



SALUTE

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Puget Sound Naval Shipyard & Intermediate Maintenance Facility

PSNS & IMF COMPLETES WORK ON USS RONALD REAGAN

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USS Ronald Reagan (CVN 76) cruises during
Talisman Sabre 2019. (U.S. Navy photo by Mass
Communication Specialist 2nd Class Kaila V. Peters)

Minimize the spread — Maximize the mission



SALUTE

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Our response to COVID-19 is ongoing and the information included in this issue of Salute may be outdated by the time you read it.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.

Finding our new normal

I think it's safe to say we've learned a lot during the last two months – about ourselves, our community, and our shipyard team. This pandemic has transformed our lives and I understand the impact these changes have had on everyone. I stopped to talk with someone in the hall last week and he said, "Mission first. People always." I couldn't agree more. While we have an extremely important mission to accomplish here, and I am thankful for that every day, you are a part of every decision we make. It's why we took immediate action and got many of our teammates out of the shipyard nearly eight weeks ago. It's why we have been working so hard to procure or make PPE and why we are staffing the gates. It's also why we are communicating all of this information, even though it may feel overwhelming at times. Actions that further protect our workforce are worth it.

You may have heard about Governor Inslee's plan to reopen Washington State; he has laid out a phased approach to guide the community through the next few months. Safe Start Washington includes four phases, each will last at least three weeks and movement between the phases will be based on data in order to resume recreational, social and business activities. Every phase will still require social distancing and appropriate health precautions and use of personal protective equipment in a number of workplaces. The White House has also developed a three-phase plan with specific gating criteria to help the country reopen.

Similarly, we have been discussing and determining what our eventual return to a new normal looks like. And what does that even mean, new normal? I know none of this feels normal. The pandemic is still very much an

ongoing situation, but we do need to figure out how we are going to fit COVID into our daily lives vice fitting our lives into COVID.

Please know my priority will always be to safeguard the health and well-being of you and your families, and this means maintaining the heightened preventative measures we've already put in place. We have a responsibility to protect our teammates and ourselves. It is crucial we continue to wear our facemasks, practice social distancing, take advantage of staggered shifts, wash our hands frequently and stay home if we're sick. The idea is to continue with fact-based decision-making and communications with you in real-time.

With that in mind, I want to tell you how we plan to return to our new normal at PSNS & IMF in three phases between now and the end of the year. There are certain things that stay the same in all three phases, like the daily at-home health screenings, donning facemasks, operating on three shifts and maximizing telework to the fullest extent possible while ensuring mission effectiveness.

The first phase, where we are now, aligns with federal guidance. Non-essential travel is prohibited, gatherings of more than 10 people should be avoided and social distancing is in place. Certain high-risk employees should stay home and employees will be screened upon entry to the shipyard.

As we implement phase two, non-essential travel will be minimized, gatherings of more than 50 should be avoided, and we will work on a permanent command telework policy aligned with the DoD telework policy.

Once we have transitioned to phase three, health screenings at the gate may be minimized to peak times and randomized

temperature checks. Larger gatherings will be permitted when social distancing protocols can be enforced.

At some point during one of our phases, we will be at a point where based on the environment and circumstances in Washington State, along with guidance from DoD and NAVSEA, that administrative leave for high-risk employees will be rescinded. It will be a fact-based decision with lots of planning involved in the return to work process in order to ensure any necessary precautions are ready.

There are additional aspects to each phase that will be explained in greater detail once our implementation plan is finalized. And remember, if a resurgence of the virus occurs during any phase, we will revert to the appropriate protocols as directed by federal and local agencies.

No matter what our future holds, I do know that we will be continuing a lot of our current actions for the long haul. That's because many build on each other, for example, the protective triad of facemasks, social distancing and good hygiene help ensure the safety of all of us. But this doesn't stand alone. We also need to maintain our cleanliness efforts, self-screening and staying home when we aren't feeling well.

We are still learning what it really means to meet our mission in support of our Navy and our nation during this pandemic. When it feels like every day we are undertaking something new and challenging related to COVID-19, I find it helpful to reflect on the many things we've already learned together in such a short time.

We implemented a monumental telework strategy that had never before been used at a shipyard and learned that telework is a viable option to facilitate continuity of operations when access to worksites is limited. We maximized our use of

Maximizing the Mission: PSNS & IMF completes work on USS Ronald Reagan



ABOVE: An aerial view of USS Ronald Reagan (CVN 76) at Commander, Fleet Activities Yokosuka, Japan, April 25, 2020. Ronald Reagan, the flagship of Carrier Strike Group 5, provides a combat-ready force that protects and defends the collective maritime interests of its allies and partners in the Indo-Pacific region. (U.S. Navy photo by Seaman Apprentice Rafael Avelar)

PSNS & IMF Public Affairs

Overcoming the challenges of meeting the mission during the COVID-19 global pandemic, Puget Sound Naval Shipyard & Intermediate Maintenance Facility successfully completed a maintenance availability for USS Ronald Reagan (CVN 76) in Yokosuka, Japan May 6.

The selected restricted availability required more than 98,000 man-hours and five months to complete. The project team included team members and contractors from PSNS & IMF, PSNS & IMF Detachment Yokosuka, Ship Repair Facility and Japan's Regional Maintenance Center, as well as ship's force. Major accomplishments include repairs to the ship's electrical, mechanical and fluid systems, as well as the modernization of combat systems and aviation structures onboard the carrier.

Completing these tasks in light of COVID-19 restrictions required teamwork, ingenuity and selflessness.

"Our primary concern in finishing this availability was to ensure everyone's safety while still accomplishing our mission," said Project Superintendent Monte Levin. "When Ronald Reagan arrived at Berth 12 for the start of its availability last December [2019], the world looked very different. Words like social distancing and quarantine were unfamiliar to most of us."

The project team worked quickly to implement measures in order to help prevent the spread of COVID-19. Social distancing, the use of masks, increased cleaning of work areas and the use of flexible or alternative work schedules were just some of the methods used to accomplish this task.

"Even with the major challenges

associated with COVID-19, everyone came together to do what was necessary to finish the availability with minimal impact," said Christopher Hughes, carrier program manager at PSNS & IMF. "From the shipyard, to the ship's force, to our private-sector maintenance partners, teamwork and willingness to adapt were huge advantages for us."

Despite these challenges, the project team returned a key asset back to the Fleet on time and ready to operate.

"Completing an availability on time is difficult in the best of circumstances," said Capt. Dianna Wolfson, PSNS & IMF commander. "The way this team fought through adversity to return an important asset back to the Fleet speaks to their resiliency, professionalism and expertise. I couldn't be prouder of our team – minimizing the spread to maximize the mission."

Partnership overcomes facemask challenges for deaf and hard of hearing teammates

Silvia Klatman, PSNS & IMF Public Affairs

Wearing face masks is an essential part of minimizing the spread of COVID-19. A challenge people who are deaf or hard-of-hearing are now facing is that masks interfere with communication.

Marlene Bell, Puget Sound Naval Shipyard & Intermediate Maintenance Facility's American Sign Language interpreter, understands those challenges first-hand.

"American Sign Language is not just about signing on the hands, it includes facial features that include grammar such as syntax and affect," Bell explains. "For a hearing person, it's as if a person's speaking in a monotone voice and only being able to catch every other word."

Bell points out that people should not have to choose between miscommunicating while wearing a mask for safety or effectively communicating, but possibly endangering the health of teammates. To avoid miscommunication recently, Bell had to distance herself during a meeting and then take off her mask to clearly communicate.

This incident inspired Bell to research mask options for those who are deaf or hard-of-hearing. She found a couple of options that could possibly work, then reached out to Shop 64's Sail Loft and the Home Team Mask effort to see if they could help. The two groups recently celebrated a milestone of sewing 50,000 standard cloth masks. Bell asked if they could create masks with transparent plastic in the middle, making lips and facial expressions visible.

The answer wasn't a simple, one-size-fits-all solution. To accommodate these individuals, more room is needed in the front to allow ones' lips and facial expressions, and the chin needs to fit differently to avoid shifting the mask and chafing skin. Two sizes are needed for people with smaller faces and those with larger faces.

Kirk Brocksome, Department Security Coordinator, Code 900A, Production, went online and also found some options.

"I asked Marlene to make any modifications she thought might be beneficial," Brocksome said.



LEFT: Facemasks made for deaf and hard of hearing employees include a see-through panel allowing employees to see lips and facial expressions. Trying one on for the first time is Brandon Salley, an electrical worker with Shop 51, Electricians. **BELOW:** Marlene Bell, Puget Sound Naval Shipyard & Intermediate Maintenance Facility's American Sign Language interpreter (far right), tests her new facemask when speaking with employees. (Photos by Wendy Hallmark, PSNS & IMF)



He found different types of polyurethane plastic that could work, and paired that with the efforts of the Sail Loft and the Home Team Mask effort, a group led by Corinne Beach, PSNS & IMF STEM coordinator. Beach had been doing her own research and created a pattern from an online video. Less than 24 hours after receiving the initial request, three prototypes were ready to be tested.

The prototypes were tested on Bell using different fabric and elastics then adding various "windows" from the Sail Loft to determine which would work best. Two new patterns were created including one that was two inches larger than standard. The masks have clear polyurethane in the middle and two pipe cleaners to hold in place on the nose. The final prototype was successfully tested April 24 and production began that same day.

"It's a little bit more difficult to sew," noted Beach so each specialized mask takes a few minutes longer to make than standard ones.

Sean McCandless, an insulator with Shop 57, Pipe Insulation, is a former sail loft employee who is now teleworking and making other masks.

"Specialty sewing is right up my alley," said McCandless, who sews

between eight to 16 masks a day. He's also developing instructions to share with other commands that have already expressed interest in making masks for their deaf employees.

Mask distribution began April 30. The goal is for each employee who is deaf to have three masks.

"These masks are different from the other ones that push up against your face," signed Bell to the group. "These are designed with more room for movement creating a different feel that we need to get used to."

Brandon Salley, an electrical worker with Shop 51, Electricians was the first to don the new mask. "At first, it is hard to figure out how to get it adjusted," signed Salley. "There is a sweet spot, I think we got it."

The initiative showed a commitment to helping teammates and meeting a need that most hadn't considered. Additional masks will now be made for those who work with teammates who read lips.

"Everyone was eager and on board to get me what I needed to do my job effectively," said Bell. "I genuinely enjoy the people I work with here at PSNS & IMF. Many employees are willing to go out of their way to help with accommodations for our deaf and hard of hearing employees. I'm truly grateful."


technology to increase timely communications. We learned about our capabilities beyond ship maintenance and repair, from making hand sanitizer and hand wash stations, to fabricating face masks and protective shields for ourselves and our community. As we implement this phased return to work, we must continue to learn and win as a team. It is that determination to be excellent in all we do that allows us to sustain long-term capability and successfully accomplish our mission.

As I mentioned in my recent all-hands email, our community, our country and our world have experienced and still are experiencing great loss due to COVID-19. The terrible loss of life, jobs and businesses. Many people have been forced to come to terms with what it means to be deemed "non-essential" by their employers. But here, at work, we know what we must accomplish. We have constancy of purpose. We are dedicated to our mission and we are needed.

Just last week our team in Japan successfully completed the USS Ronald Reagan (CVN 76) Selected Restricted Availability, adding another win to our long list of recent triumphs. Completing these tasks in the face of COVID-19 restrictions required teamwork, ingenuity and selflessness. Bravo Zulu to everyone involved! I am proud of you and our work around the globe. I hope you are too.

I'll close by saying thank you. I see you. I appreciate you. You are making a difference for our Navy and our country. Please, take care of yourselves. Stay healthy and keep up all of your efforts and daily interventions to stop the spread of COVID-19 and ensure we are ready to support the fleet. #WeGotThis!

ONE MISSION—ONE TEAM!


Captain Dianna Wolfson
Commander, PSNS & IMF

Plastic barriers defeat customer service obstacles at shipyard



ABOVE: Jared David (left), Tracy Atkins (center) and Harlen Caldwell (right) assemble a clear barrier made from vinyl in the Moonshine Lab at Puget Sound Naval Shipyard & Intermediate Maintenance Facility May 4. This team is part of a cadre of innovators taking on the challenge of designing and building protective barriers for customer facing interactions within the shipyard. (Photo by Wendy Hallmark, PSNS & IMF)

Silvia Klatman, PSNS & IMF Public Affairs

When Puget Sound Naval Shipyard & Intermediate Maintenance Facility's 14,000 strong workforce needs help with services such as payroll or travel, they often rely on face-to-face contact with specialists.

The arrival of the COVID-19 pandemic meant those in command customer service roles had to figure out new ways to continue helping the workforce while keeping everyone safe. Clear barriers were the clear solution.

Enter the command's Component Repair and Fabrication crew at Moonshine Lab.

The CRF team unveiled three standard options for clear barriers April 24. The barriers allow the service provider to stand closer to their customers, which enhances service while eliminating the need to completely reconfigure some settings.

"They were designed to be an extra layer of protection for high-traffic areas requiring personnel to interact with each other face-to-face," said Chuck Lance, cell manager, Code 1060 Process Improvement.

In the short time since the capability was announced, more than two dozen barriers have been installed at PSNS & IMF, including a handful that were customized to meet the specialized needs of frontline workers.

Kathy Wattam, Code 1060 Process Improvement and Moonshine Lab supervisor,

is lead of a cadre of innovators taking on the challenge to design and build the barriers. Her team includes Composite Plastic Fabricator Tracy Atkins, Shop 64 Shipwrights; Shipfitter Mechanic Harlen Caldwell, Shop 11 Shipfitters; and Inside Machinist Jared Davis, Shop 31 Machinists, Electroplaters and Toolmakers.

Most customers find that one of the three standard sizes of 3 x 3 feet, 2 x 3 feet or 3 x 2 feet work well, and only takes about an hour to build. Designing and constructing a custom barrier such as an "L" shaped barrier can take up to three times longer but the team is up for the challenge.

"We build whatever size and shape is needed," said Lance.

Now that the capability has been proven, and the products have been delivered to the workforce, the team is working on ways to fine-tune the process and reduce costs. The most recent transition has been switching from Plexiglass to vinyl.

"The material is causing a bit of a learning curve as we adapt the hardware to secure the vinyl," said Lance. He praised the enthusiasm and commitment the CRF crew has to supporting their teammates throughout the shipyard while supporting the fleet.

"Every single member is doing everything they can to deliver Navy projects on time, every time," Lance said.

PSNS & IMF manufactures, provides face shields to partners, local community

PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility has made and provided more than 1,500 protective face shields to Navy commands and the local medical community throughout the past couple of weeks.

According to PSNS & IMF Technology Insertion Manager Jeff Brimhall, PSNS & IMF has provided 450 face shields to Harrison Hospital; 600 face shields to Commander, Naval Surface Forces, in San Diego; and 500 face shields to Submarine Forces Pacific, in Hawaii.

"They need these face shields to provide to medical departments on deployed submarines and surface ships," said Brimhall. "They will use them when anyone is suspected of having COVID-19, or while handling possibly contaminated items."

Brimhall said support to external organizations began after PSNS & IMF met the command's needs for face shields.

"Naval Sea Systems Command and the shipyard commander have a strong commitment to supporting the community and other commands," Brimhall said. "I am excited about being able to make a difference in our community, specifically to Harrison Hospital, and to the deployed ships in the fleet. There are a lot of people in the command who want to make a difference, and sharing PSNS & IMF-produced masks has provided us with a way to do that."

Workers in the Shop 31 Toolmaker's Shop began spearheading face shield production efforts in late March. Since beginning production, they have adjusted the design, and have standardized and documented the production process to share with other commands.

"The team has developed and now follows their own standard work procedures in the manufacturing process for the face shields," said Ryan Marson with Code 1000I, Technology Insertion.

Marson said PSNS & IMF is using collaboration tools to document and share the production process for several types of COVID-19-related protective gear, including cloth masks, the plastic

face shields and clear barriers, which are currently manufactured and installed by the Code 1060 Moonshine Lab and the Code 100PI Lean Office.

"We are also using the NAVSEA Fusion Suite tools; JIRA and WIKI, for collaborative efforts in getting these innovations implemented," said Marson. "NAVSEA is also standing up a dedicated COVID-19 JIRA Project to coordinate and advance these types of initiatives across the enterprise."

Grant Bosshardt, the fleet support business manager, Code 1213, who is managing all external assistance requests, says that PSNS & IMF has received requests from many agencies in the area. PSNS & IMF is working to fulfill these requests, as possible.

"For non-DoD activities, like Kitsap Transit and Harrison Medical Center, we have established a Limited Purpose Cooperative Research and Development Agreement with each organization, which gives us a vehicle to transfer this material," said Brimhall.

"I think sharing our PPE is a wonderful example of how this command not only cares about the people who work here, but also about the people who live and work in the surrounding community," Bosshardt said. "I'm very proud to be involved in this effort."



ABOVE: Toolmaker Rico Montalvo, of Shop 31, assembles face shields for use during the COVID-19 outbreak Tuesday, May 5 in Building 431 at Puget Sound Naval Shipyard & Intermediate Maintenance Facility in Bremerton.
BELOW: Toolmaker Rico Montalvo, of Shop 31, bags and seals face shields for use during the COVID-19 pandemic Tuesday, May 5 in Building 431 at Puget Sound Naval Shipyard & Intermediate Maintenance Facility in Bremerton. (PSNS & IMF photos by Scott Hansen)



Masks Matter: Wearing proper PPE protects you and your community

PSNS & IMF Public Affairs

Protective personal equipment has always been an essential part of everyday life for employees at Puget Sound Naval Shipyard & Intermediate Maintenance Facility.

Hard hats, safety-toed shoes and safety glasses have long been staples of the shipyard in order to safely maintain, modernize and retire our Navy's fleet.

Now, based on guidance from the Centers for Disease Control and Prevention, in order to help prevent the spread of COVID-19, a new piece of mandatory PPE has been added to the list of items to bring to work: face masks.

PSNS & IMF employees are now required to wear face masks on the job based on the mission essential nature of the shipyard's work and the protection they offer, not only for the individual wearing them, but for those with whom that individual may come into contact.

"Wearing a face mask is something we can do to make a difference to minimize the spread," said Capt. Dianna Wolfson, commander, PSNS & IMF. "I know it's not easy. But if it helps ourselves and our teammates, it's the right thing to do."

Dr. Robert Uniszkiewicz, officer-in-charge of PSNS & IMF's Navy Medicine and Readiness Training Unit, emphasizes that wearing a face mask is a significant step in preventing the spread of COVID-19.

"We know there is a considerable number of people with COVID-19 who

are asymptomatic and can transmit the virus before even showing symptoms," said Uniszkiewicz. "Cloth face coverings will slow the spread of COVID-19 by reducing the transmission from people who do not realize they are infected."

Fortunately, PSNS & IMF employees have been working around the clock, both in the shipyard and at home, to produce enough face masks for everyone in the command, and more than 75,000 have been produced. Employees who have not received their masks should contact their supervisor before coming to the shipyard. Face masks may also be purchased or made at home from cloth materials.

For some, wearing a face mask has become a fun way to express themselves. Jill Ray, an executive assistant in Code 1100, has an assortment of face masks with many different colors and patterns.

"I think it is neat that there is a fabric for every personality," said Ray. "It has been great seeing all of the different masks on people."

However, regardless of what the mask looks like, it needs to be worn properly and cleaned regularly to be effective.

"A cloth face covering shall extend above the nose without interfering with eyewear and below the chin to cover the mouth and nostrils completely," said Uniszkiewicz. "It should be fit snugly, but comfortably, against the sides of the face and be secured or tied in place behind the ears. They also need to be laundered regularly to maintain good hygiene."

While it is currently unknown how long

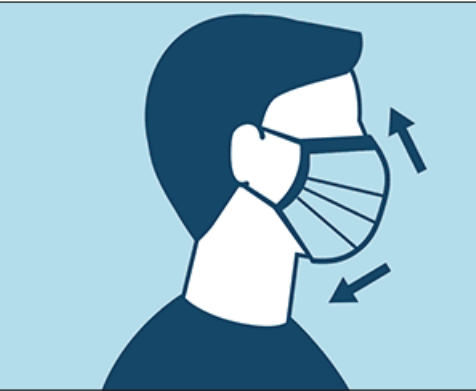
the COVID-19 pandemic will last, the use of face masks is an important tool in the fight to get there.

"Social distancing and wearing masks, along with continued good hygiene and cleaning, are our best defense against COVID-19," said Wolfson. "Thank you for your hard work and for remaining flexible as our conditions change to help us minimize the spread and maximize the mission."

The CDC recommends wearing cloth face coverings in public settings where other social distancing measures are difficult to maintain. The use of simple cloth face coverings slows the spread of the virus and helps people who may have the virus and do not know it from transmitting it to others.

Cloth face coverings should:

- » fit snugly but comfortably against the side of the face
- » be secured with ties or ear loops
- » include multiple layers of fabric
- » allow for breathing without restriction
- » be laundered and machine dried without damage or change to shape





PUGET SOUND NAVAL SHIPYARD & INTERMEDIATE MAINTENANCE FACILITY

MASKS MATTER

DO YOUR PART TO KEEP OTHERS SAFE.
WEAR YOUR MASK.

COVID-19 Positive



→

Teammate



Exposed

COVID-19 Positive



→

Teammate



Still Exposed

COVID-19 Positive



→

Teammate



Best Protection

Minimize the Spread. Maximize the Mission.



USS Nimitz Departs for Training



USS Nimitz, PSNS & IMF Public Affairs

USS Nimitz (CVN 68) departed Naval Base Kitsap, Bremerton April 27.

While underway, Nimitz will participate in a composite training unit exercise. COMPTUEX is an intensive exercise designed to fully integrate units of a carrier strike group, while testing a strike group's ability as a whole to carry out sustained combat operations from the sea. Ships, squadrons and staffs will be tested across every core warfare area within their mission sets through a variety of simulated and live events, including air warfare, strait transits, and responses to surface and subsurface contacts and electronic attacks.

Carrier strike groups are capable of deploying anywhere in the world on short notice to answer the nation's call and support its partners and allies in order to ensure maritime security and stability.

"I am incredibly proud of this team," Rear Adm. Yvette M. Davids, commander, Carrier Strike Group 11. "The men and women of CSG 11 joined the military and raised their right hand because they had a calling to serve for moments precisely like this - with our nation and our citizens facing such significant challenges. Our nation looks to us to be ready to return to sea, to execute our mission, and to support our national security objectives. We are humbled and honored to do so."

Taking advantage of lessons learned, Nimitz completed a 27-day quarantine period and tested all hands for COVID-19 prior to departure to ensure the crew was healthy and ready to conduct operations.

"Dealing with the challenges of the pandemic has been difficult, so I'm very pleased that our mitigation efforts have put us in a position to get underway," said Capt. Max Clark, commanding officer. "We are all looking forward to training and operating again. I give the crew all the credit. From the beginning, they have done all that I and Navy leadership have asked them to do — face coverings, social distancing, continuous ship sanitization, testing and periods of quarantine; all executed with precision and professionalism. Without their hard work and personal sacrifices, getting this warship out to sea would not have been possible. And I would be remiss if I didn't acknowledge our Navy families that serve as our bedrock of support."

Nimitz completed its Carrier Incremental Availability April 13 at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. PSNS & IMF workers teamed with contractors and ship's force to complete the availability two days early after conducting a combined 17,500 man-days of work on the ship.

"Upkeeps are conducted over a very short period of time, with a tremendous amount of work to get done," said Capt. Dianna Wolfson, commander, PSNS & IMF. "This team did it, and they did it well. And not only that, they got it done two days early. These efforts have provided our Navy with a more ready and capable Nimitz to help preserve our national security."



TOP: USS Nimitz (CVN 68) makes its way past Herron Point in Bremerton, Washington April 27 as it departs Naval Base Kitsap. **ABOVE:** USS Nimitz (CVN 68) is escorted by a security vessel as it makes its way past Puget Sound Naval Shipyard & Intermediate Maintenance Facility in Bremerton, Washington April 27 as it departs Naval Base Kitsap. (PSNS & IMF photos by Scott Hansen)

All strike group units will complete COVID-19 testing prior to getting underway or embarking in addition to having completed a fast cruise or quarantine of at least 14 days. Nimitz and CSG 11 are committed to ensuring the health and safety of Sailors while providing a wide range of options for senior commanders.



New Initiative Helps Employees Connect to the Navy's Global Mission

PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility is implementing a new initiative called Connect to Mission (C2M), which aims to help shipyard employees develop a better understanding of how PSNS & IMF's essential work makes a positive impact on the Navy's operational workforce, both aboard ships and submarines.

"The C2M initiative is important because the shipyard is a big place that needs expertise in a lot of areas," said Greg Holtcamp, Code 1200N, Nuclear Business and Strategic Planning Office, deputy nuclear business manager and C2M planning lead. "Due to the shipyard's large, diverse knowledge base and job functions, it can be easy to lose sight of how the work we do as individuals fits into the big picture."

C2M events will be open to all shipyard employees, from those who regularly work aboard Navy platforms to those whom have never stepped foot aboard a Navy ship. One of the goals of the C2M program is to baseline the PSNS & IMF's workforce's knowledge.

"There may be some gaps in an employee's understanding of the

overall Navy mission and the important contributions PSNS makes if they have not previously been active-duty," said Kevin Wilke, Code 105.7, Radiological Controls Innovation branch head and one of the C2M organizers. "That's where C2M comes in. The goal is to give people experiences that allow them to better understand that their work directly impacts the mission of the Navy and to give them a sense of pride and ownership."

C2M is aligned with other Navy efforts to help civilian employees better understand the importance of the Navy's global mission. Back in July 2019, the Navy announced the debut of the Navy Civilian Acculturation Program. The NCAP provides civilian employees a professional development opportunity to familiarize themselves with the Navy's structure, operations, heritage and history. It also spotlights the many contributions that civilians make in delivering and sustaining force readiness, and highlights the Navy's unique roles in securing America's national interests. The C2M program will feature both interactive events and knowledge sharing initiatives, with an emphasis on

highlighting the shipyard's important role in naval history and heritage, and its future state.

"My vision for this program is that it will help people realize the immense contribution this shipyard provides for the Navy and for sailors who take the ships into harm's way," said Wilke, who is also a 28-year Navy veteran.

C2M initiatives will range from topics such as daily operations of an underway submarine or aircraft carrier, to the wartime humanitarian efforts of the Navy and its hospital ships.

"Connecting our team to our greater Navy and the importance of what we do here at PSNS & IMF benefits all of us," said Wilke. He encourages employees interested in planning efforts to contact him or Holtcamp for more information.

Pilot events and programs will be rolled out over the next year with participation determined by department leaders. Once the pilot phase is complete and routine events are scheduled, shipyard employees can find out more about C2M events on printed campaign material, News You Can Use, Facebook and Salute. Participation will be approved through supervisors.

Video Updates from Shipyard Commander



View recent messages from Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, on the shipyard's YouTube, Facebook and Twitter pages. If you are watching on an NMCI machine, please use the following links: Bremerton, Bangor, Everett, and San Diego: \\psns.sy\unnpi-departments\C1100\Shared\PSNSIMFvideos. Detachment Yokosuka, use this link for watching on CMDNET: \\psns.sy\unnpi-apps\Production\Yoko-Streaming.

- facebook.com/PSNSandIMFontheWaterfront
- twitter.com/PSNSandIMF
- youtube.com/JoeShipyardworker



PSNS & IMF hosts ribbon-cutting ceremony for new and upgraded facilities

PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility held two ribbon-cutting ceremonies for new and upgraded shipyard facilities May 6.

The ribbon cuttings signify the upgrade of Building 435 and construction completion of Building 1247, which collectively provide a new environmental laboratory, light industrial work spaces, administrative and personnel support areas, an upgraded fire station, a new employee food services kitchen and a cafeteria.

"We are thrilled about these additions to the shipyard and we can't wait to see them become fully-functional," said Capt. Dianna Wolfson, commander, PSNS & IMF during a video recording of the ceremonies, which will be shared with the shipyard community and its partners. "There's only a few of us here and we are wearing our masks and maintaining 6 feet of distance and although we aren't able to have the big celebration we'd hoped for, we're bringing this news to you via video."

These major efforts were a collaboration among Naval Base Kitsap, PSNS & IMF, and Naval Facilities Engineering Command Northwest. Both events adhered to strict social distancing guidelines and had all participants wearing masks. The ceremonies were also limited to 10 people, including Capt. Richard Rhinehart, commanding officer of NBK and Capt. Chad Brooks, commanding officer of NAVFAC NW.

"Naval Base Kitsap and Naval Facilities Engineering Command Northwest are more than pleased to introduce Building 435 to Puget Sound Naval Shipyard & Intermediate Maintenance Facility," said Rhinehart. "The project provides fully renovated spaces for federal fire services to the shipyard within its Controlled Industrial Area. It also provides improved workspaces for PSNS & IMF workers executing its fleet maintenance mission. This project competed amongst several other projects for funding, and its completion adds a significant resource to the Navy's fleet support on NBK-Bremerton."



ABOVE: Leadership from Puget Sound Naval Shipyard & Intermediate Maintenance Facility, Naval Base Kitsap and Naval Facilities Engineering Command Northwest take part in a ribbon-cutting ceremony for new and upgraded shipyard facilities May 6. The ribbon cuttings signify the upgrade of Building 435 and construction completion of Building 1247, which collectively provide a new environmental laboratory, light industrial work spaces, administrative and personnel support areas, an upgraded fire station, a new employee food services kitchen and a cafeteria. (Photo by Wendy Hallmark, PSNS & IMF)

Building 435 is located within the National Historic Landmark District and the upgrade project was awarded in 2015.

"The upgrade of Building 435 special project is the first of many projects at PSNS & IMF that meet the Shipyard Infrastructure Optimization Program vision of making a more efficient shipyard by co-locating services needed by the Production Department, the largest shipyard department," said Production Facilities and Plant Equipment Manager Amy O'Malia, Code 900F, Production Resources Department.

The brick-masonry structure is the shipyard's original fire station and ship service support building. It was built in two major phases, with the two-story fire station being constructed in 1935 and the three-story ship support services portion constructed in 1942.

"The main significance of the many upgrades to Building 435 is increased safety as a result of seismic refitting, newly renovated office space, and superior food preparation and eating areas," said Engineering Technician Herb

Collier, Code 980, Production Engineering and Facilities. "The fire department facilities now support larger trucks and have greatly improved personnel offices and living quarters. The food preparation area is state of the art and the administrative spaces are better suited for today's needs."

Started in 2018, to the newly-constructed Building 1247 supports the environmental laboratory and its associated health physicists and physical science technicians.

"This means more space for environmental monitoring and a new work area for the nuclear facilities project team. It also provides improved administrative space for radiological controls and nuclear facility engineering personnel," said Collier.

Building 1247 also meets the SIOP vision by co-locating the nuclear repair facilities in one central location.

Between the two buildings, approximately 315 shipyard personnel will work in 100,517 square feet of refreshed and modernized space.

USS Abraham Lincoln upkeep completed early, ahead of autumn availability

PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility completed a successful upkeep for USS Abraham Lincoln (CVN 72) in San Diego, California May 6.

The PSNS & IMF Detachment San Diego, project team and ship's force dedicated more than 10,000 mandays to the maintenance period, finishing three days ahead of schedule amidst the many challenges presented by COVID-19.

The upkeep on Abraham Lincoln was a scheduled maintenance period in preparation for the aircraft carrier's Planned Incremental Availability later this year. According to Carrier Program Manager Chris Hughes, Code 300, Operations, much of the upkeep's success is directly attributable to innovations made by the production team. This included completing the refurbishment and inspection of several key components in record time along with implementing enhanced cleanliness standards and various process improvements.

For the first time, the project team used a remotely operated vehicle, a small remote-controlled submerged submarine with a high resolution camera, to perform tank inspections without requiring personnel to enter the tank. The tank was inspected satisfactorily, which eliminated the need for thousands of man-hours of work during the upcoming PIA.

"The team showed resilience, traveling to San Diego at such a challenging time and implementing COVID-19 safety



ABOVE: USS Abraham Lincoln (CVN 72) transits San Diego Bay May 7, 2020, as it gets underway from Naval Air Station North Island in San Diego, California. (U.S. Navy photo by Mass Communication Specialist Seaman Mohamed Labanieh)

measures during execution without missing a beat," said Abraham Lincoln Project Superintendent Paula Chapman. "Their courage and teamwork in the face of this pandemic is a real inspiration."

PSNS & IMF contract support also played a large role in the early completion of the upkeep, offering many innovative solutions to standard repair and refurbishment procedures.

"Our first upkeep in San Diego was impressive in spite of the additional challenges presented with COVID-19 mitigations and an earlier-than-planned completion date driven by operations," said Capt. Walter Slaughter, Abraham Lincoln's commanding officer. "The entire team lived up to the great reputations of PSNS & IMF Detachment San Diego, Southwest Regional Maintenance Center

and our private sector partners with first-time and on-time quality maintenance."

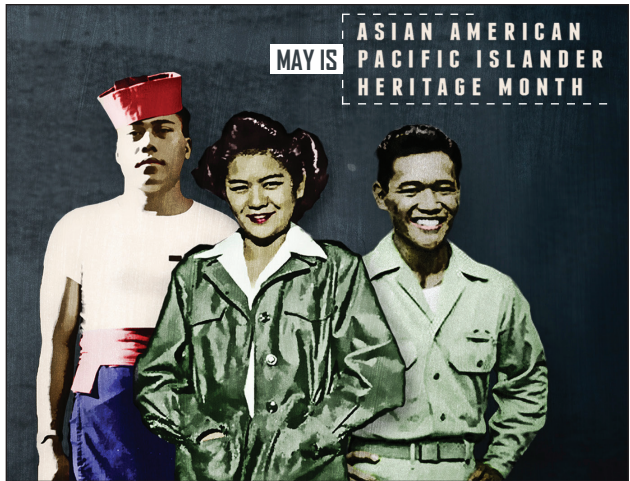
Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, was especially proud of the San Diego team and their willingness to collaborate and innovate in this unique environment.

"Upkeeps are challenging and the need for them to be that much more orchestrated is especially important given our current situation," said Wolfson. "Our team in San Diego completed this work during a global pandemic and now they are already busy preparing for another upkeep that begins later this spring! I'm proud of them and their tireless efforts to support our mission as NAVSEA remains open for business. Bravo Zulu to everyone involved!"

Feeling Stressed?

Call a command counselor today to learn constructive ways to manage it and thrive.

To make an appointment, call 360-340-2745.



GUIDANCE FOR EMPLOYEE LEAVE AND TELEWORK

Sick Leave

- Symptomatic
- Care of sick family member

Annual Leave

- To care for children who are home due to school closure (use an alternate work schedule or odd-shift if possible).
- Asymptomatic, unable/unwilling to come to work.

Telework — Additional Info:

homeportnw.psns.navy.mil/Projects/Telework

- Make attempt to telework if possible.
- Employees must conduct daily check-in with supervisor.
- Personal devices are NOT to be used for official work purposes.
- Re-evaluate every two weeks, may be recalled if necessary to support mission.
- PSNS & IMF guidance on teleworking is all encompassing. Guidance from other organizations may not account for NNPI requirements.

Administrative Leave (Weather and Safety)

- Asymptomatic individual who does not qualify for or is unable to telework and is:
 - » Age 65 or older
 - » Diagnosed with an at-risk condition (as defined by the CDC) with documentation from healthcare provider (30 days allowed to gather documentation).
- Asymptomatic individual directed to quarantine as a direct result of official government travel.
- Directed to quarantine by a public health official due to close personal contact with confirmed case of COVID-19.
- The first day someone is denied entry due to temperature.

Please contact your supervisor or resource manager if you have questions about your specific situation. Employees must remain in the general commuting area and may be recalled if necessary.

Families First Coronavirus Response Act (FFCRA)

- An employee qualifies for emergency paid sick leave at their regular rate of pay (maximum \$511/day) if:
 - » Subject to a federal, state, or local quarantine or isolation order related to COVID-19
 - » Has been advised by a health care provider to self-quarantine related to COVID-19
 - » Is experiencing COVID-19 symptoms and is seeking a medical diagnosis.
- An employee qualifies for emergency paid sick leave at 2/3 their regular rate of pay (maximum \$200/day) if employee is unable to work or telework because the employee:
 - » Is caring for an individual subject to a quarantine or isolation order or self-quarantine
 - » Is caring for a child under 18 years of age whose school or place of care is closed (or childcare provider is unavailable) for reasons related to COVID-19.
- FFCRA's Paid Sick Leave Act does not cover employees who are providing care to family members (even if they are elderly or otherwise at risk of complications from COVID-19), unless their family members are under an order to quarantine or self-quarantine by the State or their medical provider, or are sick with COVID-19 symptoms and are seeking a diagnosis.
- If you would like to use FFCRA leave, please ask your supervisor, manager or resource office for the appropriate form and include the following:
 - » Your name
 - » The date(s) for which you request leave
 - » A statement that you are unable to work because of reason listed above. Additional details may be required based on the reason selected.

Leave Without Pay (LWOP) Advanced Annual Leave Advanced Sick Leave

- Those with no leave balances who require leave due to COVID-19 should check with their supervisor or resource manager for advance leave request requirements.

Voluntary Leave Transfer Program: This program authorizes federal service employees to donate annual leave to other civilian employees. 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 300
Robert Gray
Alexander Reyes
Adrienne Draper
Code 400
Matthew Stubblefield

Code 700
Jesse Hannawacker
Michael Rasmussen
Code 900
Christopher Henry
Marianne Macdonald
James Sheridan
Code 980
Chad Evans
Code 1100
Katie Marcucci
Rebecca Phillips

Code 2300
Norene Hermanson-Baker
James Morgan
Jessika Monzingo
Allexondra Noble
Collin Smith
Tyrone Tilliman
Shop 06
Zachery Shafer
Shop 11
Brandon Boom

Shop 26
Riley Hazard
Joshua Hubbell
Leah Ober
Joshua Wagner
Shop 31
Shaun Yeadon
Shop 38
Brett Blacknall
Sherman Geeslin
David Rock
Robert Zick
Samantha Zick

Shop 52
Dwayne Tucker
Shop 56
Rick Olmstead
Shop 57
Zachary Solaita
Shop 64
Trenton Murray
Frances Pryor-Swanson
Jeffrey Nixon
Shawn Walsh

Shop 71
Ashley Caldwell
Emily Frankowski
Maya Nash
Michael Swain II
Annlicia Wilson
Melissa Smith
Shon Phillips
Shop 86
Kathleen Blackner
Shop 99
Kayla Draper
Natasha Keolanui