

SALTE

BUILDING A TEAM TO FIGHT & WIN:

A SHOP TO SHIP COLLABORATION

page 6





Team PSNS & IMF,

This will be my last Salute column for 2022 and I have a few important thoughts to share as we reflect on the last 11 months. We've accomplished many great things together this year, and I know next year promises more of the same. The coming decade will challenge us in many ways as we adapt to a higher fleet operational tempo; welcome the addition of the Ford-class aircraft carrier and the Virginia- and Columbia-class submarines to our workload; and mold our capabilities and capacity around the new ship systems that we haven't worked before.

As the Navy continues to increase force posture in the Pacific, we remain the primary provider for the maintenance, repair, modernization, inactivation and disposal of ships, submarines, and nuclear-powered aircraft carriers in the Pacific Fleet. Let's be honest, if, and perhaps it's more of a "when," something happens in Western Pacific that requires our dry docks or our workforce to respond, I'm confident that PSNS & IMF and NWRMC will be ready, willing, and able. The work we do today is what sets us up to be successful in the future. We have an incredible, highly-dedicated team here and at our locations around the world, and I know we are ready for anything that comes our way.

Going into December and into 2023, there's one thing at the top of my long list of priorities: Safety. Please continue to emphasize safety at every opportunity. The last thing I want is for anyone to get injured, and we simply cannot be comfortable with hurting people at work. We need to be having conversations about safety every single day to combat complacency. It's more than just telling someone to "be safe" and then moving on. It's about taking care of each other in a deliberate way. We need to be thoughtful and precise, approaching our work with safety always at the top of our minds.

I understand how challenging it can be to truly be present at work because of personal distractions, long hours, health issues, family problems and stress. We are all humans dealing with our own stuff – trust me, I know. But, we must recognize when our focus and attention are waning, and then take the necessary steps to refocus and be present in the moment.

The bottom line is: accidents happen. But we should still make every effort to prevent anyone from getting hurt when they're here at the shipyard. We make the shipyard a safe place to work when we're all watching out for one another and proactively identifying ways to reduce and eliminate risk. That safety mindset should apply when we walk out of the gates, too.

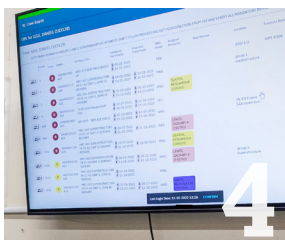
In the New Year, we must also continue our work to ensure our words and actions align with our Command Guiding Principle to Respect Every Individual. Safety is about more than just the physical aspects. It's about whole-person well-being, and that's why it's imperative for us to create a safe environment where every member of our workforce is seen, heard and empowered to reach their full potential, but also seen, heard and supported when they need our help. Keep an eye out for yourself and your co-workers. It's how we Win As A Team. The work we do, the successes we celebrate and the failures we learn from, are done together as a team.

If you or someone you know are experiencing thoughts of suicide, please take advantage of confidential services like the Command Counseling Program (360-340-2745), Civilian Employee Assistance Program (360-476- 5673), or the Veterans/Military Crisis Line and National Suicide Prevention Lifeline (988).

As always, thank you for all you do in support of our mission, and each other. Stay safe and happy holidays to you and your families!


Captain Jip Mosman
Commander, PSNS & IMF

In this issue:



NSS-SY Spotlight
Digital Crew Boards



Building a Team
To Fight & Win



Sound Speakers:
50 years at PSNS & IMF

On the cover:

Britton Cox, mechanical engineer, Code 260M, Inside Machine Shop Engineering & Planning, poses for a portrait in Building 431. (U.S. Navy photo by Wendy Hallmark)

A VISIT *with the* VICE ADMIRAL

DISTINGUISHED
VISITORS

PSNS & IMF Public Affairs

Vice Adm. Bill Galinis, commander, Naval Sea Systems Command, spent two days at Puget Sound Naval Shipyard & Intermediate Maintenance Facility, Nov. 14 and 16.

During his visit, Galinis met with senior leadership and held focus group sessions with engineers and zone managers in an effort to identify "head-hurters" related to both workforce productivity and employee morale and well-being.

He also participated in morning Gemba walks on the waterfront, where he had an opportunity to engage directly with the PSNS & IMF mechanics who support the Command's Naval Sustainment System – Shipyards initiatives.

"From my perspective, the work we're doing in the public shipyards is hands-down one of the most important things we're working on at the NAVSEA Enterprise," said Galinis. "Be proud of what you're doing — but don't be satisfied with the status quo performance. Your work has real-world impacts on our country, our fleet and our warfighters around the globe."

Galinis also challenged shipyard leadership to Get Real and Get Better by honestly self-assessing performance, focusing on the things that add value, and encouraging learning through trust and respect.



"It's always an honor to host Vice Adm. Galinis," said Capt. Jip Mosman, commander, PSNS & IMF. "During this most recent trip we had the opportunity to focus more on the people side of our business, and we spent a lot of time discussing things like recruitment and retention, salaries

and wages, the rising cost of living, health care and transportation. I believe the Admiral ended his visit with a much broader understanding of not only some the challenges here in the shipyard, but also of what our employees face outside the shipyard gates."



TOP: Vice Adm. Bill Galinis, commander, Naval Sea System Command, conducts an early morning waterfront walking tour with Capt. Jip Mosman, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility and Marc Harrington, nuclear engineering and planning manager, Code 2300. **ABOVE:** Galinis speaks with shipyard zone managers during a focus group roundtable Nov. 16 in Building 850. **LEFT:** Galinis drops in to visit Shop 11/17, Shipfitters, Forge and Sheetmetal, during his early morning waterfront tour Nov. 16. These tours allowed Galinis to directly engage with the mechaics who support Naval Sustainment System - Shipyards initiatives and get their feedback. (U.S. Navy photos by Wendy Hallmark)



NSS-SY INNOVATION SPOTLIGHT

DIGITAL CREW BOARDS

Aime Lykins
PSNS & IMF Public Affairs

In mid-2021, Puget Sound Naval Shipyard & Intermediate Maintenance Facility's Naval Sustainment System-Shipyards Waterfront Pillar team rolled out standards for start-of-shift briefs and introduced the use of dry-erase crew boards. With an innovative mindset, Code 900DX Digital Transformation and the Code 900 Production Resources Officer looked ahead to the next level of transformation, and began investigating ways to automate traditionally manual tasks.

The question on how to approach automating crew boards was taken to the waterfront. The idea of automation was shared with waterfront supervisors across multiple Gemba walks, during tours of other naval facilities and at corporate NSS-SY venues. "Throughout this initial brainstorming, there was overwhelming positive support for the concept, and people shared ideas and feedback that spurred the kick-off of the digital crew boards initiative in January 2022," said Dakota King, deputy digital transformation manager, Code 900DX. "In support of digital tools on the waterfront, the [NSS-SY] IT Pillar engaged in the development of the digital crew boards concept, building upon the Waterfront Pillar's start-of-shift effort."

Shop 26, Welders, became the champion of the digital crew board pilot program and boards were used daily at existing start-of-shift briefs. The shop's muster site already had the right equipment, which enabled the rapid creation of the digital tool that allowed crew members to track jobs electronically rather than on cumbersome dry-erase boards.

The digital crew boards facilitate a two-way information pathway. The lead shop is able to see what is going on with the assist trade, which helps supervisors and crew members stay more up-to-date with current work, and be quicker with reactions to changes. The boards showcase the power of having real-time information available to crews and upper management. This will benefit supervisor support meetings in a positive way, providing supervisors real-time, up-to-date information as they are coordinating with other trades and codes. This fosters improved communication, resulting in more effective waterfront crews. "Currently there are 10 supervisors that have been a part of the pilot," said Kyle Denton, digital transformation manager, Code 900DX. "Major changes to the digital tool are planned based on the first phase. A second phase will include additional supervisors to test those changes."

Digital crew boards are a tool created by the supervisors, for the

supervisors and allow direct feedback and testing on how the tool is functioning for them and their crews.

"Having their involvement in the foundational phases of building is both vital and invaluable," said Jeremiah Darnall, NSS-SY IT Pillar representative. "For this initiative to truly be successful, we must have the continued support of our current pilot and future supervisors."

PSNS & IMF has quickly moved from initial request to a working pilot and are very close to a minimum viable product that can be implemented soon. This has been done with a small core team of 900DX and Code 109, Information Technology and Cyber Security Office, developers at PSNS & IMF.

"The current digital crew board WINs have been from our assist trades gaining the ability to build their own daily priority list and more readily see what work is coming up from lead shop supervisors," Denton said. "There is keen interest across the shipyards to become involved and see how they can implement digital crew boards. Right now, this is a homegrown innovation, but we are building out a team of representatives from across all the shipyards."

PSNS & IMF continues to improve its ability to deliver on time, every time to preserve national security, through activities like digital crew boards development with NSS-SY.

"With each meeting and iteration change, production supervisors are helping transform digital crew boards into a tool they want to use," said Darnall. "In the near future we will be calling on more supervisors and their leadership to help support this to improve their daily lives."



“ FOR THIS INITIATIVE TO TRULY BE SUCCESSFUL, WE MUST HAVE THE CONTINUED SUPPORT OF OUR CURRENT PILOT AND FUTURE SUPERVISORS. ”

PSNS & IMF Inclement Weather Information

The work at PSNS & IMF requires many continuous operations; however, there are times when extreme weather or emergency situations call for non-critical operations to be curtailed. There is still a need for specific personnel to report to their worksites if their responsibilities require them to support and conduct critical work. Those employees are identified by positions and by their supervisors. You should know if your position requires you to report to work, or you will receive word from your supervisor. If you are unsure, please contact your supervisor to determine if you need to come to work. **Curtailed** means that the shipyard is not closing, just limiting certain work and positions that are not required for the operations that must continue.

STAY Informed

PSNS & IMF information will be posted on Facebook at Facebook.com/PSNSandIMFonthewaterfront, and pushed across additional channels you can access at home and at work. Please Note: You do not need a Facebook or Twitter account to view PSNS & IMF posts.

If an announcement is made during the workday, you may also see it on the command's SharePoint in News You Can Use, in your inbox as part of an all-hands email to the workforce, or from your supervisor for those without computer access.

Reporting Instructions Based on Physical Work Location:
PSNS & IMF Bremerton site employees:

- Phone line: 866-291-1160
- Facebook: www.facebook.com/PSNSandIMFontheWaterfront
- GroupCast: asp.schoolmessenger.com/navy/subscriber
- Twitter: www.twitter.com/psnsandimf

For full details and FAQs
visit [News You Can Use on the PSNS & IMF SharePoint page](#).

PSNS & IMF Bangor employees (including TRF, NRMD and Service Pier):

- Phone line: 360-315-4321
- Facebook: www.facebook.com/TRFBangor
- GroupCast: asp.schoolmessenger.com/trident/subscriber

PSNS & IMF Naval Station Everett employees:

- Detachment Information Line: 425-304-5822
- Naval Station Everett Facebook: www.facebook.com/NavalStationEverett
- Naval Station Everett AtHoc: Follow customization instructions for AtHoc below.

Naval Base Kitsap services and closures:

- NBK Facebook: www.facebook.com/kitsapnavy
- NBK AtHoc: Follow customization instructions for AtHoc below.

PSNS & IMF and Naval Base Kitsap are not the same command. NBK may issue different reporting instructions for their employees at Bangor, Bremerton and Keyport. NBK operating status information is relevant to PSNS & IMF employees for the purposes of accessing support services like child care, Navy Exchange, Commissary, gates, food establishments, etc. only, **NOT** about PSNS & IMF operating status.

AtHoc Customization:

AtHoc provides multiple means of notification to personnel via computer desktop pop-ups, emails, telephone calls and text messages.

- Open the task bar in the lower right corner of your NMCI computer screen.
- Click on the pale purple globe icon and select "Access Self Service."
- From this page, users can enter their contact information and preferred methods of notification in the event of inclement weather or emergency situations.

Transit Authority Information Lines:

- Kitsap Transit line: 800-501-7433 or www.kitsaptransit.org
- Mason Transit line: 360-427-5033 or www.masontransit.org
- Pierce Transit line: 253-581-8000 or www.piercettransit.org



BUILDING A TEAM

TO FIGHT & WIN

ABOVE: Britton Cox, mechanical engineer, Code 260M, Inside Machine Shop Engineering & Planning, poses for a portrait in Building 431 at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. (U.S. Navy photo illustration by Adrienne Burns)

Ben Hutto
PSNS & IMF Public Affairs

Twenty six valves came into Shop 31, Machinists, Electroplaters & Toolmakers in late April from USS Theodore Roosevelt (CVN 71). After a six-month deployment operating in diverse environments—from the heat and humidity of the Indo-Pacific and South China seas to the cold of the Gulf of Alaska—the effects of brine were evident. Most of the valves were covered with a layer of rust that had built up during the long days at sea. The valves are designed to interact with fuel, not sea water. If they were going to be repaired on time, it was going to take an unprecedented team effort to do it.

During the Docking Planned Incremental Availability on Theodore Roosevelt, the project team had a major challenge finding a repair activity that could handle the repair of multiple fuel valves. As the availability progressed, there was the potential that the ship would go to sea without a major capability if the repairs weren't made.

The shipyard machine shop was heavily loaded and, as this is considered “topside” aircraft carrier work that is outside the propulsion plant, it would not normally be repaired by the shipyard. Britton Cox, an Inside Machine Shop engineer in Code 260M, Inside Machine Shop Engineering & Planning, recognized this was going to require a new approach if the team was going to get this work done to support deployment.

While the work ultimately fell on Shop 31, Cox thought there might be a way to share the workload.

“I was aware that the shop supervisor was short on help,” he said. “There were many jobs that were sitting at much higher priorities and they needed all the help and attention on those jobs... so I went out on a limb and asked if I could have six members [of Ship's Force] come to the shop to assist with the work.”

Meetings between shop heads, Ship's Force and contractors ensued and led to collaborations between 260M, Shop 31, Ship's Force, a contracted vendor and Cox. When work started in September, seven separate manifolds that included 26 of these

valves, each with their own challenges, began the process of being repaired. Each part took an average of 1.5 weeks to finish, plus an additional week in the paint shop, to finally be ready to return to the Theodore Roosevelt for reinstallation. The Sailors learned quickly and became major contributors to getting this work done.

The work was in-depth and detailed, but the team was able to streamline the process and turn parts around quickly. By sharing the load, all of the valves were eventually disassembled, scrubbed free of corrosion, had parts replaced, were reassembled and then pressure tested. It's a job that Cox explained would have taken more time than was available if it were being worked on by a single individual.

Contracted technicians were able to work with individual Sailors and shop workers to explain valve operation and the overhaul process and to demonstrate proper techniques for repair. This soon led to Sailors leading repair work on valves with technical and production assistance. As more Sailors from the Theodore Roosevelt arrived in the shop, they were taught by their teammates from what they had previously learned from their civilian counterparts—and were soon at work on their own valves. It's a collaboration that Cmdr. Wayne Oxendine, chief engineer, USS Theodore Roosevelt, hopes will pay off out at sea when those Sailors are called on to repair valves.

“This was a great team effort between the shipyard and our Sailors. We would not have had full capability for transferring fuel without these repairs getting done. This also gave our Sailors skills they didn't have, and the capability to keep us operating while at sea”

Cox said he is very proud of the role he and his coworkers had in helping their war-fighting partners.

“These Sailors are the tip of the spear,” he explained. “However, the tip of the spear is useless without a staff to sit upon. I'm here to ensure the staff can withstand the fight, or be replaced when it is worn out.”

With the success of this collaboration, Chuck Jones, maintenance program manager, USS Theodore Roosevelt Project, hopes joint work efforts between shops and ships will become more common. Jones believes it would have long-term benefits for the fleet.

“Over the past few years, maintenance training for our Sailors has been slowly reduced,” he said. “Being able to have the skilled machinists and mechanics from PSNS & IMF and our contracting partners teach Sailors these valuable skills fills this void. Teaching Sailors the proper way to conduct ship-level maintenance ... increasing Sailors' ship-level maintenance proficiency, will allow the shipyard and our contracting partners to perform the more complex maintenance tasks, ensuring our CVNs will last more than 50 years.”



LEFT: Dylan Whaley, an electricians mate third class assigned to USS Theodore Roosevelt (CVN 71), assists with a valve repair in Shop 31, Machinists, Electroplaters & Toolmakers. Sailors were trained on repairs in a new collaboration between the shop and the ship.
BELOW: Whaley, center, gets help disassembling a valve from Erik Kendrickson, right, a technician from contracting partner Curtiss Wright Fleet Solutions and John Devito, left, a technician from contracting partner Target Rock. (U.S. Navy photo by Wendy Hallmark)





Adopting an 'attitude of gratitude' this holiday season

Aime Lykins
PSNS & IMF Public Affairs

Thanksgiving is traditionally considered a time to relax with family and friends, indulge in delicious seasonal foods, and ring in the holiday season. When we think of Thanksgiving, feelings of gratitude come to the forefront of the mind. Believe it or not, gratitude is good for your health! Gratitude is not simply a feeling, it is a set of mindfulness behaviors and practices that can be used every day to improve overall health and well-being.

Research from the Harvard Medical School suggests that gratitude helps people feel more positive emotions, relish good experiences, improve physical health, deal with adversity, and build strong relationships. Researchers from the University of California, Berkley have spent more than a decade studying the connection between health outcomes and gratitude behaviors. Studies support the hypothesis that people of all ages and nationalities who have more grateful dispositions report a reduction in gastrointestinal problems, sleep disturbance, and pre-existing high blood pressure.

Gratitude helps people focus on what they have instead of what they lack. Although gratitude behaviors may feel forced at first, a grateful mental state grows stronger with use and practice. Here are five ways to

cultivate gratitude during the holidays:

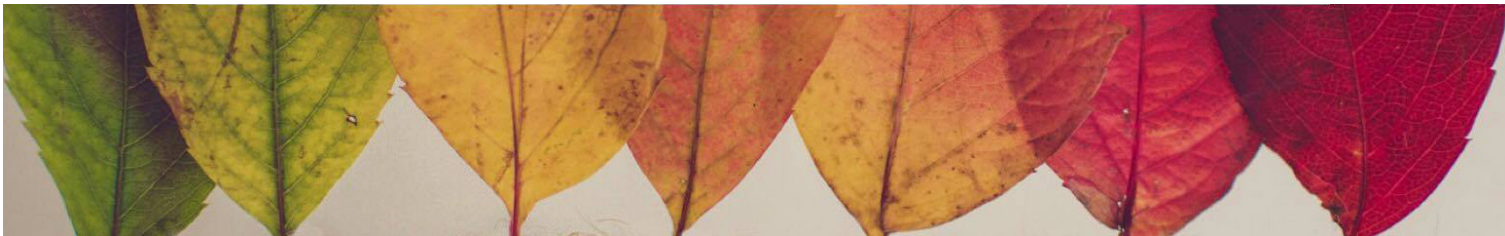
CULTIVATING GRATITUDE

1. Write a thank you message or thank someone in person, it can stimulate feelings of happiness and nurture relationships with others by expressing enjoyment and appreciation of that person's impact on your life. This can be especially important for those struggling with loneliness or grief during the holiday season.
2. Keep a gratitude journal or have a gratitude partner. Make it a habit to write down, or share with a loved one, thoughts about the gifts and blessings received each day. This can be particularly beneficial when holiday stress begins to emerge, make time to foster your resilience through gratitude. As you write or speak with a loved one, be specific and think about the sensations you felt when something good happened.
3. Consume foods and drinks mindfully. This includes acknowledging where food was grown and who prepared it, noticing the colors, flavors and textures of foods, and savoring small bites with appreciation for nourishment. Eating with gratitude can help influence healthy eating

behaviors. The opposite of mindful eating, sometimes referred to as mindless or distracted eating, can be associated with anxiety, overeating, and weight gain.

4. Accept imperfection, realize it is healthy and normal. Give yourself grace when planning for holiday gatherings, events, activities, and celebrations. Show gratitude for connectedness to others; a few cleansing breaths during stressful times can help the body shift focus and return to a mindful state.
5. Gratitude is a heartwarming feeling but a growing body of research suggests mindfulness behaviors may actually improve heart health. The American Psychological Association and the University of California, San Diego's School of Family Medicine and Public Health, found that increased gratitude behaviors influence inflammatory biomarkers related to cardiac health.

There are many ways to cultivate gratitude but no matter the form, simply asking "what am I grateful for today?" is a meaningful start. When gratitude is present, it can benefit you and those around you. In your Thanksgiving Day reflections and holiday activities, let gratitude be a gift you give to yourself and others. It is a gift that will keep giving all year long.



Sound Speakers celebrate 50 years at shipyard

Adrienne Burns
PSNS & IMF Public Affairs

The Sound Speakers club, a Puget Sound Naval Shipyard & Intermediate Maintenance Facility chapter of the Toastmasters Club, celebrated 50 years at PSNS & IMF during its weekly meeting Oct. 26. The PSNS & IMF club—Club 1174, District 32—was established Nov. 2, 1972, with the purpose of helping members improve their communication, public speaking and leadership skills.



U.S. Navy photo by Scott Hansen

"I was terrified of the idea of public speaking," said Vanessa Fadeff-Henderson, process improvement Green Belt, Shop 38, Marine Machinery Mechanics, and Sound Speakers treasurer. "However, if I wanted to grow, I knew I must address my weakness and become an effective communicator. So I took a chance and I learned Toastmasters is an amazing place to find your voice."

Alex Su, president of the Sound Speakers club and a lead mechanical engineer, Code 260.3, Deck Machinery & Mechanics, also believes the skills learned through the club can have a positive effect both inside and outside of the shipyard.

"I see public speaking as an avenue to building self-confidence, improving organizational skills and gaining leadership experience," Su said. "I am no longer the shy, quiet guy who always got spoken over. Toastmasters has empowered me to seize opportunities that have furthered my career and enriched my relationships outside of work."

Sounds Speakers is recognized by the shipyard as a legitimate training course, which is referenced in the Workforce 2020 Strategy. The group meets every Wednesday in Building 850, 4th Floor, Horseshoe Conference Room, from 11:25 a.m.-12:25 p.m. The club hopes to grow its membership to 30 members by mid-2023. For details on how to participate in Sounds Speakers, call 360-476-1769.

Educator Day showcases shipyard career paths

Ben Hutto
PSNS & IMF Public Affairs

The Puget Sound Naval Shipyard & Intermediate Maintenance Facility hosted 24 educators, administrators and career counselors from 18 academic institutions from across Washington State Nov. 15 as part of their Educator's Day.

The tour illuminated potential career opportunities at the shipyard to local school leaders, for them to share with students.

At the beginning of the day-long event, Capt. Jip Mosman, commander, PSNS & IMF, provided a brief overview of the shipyard and shared insights about the importance of shipyard career paths.

"The importance of what our people do is extremely high," said Mosman. "The fleet of submarines and aircraft carriers absolutely relies on the shipyard, and if we do not do our jobs well and get those Sailors back out to sea to make things happen, we are risking the security of our nation."

Guests got to tour the shipyard and see potential jobs on display. From seeing a diver demonstration to touring USS Theodore Roosevelt (CVN 71), the tour showcased a wide range of jobs and how they all fit together.

Deborah Welsh, manager, Career Connected Learning at West Sound STEM, said the information gained through the tour will be a huge resource for educators.

"Educators are with their kids for hours and hours a day," said Welsh. "When a teacher realizes they have a student who likes puzzles and [that teacher knows] different companies like PSNS & IMF, they can say, 'You know what?' There are twelve jobs there that would be a great fit for someone that likes to solve puzzles."

The tour also featured a panel discussion during the group's lunch break that allowed educators to ask questions and get more information for their students about potential careers.

Many educators said they were particularly

impressed with the PSNS & IMF apprentice program. The program, which works in conjunction with Olympic College, is one of many pipelines the shipyard uses to swell its ranks and gain skilled workers.

"We pride ourselves on taking in a barista on Friday and turning them into a pipe fitter on Monday," said Mosman. "We have great training programs that work very hard in taking people with no work-related skills and working with them and training them to turn them into a skilled mechanic."



U.S. Navy photo by Scott Hansen

Flank Speed Update: Setting up your mobile device

Code 109.3
Information Technology & Business Division

Code 109 is wrapping up the migration of the final PSNS & IMF end users to Flank Speed. To date, more than 13,000 customers have migrated.

Setting up Flank Speed on Mobile Devices:
As of Oct. 28, the Blackberry UEM software for iPhones throughout the Dept.of Defense was discontinued. Code 109 is working

to assist iPhone users with migration to Flank Speed. To continue enjoying access to email, and to enable MS Teams chat, voice and video meeting capability on iPhones, users should contact the NMCI helpdesk at 1-866-843-6624 and select options 1, 5 and 2 to verify that the phone is ready for Flank Speed. NMCI must ensure that the device serial number is set up for Navy Enterprise InTune. Next, users should ensure devices are backed up to the cloud to save contacts,

messages and other data. Smart phone users will receive email instructions with a Flank Speed Set Up Guide and links to a troubleshooting page.

For access to the Flank Speed mobile guide, navigate to: <https://flankspeed.sharepoint-mil.us/sites/smartphonesupport>

For additional support, customers can email smartphonesupport@us.navy.mil or visit the IT Customer Service Desk located in Building 850A on the 5th Floor.

UPCOMING EVENTS
Happening Now

Benefits Open Season is going on now through Dec. 12, 2022.
For questions about Benefits Open Season or how to access the GRB Platform, please call the Benefits Line at 888-320-2917 from 7:30 a.m.-7:30 p.m., EST, Monday - Friday, except on Federal holidays. During the Federal Benefits Open Season hours of operations are extended to 9:30 p.m. The TTY number is 866-359-5277.

Dec. 6 | ASBP Blood Drive

ASBP Armed Services Blood Program
GIVE A GIFT OF LIFE — DONATE BLOOD
1ST WEDNESDAY OF THE MONTH
December 7, 2022
9AM - 3PM, BLDG. 1106, RM 214
For full details, visit News You Can Use on the PSNS & IMF SharePoint home page.

Dec. 6 | Instructor Community of Practice Workshop

If you teach or instruct in any manner, save the date for the Instructor Community of Practice Workshop held Dec. 6, 2022, an all-day event.
UIPI 0880-450 Admin Instruction 5.2 requires instructor continuing training. One of the two hour sessions in this Workshop will fulfill this requirement and you will receive credit in ATMS/Waypoints. Come join us for any of the sessions containing the following instructor competencies; Winning As A Team, Effective Communications, Training Program Administrations, Curriculum Design, Effective Presentations, Testing (practical), and Training Evaluation. Visit News You Can Use for full details.

Dec. 7 | 81st Anniversary: Attack on Pearl Harbor

"December 7, 1941—a date which will live in infamy—the United States of America was deliberately attacked by naval and air forces of the Empire of Japan....Always we will remember the character of the onslaught against us. No matter how long it may take us to overcome this premeditated invasion, the American people, in their righteous might will win through to absolute vistory."
— President Franklin D. Roosevelt, in his speech delivered to Congress Dec. 8, 1941



During November 2022, the following employees with a combined 179 years of corporate knowledge retired. We thank them for their dedicated service.

- Christopher M. Williams, Code 250
Joseph D. Reeves, Shop 26
Kevin L. Miller, Code 210
Julie A. Clark, Code 2301
Luis E. Rodriguez, Shop 38
Ronald M. Kepner, Shop 99



Winter Safety Pause begins Dec. 5

PSNS & IMF Public Affairs
Mark your calendars! Puget Sound Naval Shipyard & Intermediate Maintenance Facility will be holding a winter Safety Pause from Dec. 5-20 as we prepare to go into curtailment. Employees will be given the opportunity to participate in a 12 Days of Safety activity during this time, which can be turned in for a 2-hour Time Off Award when completed, and verified by their supervisor.
In addition to promoting daily safety awareness, the goal of the Safety Pause is to remember the new safety challenges that winter months present. We want to see you safe and healthy here at the shipyard, but also when you travel to and from work, and in your holiday travel and activities. You are our greatest asset!
Keep an eye on News You Can Use and the Code 900S SharePoint site for full details and resource materials in the coming days.

DEC 5 Safety Pause
12 Days of Safety activity begins

VOLUNTARY Leave Transfer PROGRAM
This program authorizes federal employees to donate annual leave to other civilian federal employees.
If you wish to donate annual leave or have any questions, please contact the Human Resources Office at 360-476-8289, or visit Building 435, 3rd floor, Room 338, or fax your donation form to 360-476-8723.
Code 105 Melinda Craig
Code 290 William Hall
Code 1124 John Miller III
Code 2320 Donna Taylor
Shop 11 Keith Detweiler
Shop 38 William Johnson
Shop 56 Bo Kivi
Shop 71 Brandon Fassnacht
Shop 99 Aaron Gantenbein
Gifford Balter

Rideshare

Pierce Transit Vanpool: Picks up at Kimble Park & Ride at 6 a.m. and arrives at shipyard at 6:45 a.m. Departs shipyard at 4:02 p.m., arrives in Gig Harbor at 4:45 p.m. Call or text 253-225-7218 for details.
Pierce Transit Vanpool: Picks up at TCC Park & Ride, 19th & Mildred Ave. at 5 a.m. Departs shipyard at 3:30 p.m. Call or text 605-464-9644 for more details.
Tacoma Vanpool: Picks up at 123rd & Pacific Ave. at 4:55 a.m., picks up at 6th Ave. at 5:15 a.m. Departs shipyard at 3:05 p.m. In need of backup drivers. Call 253-202-5819 for more details.
Pierce Transit Vanpool: Picks up in Gig Harbor at 6 a.m. Departs shipyard at 4:02 p.m. Call or text 253-225-7218 for details.

SALUTE

Salute, Vol. XIV No. 24
November 23, 2022
Next issue: January 5, 2023
Commander Captain Jip Mosman
Executive Director Richard Tift
Public Affairs Officer Anna Taylor
Editor Adrienne Burns
Facebook: Facebook.com/PSNSandIMFontheWaterfront
Flickr: Flickr.com/PSNSandIMF
Twitter: Twitter.com/PSNSandIMF
YouTube: YouTube.com/JoeShipyardWorker
Website: navsea.navy.mil/Home/Shipyards/PSNS-IMF
Salute online: dvidshub.net/publication/1101/salute
Phone: 360-476-2544
Email: psns.pao.fct@navy.mil
Mailing address: 1400 Farragut Ave. Stop 2072 Bremerton, WA 98314-2072
This magazine is published for members of the PSNS & IMF workforce. Views and opinions expressed in Salute are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense, the Department of the Navy, or PSNS & IMF. Salute is produced in accordance with SECNAVINST 5720.44C, Department of the Navy Public Affairs Policy and Instructions. Editorial content is gathered, prepared, edited and provided by the PSNS & IMF Public Affairs Office. All photos are property of the U.S. Navy, unless otherwise credited.



AROUND *the* YARD

A look at the people, places and events around Puget Sound Naval Shipyard & Intermediate Maintenance Facility



TOP LEFT: Royce Blankenship, director of workforce development, Shop 56, Pipefitters and Shop 57, Insulators, leads members of the Navy League of the United States Bremerton-Olympic Peninsula Council through Building 107 during their first ever tour of Puget Sound Naval Shipyard & Intermediate Maintenance Facility Oct. 25. The Navy League is a civilian maritime organization dedicated to maintaining a strong maritime force. **TOP RIGHT:** Mike Church, acting trade superintendent, Shop 31, Machinists, Electroplaters & Toolmakers, briefs members of the Navy League during a workforce innovation and Continuous Training and Development tour. (U.S. Navy photos by Wendy Hallmark) **CENTER:** Capt. Jip Mosman (left), commander, PSNS & IMF, renders a salute during the Kitsap County Veterans Day ceremony held Nov. 11 at the Kitsap County Fairgrounds (U.S. Navy photo by Anna Taylor)

BOTTOM LEFT: David Votroubek, career advisor, Shop 71, Painters, guides a North Mason High School student through the use of a virtual reality spray simulator at the Try-A-Trade event held Nov. 2 at the Kitsap County Fairgrounds Pavilion. **BOTTOM RIGHT:** Booths from multiple trades at the shipyard were set up for participants to try during the event. (U.S. Navy photos by Wendy Hallmark)

