

Pearl Harbor Naval Shipyard & IMF News Since 1946

SHIPYARD LOG

March / April 2021

A large submarine is being worked on at night in a shipyard. The submarine is dark and has the number '20' visible on its side. It is surrounded by scaffolding and orange safety barriers. Several workers in hard hats and safety gear are visible on the scaffolding. In the background, there are large yellow cranes and industrial buildings. The scene is illuminated by bright artificial lights.

DEEP IMPACT

PHNSY & IMF Examines Its Community Impact



Capt. Greg Burton, USN
47th Commander
Pearl Harbor Naval Shipyard and
Intermediate Maintenance Facility

China and Russia pose a real and accelerating threat to the current status quo. In recent testimony before Congress, Adm. Chris Aquilino, the recently-confirmed commander of Indo-Pacific Command, said that a top concern in the Indo-Pacific region is a potential Chinese takeover of Taiwan. He added that the forces prepared to rapidly respond include the U.S. as well as our allies and partners that share the same values of a free and open Indo-Pacific region.

The support of a free and open Indo-Pacific region directly aligns with our shipyard's critical mission and the important work each of us performs to deliver submarines and surface combatants back to the fleet on time.

Our role in the shipyard is summed up easily: to deliver combat power to the fleet on time, every time. We repair, maintain and modernize surface combatants and submarines - we keep them fit to fight.

How have we been doing on our goal? Our Intermediate-Level maintenance teams at Fleet Maintenance Submarines (FMB) and Fleet Maintenance Surface Ships (FMR) have been delivering submarines and ships to the fleet at a success rate greater than 90%. Our Depot-Level availabilities have seen USS North Carolina and USS Missouri delivered early; and I am looking forward to a third on-time or early Virginia-class availability in a row with the completion of USS Mississippi. USS Wayne E. Meyer's docking selected restricted availability delivered early, a first for surface ship depot maintenance in a very long time; and I am looking forward to a second early delivery with the completion of USS William P. Lawrence.

Each of you can be proud of your individual efforts and the shipyard's collective

Shipyard Impact : Globally to the Fleet and Locally to Individuals

results. However, I know there is much more we can do to improve. The goal for shipyard performance is to complete every availability **on time, every time** while maintaining an environment that fosters respect for each individual, accountability, innovation and collaboration.

As I have shared with you before, my top three elements for creating the right environment here in the shipyard are: 1) creating a psychologically-safe environment, 2) being vulnerable and 3) creating a culture of pride. This Shipyard Log will focus on our culture of pride - specifically, the shipyard's impact on the community, the fleet and the nation.

The shipyard has a clear impact outside of our fence line, but it also has had tremendous impact on each one of us. I would ask each of you to take some time to reflect on how the shipyard has affected your life for the better. We have had tragic events in our recent past and we have worked through more than a year of the COVID-19 pandemic. Those challenges have made us a closer 'ohana and have strengthened each other as a result. I strongly believe that even tragic events can work in a way that will benefit us for our good, if we let them.

The men and women of Pearl Harbor Naval Shipyard have had a huge impact on my life. The shipyard gave me an opportunity to serve and with that service, I developed an appreciation and a love for all of you and the sacrifices each of you make to do the hard work in this complicated shipyard. I enjoy my interactions with each of you, if only for a brief minute in a shop, on the deckplates, or in an elevator. I find such depth and aloha in our employees. Thank you for your impact on me - I will always treasure our connections. I am grateful for a shipyard that has connected so many abroad in our direct support of national security and to so many internally as a close-knit 'ohana. Stay Nō Ka 'Oi!



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<https://www.flickr.com/photos/phnsy/>

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ON THE COVER:
USS Charlotte (SSN 776) undocking.

Photo by: Dave Amodo



Vice Adm. William Galinis

Commander, NAVSEA

Sight Lines: The Commander's View

I appeared before the House of Representatives' Armed Services Committee's Subcommittee on Readiness on March 19, as one of five Flag and General Officers testifying on the industrial capacity of our armed forces. Our four naval shipyards received a lot of attention. Our elected leaders support the Shipyard Infrastructure Optimization Program (SIOP), and they have asked us to look at options to reduce the timeline from 20 years to somewhere between 10 and 15 years. I agree, and that means we need to find ways to upgrade our dry docks, improve the infrastructure within the shipyards, and reconstitute our capital equipment while continuing to conduct the required maintenance on our submarines and aircraft carriers. Ultimately, we will execute SIOP as fast as our maintenance obligations will allow.

Executing SIOP over the span of two

decades is challenging, let alone less than that. But there is an unquestionable need to fully modernize our shipyards. You maintain and modernize the two types of warships that give our Navy an unquestionable warfighting edge – our submarines and aircraft carriers.

In the current era of great power competition, our Navy relies heavily on our submarines and aircraft carriers to keep the peace. In a recent congressional hearing in the Senate, Adm. Phillip S. Davidson, Commander, U.S. Indo-Pacific Command, said, "The greatest danger for the United States in this competition is the erosion of conventional deterrence. A combat-credible, conventional deterrent posture is necessary to prevent conflict, protect U.S. interests, and to assure our allies and partners." Conventional deterrence comes from all of our Navy's warships, but it's the flexibility and firepower inherent in our SSNs and aircraft carriers that give us the edge.

The combined combat power of our attack submarines, SSGNs, and aircraft carriers keeps our enemies at bay. China, Russia, Iran, and other nation states continue to push the envelope when it comes to instigating hostilities with us and our allies, but they stop short because they cannot counter our undersea and above-

water capabilities.

The Los Angeles and Virginia Class submarines provide our combatant commanders with powerful, stealthy platforms that can operate anywhere in the world to conduct an incredible range of missions. Their ability to remain undetected for weeks and months far from our shores allows the Navy to keep our enemies guessing and greatly complicates their planning and operations. Our aircraft carriers bring unmatched sustained firepower to the fight. In addition to the air wings, the battle group includes a wide array of offensive and defensive capabilities that makes them too formidable to take on and defeat.

Much of the Navy's success in deterring war is due to your ability to deliver combat-ready ships to the fleet on time. As we look into the future and see our enemies' ambitions growing, we need to guarantee that we continue to provide our Sailors and Marines with reliable combat power that not only keeps our adversaries guessing but keenly aware they cannot defeat us. Accelerating SIOP will put cutting-edge facilities in your hands sooner and expand your ability to maintain the fleet's combat edge, a dual-edged advantage that makes sense, both to our Navy and our nation.



Story by Justice Vannatta Shipyard Log Editor

Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) recently won the prestigious Manpower, Training, and Education Retention Excellence Award for fiscal year 2020.

The Retention Excellence Award is awarded annually to U.S. Navy commands that meet or exceed the Chief of Naval Operations' (CNO) military retention goals during the previous fiscal year. Established by U.S. Fleet Forces Command through the Fleet Retention Excellence Program, eligible commands must achieve a minimum score of 90 points on their annual Command Career Information Program review. Additionally, commands must meet certain benchmarks that indicate effective programs and strengthen support for their Sailors, who are the force behind the fleet.

PHNSY & IMF implemented and maintained Sailor programs that have led to successful retention efforts. When properly executed, these programs are a

strategic investment in both the future of the shipyard and the U.S. Navy.

"Prior to the onset of the COVID-19 pandemic, PHNSY & IMF operated a robust Sailor 360 program, which featured a mix of training and fun activities to increase camaraderie," said PHNSY & IMF Command Master Chief Armon Owens. "Thanks to the dedication of Chief Navy Counselor Elizabeth Hobson and support from the Chiefs Mess, we were able to take our programming 100% online and ensure our Sailors were receiving necessary training while also providing much-needed support. Virtual programs helped us stay engaged with our enlisted Sailors throughout the pandemic and have been instrumental in our retention efforts over the past year."

Photo courtesy of Navy.mil



Vaccinated!

Story and photos by Justice Vannatta, Shipyard Log Editor

More than a year ago, the world was paralyzed by an unfamiliar virus as it mercilessly swept across the globe infecting millions of people. Unbeknownst to many, the deadly Coronavirus Disease 2019 (COVID-19) had begun spreading in Wuhan, China since November 2019, and by March 11, 2020, the World Health Organization (WHO) officially declared COVID-19 a pandemic.

Within two days, President Donald Trump announced that COVID-19 had become a national emergency as it spread across the United States, quickly outpacing infection numbers abroad. This announcement unlocked billions of dollars in federal relief funding used for vaccine research, fighting the disease's spread, and helping families and businesses affected by the virus. Everyday life as we knew it began transitioning into a 'new' normal, which included face masks, hand sanitizer and physical distancing from

friends and loved ones.

A little less than a year later and with much anticipation, Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) coordinated with Commander, Navy Region Hawaii (CNRH) and Naval Health Clinic Hawaii to administer its first vaccinations to personnel at Bloch Arena on Joint Base Pearl Harbor-Hickam Feb. 5. To efficiently vaccinate the largest industrial workforce in Hawai'i, PHNSY & IMF's COVID Tiger Team developed a priority system in accordance with Department of Defense and CDC guidance to ensure a smooth distribution of COVID-19 vaccinations for the 6,500-person workforce.

The voluntary immunizations, which were initially offered to emergency response personnel, were well-received by shipyard employees with more than 3,000 receiving vaccinations the first week. Within a few weeks, more than 79% of the workforce had received at

least one dose of the Pfizer COVID-19 vaccine. Less than three months later, more than 5,200 personnel received both doses and are now fully immunized adding a critical layer of defense against COVID-19 for the shipyard and local communities.

"This was a massive undertaking that took a lot of planning, coordinating, executing and data reporting," said Maurice Honeywood, Code 1140 Administrative Support Division Head. "The support we received from each department was the saving grace to implement what we managed to accomplish in a manner that, I hope, looked smooth from the workforce's perspective. It was bumpy at the start, but we became efficient very quickly."

There were many challenges that the shipyard's COVID-19 Tiger Team had not anticipated during the vaccination campaign such as ensuring supervisors kept their workers aware of vaccination

updates and coordinating bus transportation for employees to and from Bloch Arena. The Tiger Team also created a vaccine verification process to ensure everyone who wanted to receive a vaccine had the opportunity.

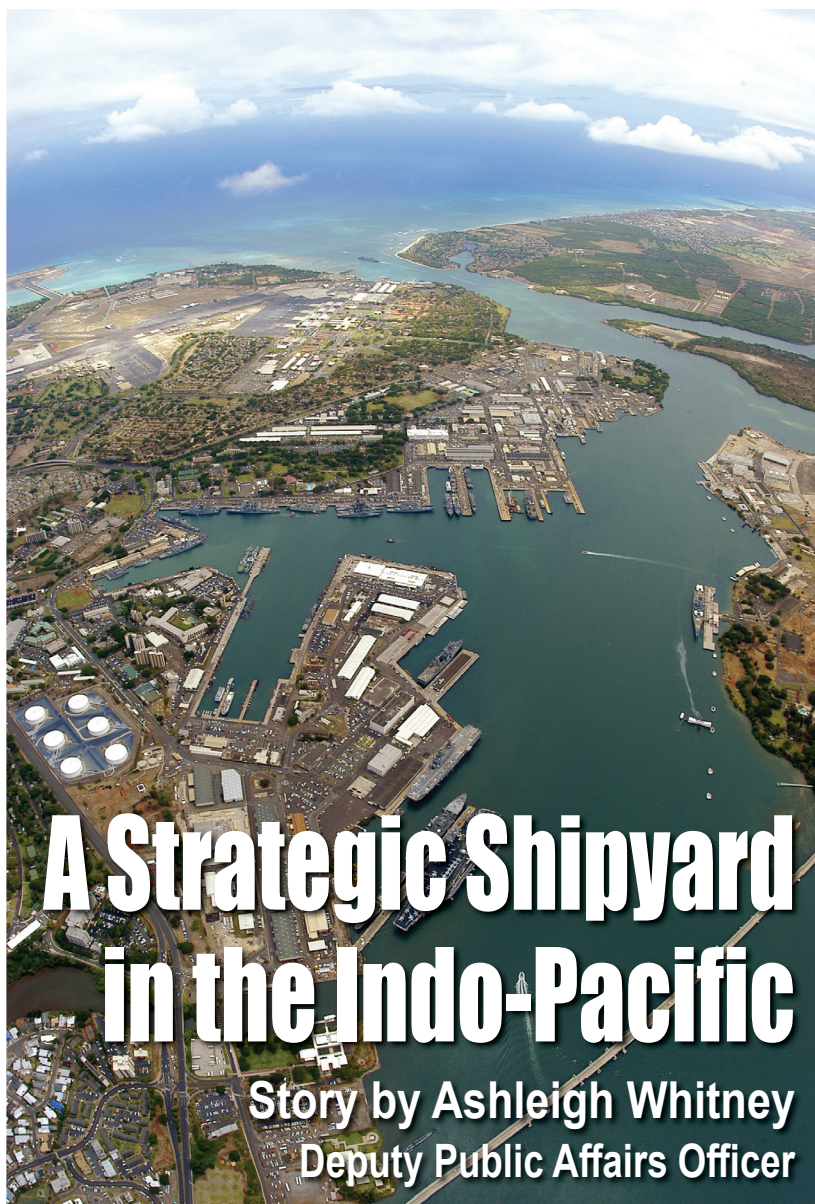
The CNRH vaccination team proved to be the most supportive partners throughout the entire distribution process. CNRH understood the needs of the shipyard and provided the flexibility required. With their help, PHNSY & IMF was able to provide more than 10,000 doses to our 'ohana.

The shipyard's on-site organization at Bloch Arena was critical to ensuring each employee was accounted for and their paperwork was prepared ahead of checking in with medical staff. The reception team was so organized and professional that CNRH's leadership relied upon the team to intake other commands including Naval Facilities Engineering Command (NAVFAC), National Security Agency (NSA), Defense Information Systems Agency (DISA) and the Navy Exchange (NEX). A big mahalo to the following reception team members: Code 1140 Melissa Musser, Code 1140 Charlene Fukushima, Code 1141 Annette Gagarin, Code 1143 Ilka Luna, Code 1170 Jean Crisostomo, Code 1180 Jennifer Braden and Code 2300 Pua PahukoaMalia.

Vaccinations are still available for those who are considering receiving the vaccine. The shipyard encourages all employees and contractors to consider opting in to vaccine as it adds a critical layer of defense against COVID-19 for the workforce and their families. If employees have questions about vaccines, they should reach out to their supervisor and visit the CDC's website for more fact-based vaccine information. CNRH will continue to provide vaccinations at Bloch Arena and other locations through an online appointment-based system. For eligible personnel who would like to receive a vaccination, visit www.operationcovid-shot.com - personnel registering will need their 10-digit DOD ID found on their CAC card during the online registration process.

As the fight against COVID-19 continues, the hope of returning to a familiar normal has brightened with massive vaccine campaigns across the United States and other countries. While vaccines are highly effective at preventing severe disease and are likely to significantly reduce transmission, the threat of COVID-19 has not disappeared. Only when applying all of the protective health measures even when fully immunized will we be able to defeat COVID-19. Continue to wear your face mask diligently, wash your hands, physically distance from those not in your household, clean high touch areas, screen yourself daily, and consider receiving the vaccine if you haven't already!





A Strategic Shipyard in the Indo-Pacific

Story by Ashleigh Whitney
Deputy Public Affairs Officer

In the last decade, there has been an increased focus on the region covering the vast area from the west coast of the United States to the west coast of India - known as the Indo-Pacific. This region covers the most area of any of the Department of Defense's six combatant commands and is a vital driver of the global economy.

The Indo-Pacific includes the world's busiest international sea lanes and nine of the ten largest ports supporting global commerce. While many think goods are mostly moved via air cargo, in reality, more than 80% of the annual volume of internationally traded products travel across the world's oceans, requiring free and open sea lanes to maintain the global economy. Specifically in the Indo-Pacific, one-third of the world's maritime shipping, valued at more than \$3 trillion, flow through sea lanes in the South China Sea yearly.

The region is also heavily militarized with seven of the world's ten largest standing militaries and five of the world's declared nuclear nations. Beginning in 2009, the People's Republic of China (PRC) steadily increased territorial and maritime claims in the South China Sea. The PRC has unilaterally claimed semi-submerged reefs and mili-

tarized the land by building man-made islands with military bases. The United States and its allies have rejected these claims and regularly assert the right to freely navigate in international waters by conducting freedom of navigation operations.

As a nation, the United States is a major player in leading and supporting our allies to maintain a free and open Indo-Pacific region despite challenges from near competitors. Upholding the rule of law and freedom of navigation is required to maintain global stability and the free flow of commerce. The U.S. Navy's frequent presence and operations throughout the region upholds our diplomatic and military commitments and common regional goals so that all nations benefit.

The ships and submarines homeported at Joint Base Pearl Harbor-Hickam directly participate in the Indo-Pacific mission when they deploy. If these ships are unable to respond to a potential threat or deploy on time, the Navy's ability to provide a forward-deployed presence may be compromised.

Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility (PHNSY & IMF) has a massive strategic impact for the Navy's ships and submarines. Successfully executing the shipyard mission directly impacts the combat power and presence available at any given time. In addition, the shipyard's location in the middle of the Pacific Ocean allows ships to remain a week transit time closer to hot spots in the South China Sea with the ability to conduct both depot-level and intermediate-level maintenance in Hawaii instead of the west coast.

"The shipyard's motto - 'We Keep Them Fit to Fight' - are not idle words," said Rear Adm. Robb Chadwick, Commander, Surface Group Middle Pacific. "Our ships have to operate at top efficiency to fully execute their mission. The demonstrated ability to conduct complex repairs to our surface ships is strategically vital. A ship will most likely be able to get any repairs it needs here as opposed to transiting the Pacific to a west coast shipyard. That means they can return to their mission after a far shorter period of time, particularly for emergent repairs. The quicker repairs can be made, the sooner the ships can move to the front line."

For the shipyard, completing each short intermediate-level and longer depot-level availability on time, every time is the vital link to ensuring the Navy and each crew has a fully operational ship to respond to whatever mission is tasked. Each shipyard employee directly contributes to the nation's national security mission and global commitment to its allies by keeping the fleet fit to fight. Just as those who served in the shipyard during World War II resurrected and kept the Pacific Fleet sailing, today's workforce contributes to that legacy in a new era - one of a renewed power competition where our Navy and nation must continue to lead the way.

PHNSY & IMF: An Economic Pillar for Hawaii



Story by Ashleigh Whitney
Deputy Public Affairs Officer

Although the youngest state in the union, the Hawaiian Islands have a strong, long-standing relationship with our nation's armed forces with the U.S. Navy establishing a coaling station in Pearl Harbor in 1887. Often called the *Crossroads of the Pacific*, Hawaii is one of the only locations in the United States that houses all branches of the U.S. military, including the Army, Navy, Air Force, Marine Corps, Coast Guard, Space Force and National Guard with more than 146,000 military members and their families scattered throughout the islands.

From jobs for federal civilian workers and contracts for local businesses to infrastructure investments and spending by military families stationed in Hawaii, the U.S. Department of Defense (DOD) is the second largest economic driver benefiting all four counties, outpaced only by tourism during pre-COVID-19

times. With the onset of the COVID-19 pandemic, defense spending has provided a critical anchor for the state's economy during tumultuous times.

Defense spending in Hawaii totals more than \$7.5 billion, accounting for 7.7% of Hawaii's gross domestic product (GDP), number two in the United States for the highest defense spending as a share of a state's GDP. Of that \$7.5 billion, \$5 billion is allocated to payroll, while an additional \$2.5 billion is used for contract spending. The Department of the Navy accounts for 52% of the \$2.3 billion in contract spending in Hawaii, and in 2020, more than half of all contract funds went to businesses located in Hawaii.

"The defense industry is extremely important for Hawaii and our economy," said Sherry Menor-McNamara, president of the Chamber of Commerce Hawaii. "It is the second-largest

economic driver for the state and generates millions of dollars in contracts for local businesses. We are proud to support the military through the Military Affairs Council."

Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF), as the largest industrial employer in Hawaii with more than 7,100 civilian, military and contractor employees, has an economic impact of approximately \$1 billion, accounting for more than 13% of defense spending in the state.

About \$731 million of the shipyard's total spending funds workforce salaries. The primarily-civilian workforce is largely comprised of long-term residents of Oahu compared to military members who typically relocate every few years.

Additionally, PHNSY & IMF's surface ship maintenance efforts are primarily accomplished through private sector contracts. Across fiscal years 2020 and 2021, the shipyard will spend more than \$250 million in support of surface ship maintenance.

With continued threats and hostility in the Indo-Pacific region, U.S. Indo-Pacific Command, headquartered in Honolulu and encompassing the U.S. military's largest theater of operations, does not expect the DOD presence in Hawaii to decrease anytime soon due to the state's strategic geographical position, which is critical to the national security mission.



Various PHNSY & IMF personnel volunteering at community events

Kokua I Ko Makou Kaiaulu: Helping Our Community

Story and photos by Justice Vannatta, Shipyard Log Editor

If you asked someone to define *community*, they'd likely give you an answer that involves a physical location. A person's community is often described as a literal place in the world: a school, a neighborhood, or a town. The *Oxford English Dictionary* defines community as "a body of people or things viewed collectively."

Nothing changes a community for the better like volunteering. Whether you're organizing a food or clothing drive, cleaning up local highways or being a mentor and positive role model for keikis in local schools, doing good in the community connects you with others in meaningful ways.

The teamwork our Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility (PHNSY & IMF) 'ohana exhibits each day in the workplace extends well beyond the shipyard fence line. Generous volunteers, both military and civilian, bring their spirit of giving and teamwork to local non-profit organizations such as Special Olympics Hawaii, Honolulu Humane Society and Make-A-Wish Foundation Hawaii. By regularly engaging with these organizations, our employees contribute to the enrichment and revitalization of our local O'ahu communities. The glowing and grateful feedback received from these organizations is an undeniable testimony that many regularly lend a hand where it is most needed.

The Pearl 'Ohana is *giving* personified. The countless hours generously provided by our workforce help expand that concept throughout O'ahu communities. Employees support local robotics teams and mentor young students in science, technology, engineering and mathematics (STEM) programs while also engaging in efforts to share their own experiences about the benefits a career at PHNSY & IMF can offer local youth. Others dedicate innumerable hours supporting our youth by coach-

ing and mentoring community sports programs like Pop Warner football or Little League baseball held year-round throughout the island.

Their heartfelt efforts include visiting the elderly and the sick, organizing food and blood drives, maintaining our commitments to the Adopt-A-Highway program, serving holiday meals, and collecting clothing for those in need. They help coordinate the collection, preparation and shipment of items for care packages to be sent to our brothers and sisters who are forward deployed. They also work to help our nation's veterans and Wounded Warriors who make our shipyard a unique place to work.

Additionally, PHNSY & IMF personnel generously donate to the Combined Federal Campaign (CFC) each year to help fund a slew of local and national charities. For the second year in a row, PHNSY & IMF was awarded the prestigious CFC Hawaii-Pacific Agency of the Year for outstanding contribution and commitment. With a donation totaling over \$379,000, the shipyard's unfettering generosity exhibited our "Aloha" spirit, gave hope, sent much-needed funds to more than 3,000 charitable organizations worldwide.

For our shipyard 'ohana, it is not enough to be a part of the community; we strive for greatness, both at work and home. No one volunteers for recognition or thanks, but each volunteer deserves our deepest respect for sharing their time and talents, unselfishly giving to others, and "paying it forward." For all those who willingly help others, thank you. It is the mindful act of giving that leads to positive results and uplifting change in people's lives. Many, many *mahalos* to all our volunteers. You are deeply appreciated for keeping our fleet and communities fit to fight.

PHNSY & IMF Docking Team Supports Seven Docking Evolutions

Story by Lt. Cmdr. Jordan Fouquette

Photos by Dave Amodo

The Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) docking team was hard at work throughout the first few months of 2021. From January 7 to March 9, the team flawlessly executed five high-risk docking evolutions for seven different vessels.

No docking or undocking evolution is a simple task. Each is a complex process involving a great deal of coordination between different shops and codes to complete a smooth and safe evolution. This year's accomplishments were exceptional because four of the seven vessels were docked or undocked within approximately two weeks with two utilizing Buoyancy Assist Modules (BAMs) and four completed during two double-docking evolutions.

Following the successful undocking of a caisson from Dry Dock 2 on January 7, the team undocked USS Charlotte (SSN 766) from Dry Dock 3 on January 26. They then worked quickly to ready the emptied dry dock for USS Tucson's (SSN 770) docking on February 11. The shallow depth of Dry Dock 3 requires the use of BAMs for Los Angeles-class submarines to have adequate clearance to enter or leave the dry dock.

These modules act as giant ballast tanks that cradle both sides of the submarine to lift the vessel an additional eight to nine feet above its normal surface draft to provide the required clearances during specific high tide windows. Due to the tight tolerances, small tide window opportunities and complexities associated with operating the BAMs, these evolutions take months of preparation and planning with the evolution lasting six to seven days. These requirements make Dry Dock 3 dockings one of the most complex evolutions at the shipyard.

As one team worked diligently in Dry Dock 3, another was hard at work on an intricate double-docking evolution. On February 1, USS Topeka (SSN 754) and the caisson were docked successfully in Dry Dock 2. A double-docking requires precise coordination and flawless execution to ensure both vessels' safety is maintained throughout the complex evolution.

Not to be outdone, another team undertook a second double-docking evolution with USS William P Lawrence (DDG 110) and the ship's force berthing barge. Berthing barges are typically moored pier-side during surface ship maintenance periods. However, due to ongoing pier maintenance near Dry Dock 4, the shipyard docking team was called upon to perform an unprecedented evolution. On March 9, the team successfully double-docked the Arleigh Burke-class guided-missile destroyer and the crew's berthing barge together for the first time in PHNSY & IMF's history.

The entire evolution presented new and interesting challenges for the docking team. Alongside the project team and ship's force, the docking team worked tirelessly and began preparing months in advance to ensure a safe docking was successfully achieved.

Throughout all evolutions, the safety of personnel and vessels was paramount and all efforts were completed carefully with zero personnel injuries or vessel mishaps. This is a testament to the docking team's immense professionalism and expertise and exemplified the 'Nō Ka 'Oī' spirit of PHNSY & IMF!



USS Topeka (SSN 754)



USS William P. Lawrence (DDG 110)
and barge YRBM-52



USS Tucson (SSN 770)



PHNSY & IMF SurgeMain Sailors Keep Mighty Mo' Shipshape

Story by HT2 Noelle Rasmussen
and BM1 Oscar Allison

Beginning July 2020, nearly 200 U.S. Navy Reserve Surge Main-tenance (SurgeMain) Sailors were mobilized to support operations at Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF). As part of the largest mobilization of Reserve Sailors in the history of the Naval Sea Systems Command program, a calculated effort was made across the four public shipyards to mitigate the impact of the COVID-19 pandemic on the civilian workers who were at high risk of contracting the virus and required to stay at home to reduce the overall risk on the shipyard's availability schedules.

During their time in Pearl Harbor, many of the Sailors mobilized were interested in giving back to the community and honor those who had served before them. With their sights set on naval heritage, the SurgeMain Sailors selected the Battleship Missouri Memorial as the best place to concentrate their efforts.

Previously SurgeMain Sailors coordinated the volunteer program during their annual training at PHNSY & IMF, which normally lasts two to four weeks per year. With an opportunity for an increased effort due to the longer mobilization, the Sailors wasted no time assembling a group of hard-charging volunteers to tackle the mission. Led by Chief Boat-swain's Mate Grant Lively and Machinist Mate First Class Dominique Jacobs,

program participants provided more than 2,000 volunteer hours to the Battleship Missouri Memorial between August 2020 to April 2021. The volunteers comprised of mobilized SurgeMain Sailors, active-duty Sailors from Code 900-Training and fiscal year 2021 chief petty officer selectees.

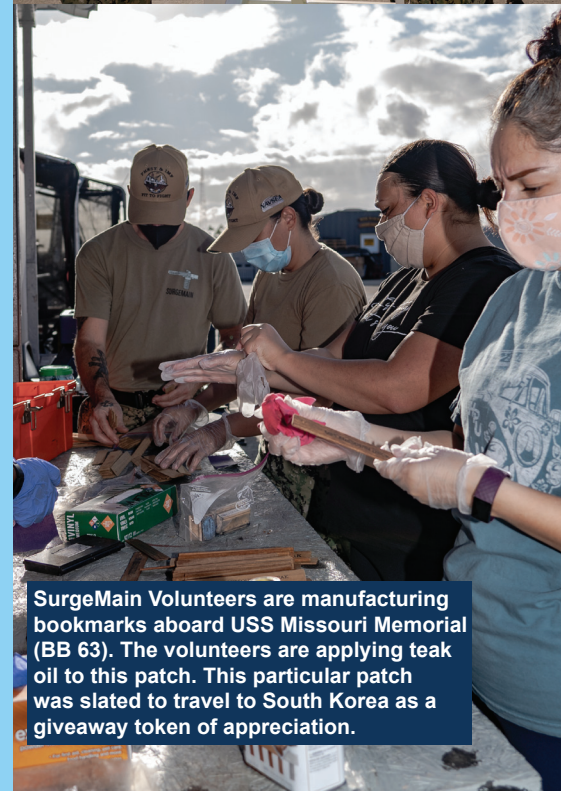
Volunteer shifts were typically scheduled on Thursday afternoons. However as the program grew in popularity, weekend shifts were added and overseen by Senior Chief Electrician's Mate Michael Penaflo. Volunteer assignments were scheduled in coordination with the Battleship Missouri Memorial Volunteering Director Keven Williamson. Upon arrival, volunteers were tasked with a myriad of jobs such as painting, chipping, scraping and scrubbing, etc. While the jobs may not have been glamorous, they allowed the volunteers to view parts of the ship that are not normally included in tours. Occasionally, volunteers would also be tasked with higher profile jobs such as refurbishing the ship's historic teakwood decks.

On September 2, 2020, SurgeMain Sailors were requested to volunteer for the 75th anniversary of the Japanese surrender aboard the USS Missouri (BB-63). The volunteer positions included sideboys, ushers, security, and clean-up crews. Attendees of the event included Secretary of Defense Mark T. Esper, U.S.

Indo-Pacific Commander Adm. Phil Davidson, World War II veterans, and other military and local leaders.

Upon the release of chief petty officer advancement results in October 2020, the Battleship Missouri Memorial was chosen as the focus of the selectees' volunteering efforts. Providing nearly 30 hours per person during chief season, Chief Selectee Class 127 refurbished a boat now aptly named USS 127.

On behalf of the SurgeMain volunteers, we are honored and humbled to have dedicated a portion of our mobilization to working alongside Keven Williamson at the Battleship Missouri Memorial. The ability to place our fingerprints on such a historical artifact and help bring the ship back to life is something that we will never forget. We are proud to have worked for the Battleship Missouri Memorial and proud of all the Sailors who have given so much time to ensure our volunteer effort's success. Bravo Zulu, SurgeMain!



SurgeMain Volunteers are manufacturing bookmarks aboard USS Missouri Memorial (BB 63). The volunteers are applying teak oil to this patch. This particular patch was slated to travel to South Korea as a giveaway token of appreciation.



PEARL PRIDE

Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility introduces its LGBT+ Employee Resource Group.

Story by **Natasha Ouellette**
Code 2340 Assistant Shift Test Engineer
& ERG President

On October 27, 2020, the first informational meeting of Pearl Pride took place at Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility (PHNSY & IMF). At that time, the group had no name with only a simple logo drawn in Microsoft Paint. More than anything else, we were an idea. However, what mattered most wasn't the room reserved, the snacks provided, or the PowerPoint slides presented. The greatest strength of Pearl Pride has been our members.

Pearl Pride is a community that provides social support and resources about lesbian, gay, bisexual, pansexual, transgender, genderqueer, queer, intersex, agender, asexual and other queer-identifying community (LGBT+) topics to all interested personnel at PHNSY & IMF. It is an advocacy group working with command leadership to ensure and expand the rights and protections of LGBT+ workers and an Employee Resource Group (ERG) that helps the command fully utilize all of the amazing employees by moving toward a barrier-free workplace.

At a recent meeting we asked our members what Pearl Pride

accomplishment they valued most and what they hope it can become in the future. Several members wrote about a sense of safety and belonging:

- "[Pearl Pride is] a place where people can feel safe & grow."
- "[We] show people it is safe to exist here."
- "What it means currently is feeling less alone. I know there are others here who understand my experiences as a queer person in the workplace."
- "This group shows me that I am not alone."
- "[Pearl Pride is] a resource for community and togetherness."

Dr. Amy Edmondson, professor of leadership and management at the Harvard Business School, describes the importance of these feelings in her psychological safety model featured in the research study "Overcoming Barriers to Collaboration: Psychological Safety and Learning in Diverse Teams." In the model, Dr. Edmondson explains that people who feel safe and included at work are more likely to speak up with ideas that can save time, money and even lives. She argues that when team members with diverse backgrounds work together to accomplish challenging goals, psychological safety will facilitate their ability to overcome barriers to communication that may have been created by their differences.

Informed managers and leadership who better understand their employees' needs allow for workers to become mission-ready faster. With a central SharePoint page of available resources, employees can spend less time working around obstacles and more time focusing on their jobs. Additionally, workers who feel a sense of belonging not only perform better, but will be more likely to make a career at PHNSY & IMF.

Overall, everything we do works toward our goal as a shipyard - keeping the fleet fit to fight.

Want to get involved? Pearl Pride meetings are every 3rd Tuesday from 1100-1150. Check the shipyard's home portal page broadcast announcements for information on upcoming meetings.

Looking for resources? Visit our SharePoint Page at <https://phportal.phnsy.sy/code/C1100/C1140/Pages/LGBTQ+.aspx> or contact Traci Paige at x2983.

Want to start your own ERG? Contact Traci Paige at x2983.

Code 2340 Nuclear Engineer Matthew Cook, Code 1140 Program Manager Traci Paige, Code 2340 Nuclear Engineer Natasha Ouellette, Code 2350 Nuclear Engineer Supervisor Stacie Sakai, Code 105.2 Nuclear Engineer Zz Riford and Code 2301 Lead Nuclear Engineer Michael Koan join PHNSY & IMF Commander Capt. Greg Burton in making the LGBT+ Employee Resource Group official.

Safe-Shop-Of-The Month



Shop 17 Sheet Metal Congratulations!

TO REPORT AN INCIDENT
OF HARRASSMENT,
CONTACT:

CODE 100CE DIRECTOR:
473-8000 x4355
CODE 100CE DEPUTY
DIRECTOR:
473-8000 x6073

TO FILE AN EEO
COMPLAINT,
CONTACT:
EEO OFFICE: 808-471-0241



Jan/Feb 2021 Labor & Employee Relations Disciplinary Actions

Letter of Reprimand

An employee failed to follow instructions

Letter of Caution

Five employees were cited for inappropriate conduct

Suspension

An employee failed to follow instructions

June Service Awards

10 Years

Matthew Felix
Stephen Kearney
Kelvin Lenchanko
Riley Martin
Leo Oshiro
Jason Poepoe
Sarah Tengan
Lloyd Yamamoto
Jason Zhao
David Rasquero
Carl Johnson
Phillip Williams
Andrew Ching
Mervin Marzan
Jordan Takasaki
Stacey Burgess
Randolph Soriano
Jared Young

20 Years

David Ayonon
Delon Cuizon
Rijia Fang
Devin Hiranaka
Gregory Reyes
Deborah Tang
Ronald Angel
Michael Hogan
Alvin Abanes
Gregory Easton
Sy Shimabukuro
Kimberly Chow
Chad Armstrong

25 Years

Brede Cambra
Shawnaverill Roldan

June Service Awards continued

Darrin Wataoka
Gary Rapoza
Earl Riddle
Kimberly Suzuki
Jon Kurashige

30 Years

Kimberly Suzuki
Jon Kurashige
Earl Riddle

35 Years

Claudio Bernaldez
Lori Tonai
Christine Shigeta
Danilo Domingo
William Conley
Rodney Halm
Melvin Cortez

40 Years

Mark Kirst
Renette Kaaiawaawa

45 Years

Thomas Urian
Mariano Chargualaf

50 Years

Paul Auna

Fair Winds & Following Seas to January Retirees

Ronald Burkhart
Curtis Ching
Ronald Galios
Peter Saunders
Duane Takara



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