that the Command was touted for high performance and we look forward to using this as a rich opportunity for learning and strengthening the energy and agility that this team possesses. Please know that we did incredible as a team and really put our best foot forward to show our regulators how we deliver excellence each day! Please read the latest story on page five from the Department Head Group, which explores the reason why guiding principles are so important. They're meant to be a constant source of guidance and inspiration for the work we do here. They help us question our behaviors, processes and systems in order to better understand what consequences — whether positive or negative — we should expect. These principles enable us to achieve and sustain our effectiveness as one team with one mission.

In closing, I want to extend my gratitude to every one of you for your continued efforts to make PSNS & IMF a safe, successful and inclusive place to work, this month and every month. Your contributions do not go unnoticed. Let's continue to take care of ourselves, our families and each other. Thank you so much.

Employee of the Year Ceremony Postponed



ATTENTION:

To ensure the wellbeing of PSNS & IMF employees, the 2019 Employee of the Year Ceremony has been *postponed*. A new date has yet to be determined.

Correction notice: *Employee of the Year Nominees list, published March 5, 2020, Salute, page 9, incorrectly listed Linda Marinos-Swain, Code 105, in the Valor category. Linda Marinos-Swain, Code 105, was nominated in the Vision or Innovation category.*

Voluntary Leave Transfer Program recipients in need of leave

This program authorizes federal service employees to donate annual leave to other civilian 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
Marvin McGuff
Code 109
Kendra Fitch
Code 120
Meghan Moore
Code 125
Colton Snyder
Code 300
Robert Gray
Alexander Reyes
Adrienne Draper
Code 400
Matthew Stubblefield
Code 600
Raelynn Luce
Code 700
Jesse Hannawacker
Michael Rasmussen
Code 900
Marianne Macdonald
Code 980
Chad Evans
Code 1100
Katie Marcucci
Rebecca Phillips

Code 2300
Norene Hermanson-Baker
James Morgan
Allexondra Noble
Collin Smith
Shop 06
Zachery Shafer
Shop 26
Kali Coughtry
Riley Hazard
Joshua Hubbell
Leah Ober
Zachary Pearson
Andrea Skinner
Joshua Wagner
Shop 31
Shaun Yeadon
Shop 38
Brett Blacknall
Sherman Geeslin
David Rock
Robert Zick
Samantha Zick
Shop 51
Kimberly Renner
Shop 52
Dwayne Tucker

Shop 56
Rick Olmstead
Shop 57
Zachary Solaita
Shop 64
Trenton Murray
Frances Pryor-Swanson
Jeffrey Nixon
Shawn Walsh
Shop 67
Sarah Alvarez
Shop 71
Ashley Caldwell
Emily Frankowski
Maya Nash
Alexander Rosen
Michael Swain II
Annlicia Wilson
Melissa Smith
Shon Phillips
Shop 86
Kathleen Blackner
Shop 99
Justin Coppinger
Kayla Draper
Natasha Keolanui

BLOOD DRIVE

The Armed Services Blood Bank Center

April 1
May 6
June 3

July 8
Aug. 5
Sept. 2

Oct. 7
Nov. 4
Dec. 2

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.**

360-476-3809 • www.militarydonor.com



Shipyard network security scrutinized during Command Cyber Operational Readiness Inspection

PSNS & IMF Public Affairs

The information technology and cybersecurity systems, processes, and personnel at Puget Sound Naval Shipyard & Intermediate Maintenance Facility were put to the test Jan. 27 to Feb. 14 during the first Command Cyber Operational Readiness Inspection of a Naval Sea Systems Command activity.

CCORI is a mission-based, threat-focused inspection designed to assess cyber risk by evaluating threats to, and vulnerabilities found within, command IT systems.

A team of 24 inspectors from U.S. Fleet Cyber Command analyzed the shipyard's IT infrastructure, processes, and personnel, providing the PSNS & IMF commander with situational awareness and actionable recommendations for improving the cybersecurity program and operating posture at the command.

"This was a great opportunity to learn more about the cyber risks and vulnerabilities to our mission from a fleet perspective," said Wade Schmidt, chief information officer for PSNS & IMF and Trident Refit Facility, Bangor. "The inspection went well, and now we can jump in to start making improvements based on the team's findings."

The CCORI team identified the information systems, software, applications, data, and networks that PSNS & IMF relies upon to accomplish its mission and tested various cybersecurity protocols.

"One of the major things they look for is if a user can elevate their privileges and somehow gain access to folders or files they are not authorized to see," said Schmidt. "They also tested to see if they could exfiltrate data from our network to another location without us knowing about it, but our firewall blocked the exfiltration."

According to Schmidt, the CCORI team commended the PSNS & IMF Information Technology Department, Code 109, on a number of items, including a rigorous compliance program, vigilant network monitoring, two factor log-on policies, and expeditious incident response reporting.

"It was a true team effort with everyone doing their part and doing it well," Schmidt added. "Our success was due to daily diligence, a sense of urgency, striving for excellence, and always improving while maintaining the focus on the mission."

CCORIs help provide situational awareness of the Navy's larger cybersecurity operating posture, along with indications of systemic cybersecurity risks, which in turn informs the Navy's ability to respond to ever-changing threats

and vulnerabilities to DoD networks.

"Wow, did our team perform!" said Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility. "The Chief of Naval Operations, Adm. Mike Gilday, passed along a personal note of congratulations, noting he was told by Fleet Cyber representatives that PSNS & IMF had the best network they've ever inspected. It doesn't get better than that! Thank you Code 109 for representing us so well during this inspection."

CHECK FOR WEEKLY UPDATES: Software & Virus Protection

Safeguard your home computer system:

- Check vendor websites for up-to-date information on vulnerabilities and threats.
- Update your home computer regularly with the necessary protection from trusted sources.
- Exercise caution when online.

Questions? Code 109.21 Cybersecurity
BREM.PSNS.InfoSec.FCT@navy.mil



The importance of software updates

Code 109, Information Technology

It's easy to click "cancel" or "remind me later" when your computer and mobile devices prompt you to install software updates.

Although annoying, these prompts are critical to your device's health and security. In addition to enhancing the user experience, software updates contain fixes and improvements and often include patches for security vulnerabilities.

Adversaries tend to target known vulnerabilities in operating systems and software and avoid attacks on patched systems.

What can you do to prevent attacks?

- Reboot your government workstation daily.
- Leave your system powered on overnight to receive virus and patch updates.
- Tablets should be powered on and in range of the network or in a docking station to receive regular updates.

When it comes to your home computer, always update virus software and alerts when prompted. If this is too inconvenient, turn on auto-update for computers and mobile devices. If the software does not automatically update, make it a part of your routine to check for updates. Remember, if you see something, say something. Send an email to Code 109 at BREM.PSNS.InfoSec.FCT@navy.mil.

Pride ERG Recognizes LGBT Health Awareness Week and Transgender Day of Visibility

Aime Lykins, PSNS & IMF Public Affairs

LGBT individuals come from all nations and walks of life. They are your family, friends, coworkers and neighbors. They are a diverse community representing all racial, ethnic and faith backgrounds. Transgender Day of Visibility is held annually March 31, following LGBT Health Awareness Week, March 23-29. "These observances give people like me a chance to be seen, heard and understood," said Sylvia Pryne, co-lead for Puget Sound Naval Shipyard & Intermediate Maintenance Facility Pride ERG. "Awareness efforts like this are important because it puts a face to something that many folks have not experienced before. It helps quell some of the fear that may stem from that. It's much harder to have those kinds of feelings toward a person rather than an idea."

Transgender — sometimes shortened to trans — is a term for people whose gender identity or expression is different from those typically associated with the sex assigned to them at birth. The United States is home to approximately 1.4 million people who identify as transgender.

International Transgender Day of Visibility and LGBT Health Awareness Week are opportunities to celebrate transgender people around the globe and bring attention to discrimination and health disparities that affect LGBT communities.

"It's essential that everyone in our shipyard show respect to each other, not just to the LGBT community, but every person in the workforce," said Kimberly Rittenhouse, Pride ERG executive champion and PSNS & IMF deputy executive director. "We all need to do our part and every day we are making strides in the right direction."

PSNS & IMF has recently hired two licensed clinical social workers to act as a resource for shipyard employees. They will be joined by a Department of the Navy Civilian Employee Assistance Program counselor, who will bring the shipyard's total counselors to three.

"We can help identify bias, educate on emotional hygiene techniques and give people a safe place to talk in a confidential, unbiased environment," said Tracey Middleton, PSNS & IMF

command counselor, at the March 3 Pride ERG meeting. Conversations about gender are getting more complex and with those conversations comes the realization that we don't always know what to say. However, this learning curve offers a chance to be more inclusive and intentional with what we say.

Susan Stryker, director of the Institute for LGBT Studies at the University of Arizona, is critical of what she calls, "language policing."

"It's about creating a space so you can go deeper into the issue, rather than trying to police speech," said Stryker in a 2015 article on understanding unseen biases. Stryker says intentions are often good, and inclusive wording goes a long way.

Some best practices for showing sensitivity to transgender coworkers are:

- Choose dialog over assumptions. Transgender individuals should be referred to by the correct pronoun. Not sure what pronouns to use? Instead of asking someone's preferred pronouns, ask, "What pronouns do you use?" It's a small yet substantial difference.
- Focus on the person rather than anatomy, surgeries or sex life. Similarly, it wouldn't be appropriate to ask a non-transgender person about these topics, so the same courtesy should be extended to transgender people.
- Understand transgender identity is not a mental illness and should not be referenced as such. Humans are complex and being transgender is just part of that.

"Follow the golden rule," said Pryne. "Treat others the way you would want to be treated, and take into consideration their feelings. Respect every individual."

The Pride ERG meets the first Tuesday of the month from 11:20 a.m. to 12:02 p.m. on the fifth floor of Building 850 in the Code 241 conference room. It is open to all shipyard employees. The next meeting is scheduled for April 7.

For more information, email psns_imfprideerg.fct@navy.mil. To speak with a confidential command counselor, call 360-340-2745.



Women's History Month

PSNS & IMF Public Affairs

This year marks the centennial of the passage of the 19th Amendment, guaranteeing and protecting women's constitutional right to vote. On March 22, 1920, Washington State voted to ratify the 19th Amendment, ensuring its citizens the right to vote, regardless of gender.

In 2009, PSNS & IMF established the Professional Women's Employee Networking group, whose mission is to support command outreach

and recruitment, and improve the retention and development of professional women at the shipyard. Today the employee resource group distributes information and resources through its network of more than 325 shipyard employees. In its 11-year history, PWENG has grown to include subcommittees such as Family Matters, which advocates for working mothers and have facilitated expressing station upgrades, and Women in Trades, which supports professional-skill development and external recruiting.



The State of Washington depicted in purple, white, and gold (colors of the National Woman's Party suffrage flag) — indicating Washington was one of the original 36 states to ratify the 19th Amendment.



Recreation & Rideshare

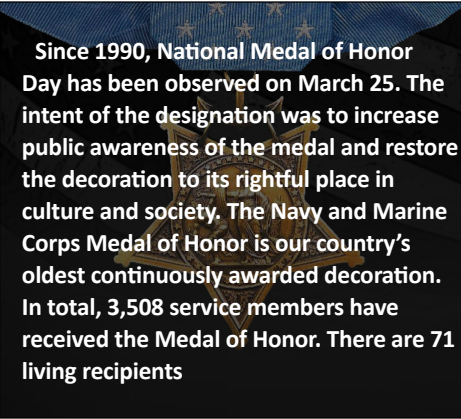
Tacoma Vanpool: Need riders; depart at 6 a.m. from 56th and Alaska Street in Tacoma and G lot at 4:10 p.m. Text 253-324-7555.

Federal Way Vanpool: Need riders. Depart Federal Way Twin Lakes Park and Ride at 5:30 a.m. and G Lot at 4:10 p.m. Call or text 360-340-1480.

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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.



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

In Episode 17 we meet members of the USS Narwhal (SSN 671) project team, who are working together to recycle ex-Narwhal. More than 150 people from a wide variety of trades are laying the unique submarine to rest, more than 50 years after it was commissioned. Narwhal had a unique design and was the only boat in its class.

Expand the Advantage

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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

EXHIBITORS WANTED

Reserve your booth for the June 24 Knowledge Share Fair!

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Contact PSNS.Workforce.Dev.FCT@navy.mil for more information.

Command modernizes diver utility boats in-house for first time



Crane Riggers from Code 740, Riggers and Operators, lift a newly modernized Dive Boat from a rail cart during a dive boat lift maneuver. The PSNS & IMF dive boat fleet was painted and modernized at the shipyard for the first time. (PSNS & IMF photos by Wendy Hallmark)

PSNS & IMF Public Affairs

Rather than replace the command's aging diver utility boats, Puget Sound Naval Shipyard & Intermediate Maintenance Facility chose to modernize them instead.

According to Jennifer Froderberg, a quality analyst with Code 760, Diving Division and Boat Maintenance, a team composed of subject matter experts from Code 760; Code 702, Contracts and Administration; Shop 71, Painters, Blasters and Tile Setters; Code 740, Riggers and Operators; and Shop 17, Sheet Metal, came together to coordinate the various portions of the project. Among the biggest tasks that needed to be accomplished was painting the boats.

The boats are used for evacuation in

the event of a waterborne emergency, serve as a platform for SCUBA diving and are also used to transport dive personnel and equipment between various points in the shipyard.

The Code 760 Boat Maintenance Team removed the outboard motors, hoses and rubber bumper from the vessels prior to painting, and reinstalled it all after the painting was complete. Getting the boats out of the water and into the paint booth required lifting them onto rail carts.

"It was important not to disrupt production within the yard while keeping the pace to ensure the next boat was available when needed," said Froderberg.

Naval Facilities Engineering Command Northwest provided the rail cart and rail cart movements to and from the blast booth; to the paint booth, and back to the



Painter Apprentice Taylor Sorensen, Shop 71, Painters, Blasters and Tile Setters, uses a spray gun to apply high-durability, long life cycle paint to a diver utility boat recently modernized at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. (PSNS & IMF photos by Wendy Hallmark)

head of Dry Dock 5. Code 740, Rigging and Operations Division, provided crane support and timbers for the rail cart.

The project originally started with the idea of just modernizing one dive boat at PSNS & IMF, but was expanded to include one boat located at Trident Refit Facility Bangor, and one at PSNS & IMF Detachment Everett, which were the same make and model used at PSNS & IMF.

Froderberg said planning, communication and collaboration were crucial to getting the project done on time, and that the modernization effort ensures the diver utility boats are ready to provide services for mission essential work.



PSNS & IMF
COMMAND CAREER CENTER

Customer Testimonial:

"Heidi was extremely knowledgeable and helpful! She opened my eyes to so many opportunities that I had no idea were offered. Very easy to talk to! Looking forward to all her help with my growth here at the shipyard. This is a great program to help others out!"

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Earth Day Cleanup Walk

Walk along Farragut Avenue
Building 290 to Building 448
April 22, 11 a.m. - 12:02 p.m.

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