

Refit Review

TRIDENT REFIT FACILITY BANGOR



TRF Bangor celebrates apprentice graduation ceremony

By Mass Communication Specialist 2nd Class Victoria Foley Navy Public Affairs Support Element

SILVERDALE, Wash. (Nov. 6, 2020) – Trident Refit Facility Bangor (TRFB) held their own celebration of 19 graduates from the Puget

Sound Naval Shipyard & Intermediate Maintenance Facility's (PSNS & IMF) Apprentice School at the Naval Base Kitsap-Bangor Chapel, on Nov. 6.

The apprenticeship program is operated by PSNS & IMF and has been operating for 119 years. This is the first time TRFB has held their own ceremony in support of their graduates from the school.

"You have worked diligently, you have reached the finish line, and you should be very proud of yourself," said Capt. Robert Figgs, TRFB commanding officer. "You earned this degree- no one handed it to you and you did it while balancing increased daily duties, your workload in the shop, family life, and I'd be remiss not to mention, you persevered during a global pandemic. I commend you for your accomplishment."

The apprenticeship program is a four-year long program

interior communication electronic mechanic, a shipwright, a temporary systems electrician, a circuit board repair electronic mechanic, a pipefitter, a machinist, and a SONAR sensors electronic mechanic.

John Kyser, TRF Bangor Apprentice Program Coordinator, helps to manage the 63 Apprentices currently in the program with 19 of them graduating this year.



SILVERDALE, Wash. (Nov. 6, 2020) – Trident Refit Facility Bangor Commanding Officer Capt. Robert Figgs presents a Department of the Navy certificate of apprenticeship to Samuel Reitz during TRFB's 2020 Puget Sound Naval Shipyard & Intermediate Maintenance Facility Apprentice School Graduation ceremony at the Naval Base Kitsap–Bangor Chapel. (U.S. Navy photo by Mass Communication Specialist 2nd Class Victoria Foley/Released)

with three years of academics and on the job training followed by an additional year of on the job training that covers 26 different trades. The trades graduating from TRFB this year consist of a lifting and handling rigger, marine mechanics, electroplaters, an electrician, an

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"I'm extremely excited for our [graduates] this year," said Kyser. "It's quite the achievement and not everyone makes it through the program. It's hard work and the standard is high."

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Captain's Corner



Team TRF Bangor,

Happy Holidays! Congratulations to the Chief selects! You should be rightfully proud of this career milestone. We've all heard the phrase "ask the Chief," this is because Chiefs are recognized for their technical expertise, administrative abilities and strong leadership. Perhaps most importantly, Chiefs are our deck-plate leaders with influence throughout our ranks. They lead our junior sailors, mentor our junior officers and advise our senior officers. Arguable the cornerstone on which our navy is built. Congratulations again. (See page 4).

This month, I'm yielding the remainder of my column to the Chief of Naval Operations, Admiral Mike Gilday, who recently wrote a letter of thanks to shipbuilders, maintainers and suppliers, calling these professions out as the "backbone of our Navy." Please read the full letter (right). I second his comments and am proud to service alongside you. Thank you for all you do in support of the TRFB mission. Bravo Zulu!

I wish each of you and yours a wonderful holiday season.

Continue to stay strong, stay safe and stay healthy as we transition to the New Year.

Warm regards, Capt. Robert D. Figgs Commanding Officer TRF Bangor



November 18, 2020

MEMORANDUM FOR AMERICA'S SHIP BUILDERS, MAINTAINERS, AND SUPPLIERS

SUBJECT: My Profound Thanks

Over the past year, I have had the opportunity to visit with many of you and have seen first-hand the work you are doing to assist our Navy in building the most ready and lethal fleet in the world. Without a doubt, shipbuilding and maintenance are the backbone of our Navy. And each and every one of you has played an important role to help us adapt, change, and re-think how to keep readiness levels high during COVID.

From entrances at the gate to chow lines, and from the deck plates to front offices, you are operating workforce levels at approximately 90 percent in both public and private shipyards amidst this pandemic. And together – even during COVID - we have made real improvements in getting our ships out of the yards on schedule.

Your innovation and dedication to keeping maintenance and production lines on track is greatly appreciated, as is your commitment to readiness, which is critical for us to sustain our Fleet both today and in the future. Simply put, you can't get to the fight if you don't have ships to sail there.

Thank you again for your continued support to our Navy and our Nation! And to the entire workforce who are responsible for helping us generate warfighting readiness, you have my profound thanks.





Refit Review



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Assistant Secretary of the Navy (RD&A) visits units in Pacific Northwest

By Mass Communication Specialist 1st Class Andrea Perez Commander, Submarine Group Nine Public Affairs

SILVERDALE, Wash. (Nov. 17, 2020) – Assistant Secretary of the Navy for Research Development, and Acquisition James F. Geurts visited Commander, Submarine Group 9 and other strategic-deterrent support units in the Pacific Northwest, Nov. 17.

Geurts' visit comes two weeks after the office of ASN (RD&A) awarded a \$9.47 billion contract to General Dynamics Electric Boat to officially begin construction on the first of its class ballistic-missile submarine USS Columbia (SSBN 827).



SILVERDALE, Wash., (Nov. 18, 2020) – Trident Refit Facility Bangor (TRFB) Sheet Metal Shop Supervisor Tom Brady (Right) shows Assistant Secretary of the Navy for Research, Development & Acquisition (ASN (RD&A)) Mr. James F. Geurts products created by a Computer Numerical Control (CNC) punching machine during a tour of TRFB's Delta Pier, Nov. 17. TRFB's principal mission is to support the nation's strategic deterrence mission by repairing, incrementally overhauling, and modernizing the Ohio-class and the future Columbia-class until the end of service life. The TRFB team is comprised of approximately 500 military and 1,500 civilians. (U.S. Navy Photo by Mass Communication Specialist Chief Rebecca Ives/Released)

"It was great to see the important submarine training and work in the Pacific Northwest," said Geurts. "I was impressed with how the Sailors used their training tools to improve their warfighting proficiency, and by the work being done to develop new submarine technologies. The efforts in the Northwest will be key to keeping our edge at sea as well as keeping our competitive advantage by ensuring we keep the future Columbia on track. It was a pleasure to visit such a motivated group of Sailors and civilians that are making it happen."

The office of ASN (RD&A) is responsible for the development and acquisition of Navy and Marine Corps platforms and weapon systems. Geurts has authority, responsibility and accountability for all Navy acquisition functions and programs, and represents the Department of the Navy to Congress on such matters; responsible for equipping and supporting Sailors and Marines with the best platform, systems and technology. Geurts began his visit with a tour of Trident Training Facility Bangor, where he spoke with the Naval Sea Systems Command Technical Onsite Agent for TTF Bangor Steve Stephenson, who recently led his submarine trainer maintenance team to perform a software upgrade to one of TTF Bangor's critical submarine trainers. Traditionally, such an upgrade would require heavy travel, a team of nearly 12 and almost a month of work, but Stephenson's crew performed the system upgrade with a small on-site team in less than two weeks. Geurts presented Stephenson with a coin to show his appreciation for his team's hard work and successful accomplishment.

"Knowing this was the first time an upgrade like this had ever been done onsite, everyone was a little nervous, but my team did very well"

said Stephenson. "I knew my team was capable of [the upgrade] and I appreciate being allowed to take on the challenge, and the recognition that we received with it. It just proves that my submarine trainer maintenance team is the strong and capable team I knew they were."

Following his tour of TTF Bangor, Geurts visited Trident Refit Facility Bangor, which is the primary maintenance facility for the West Coast SSBN fleet. The TRFB team is comprised of approximately 500 military and 1,500 civilians. TRFB Quality Assurance Specialist and NAVSEA Certified Fiber Optic Instructor Edward Santana met with Geurts to explain how TRFB developed new fiber optic technology during a tour of TRFB's Delta Pier.

"We have been working very hard on developing a new system for fiber optics [at TRFB]," said Santana. "We are proud of the work we've put into this technology and what it could mean for the Navy in the future."

TRFB's principal mission is to support the nation's strategic deterrence mission by repairing, incrementally overhauling, and modernizing the Ohio-class and the future Columbia-class until the end of service life.

"It was an honor to show Mr. Geurts what we do here at TRF Bangor," said Capt. Robert Figgs, commanding officer Trident Refit Facility Bangor (TRFB). "It was fitting the visit took place in the midst of a pandemic and on a rainy day as it provided insight into the everyday professionalism and tenacity of Team TRFB - this is what we do - we diligently work through barriers and innovate along the way in order meet the strategic deterrence mission on time."

Geurts also met with Commander, Submarine Development Squadron 5 during his multi-day visit. COMSUBDEVRON 5 is charged with multiple submarine warfare mission areas, including submarine rescue operations and the activities of its three Seawolf-class submarines; and developing and testing new submarine warfare capabilities, including unmanned undersea vehicles.





THE ASSISTANT SECRETARY OF THE NAVY (RESEARCH, DEVELOPMENT AND ACQUISITION) 1000 NAVY PENTAGON WASHINGTON, DC 20350-1000

NOV 0 3 2020

MEMORANDUM FOR AMERICA'S SHIP BUILDERS, MAINTAINERS, AND SUPPLIERS

SUBJECT: Thank you and Keep Them Sailing

Keeping the US Navy's ships operating non-stop around the globe has been a hallmark of the United States Navy and its shipyards since the beginning of our great nation. The onset of the COVID pandemic this year, during a period of high operational demand on our Navy, required an unprecedented level of dedication, mission focus, and resiliency from our entire shipbuilding and ship maintenance enterprise and YOU DELIVERED!

Over the last several months, I had the privilege to visit many of you in our Public and Private shipyards. I have seen the pride with which you work every day in support of the fleet, and witnessed your sacrifice in accomplishing the mission during this challenging period. Seeing, first-hand, the COVID safety precautions in place to protect the workforce and processes that have evolved to ensure the work and delivery of ships and submarines continues during COVID, is inspiring and truly appreciated. If America could see what I have witnessed, they would be grateful for your resiliency and productivity to keep the equipment flowing to our military's deployed women and men.

As we enter another period of increased COVID challenge across the Nation, we must continue to maintain the highest levels of safety and vigilance in all of our shipyards. Doing so will continue to support our Sailors and Marines as they operate at high operational tempo around the world to protect our freedom. They are counting on you, as am I, to not let your guard down and let COVID negatively impact our ability to support the fleet.

The Department of the Navy is only as strong as the women and men operating in our shipyards around the country and the world to keep our forces equipped and ready. THANK YOU to the entire team and all those that support the construction, repair and supply efforts to ensure warfighting readiness for our Navy and Marine Corps.

THANK YOU AND KEEP THEM SAILING James F. Geurts

SILVERDALE, Wash., (Nov. 18, 2020) - Trident Refit Facility **Bangor (TRFB) Innovation and** Lean Program Manager Vincent Stamper (left) discusses superstructure preservation with Assistant Secretary of the Navy for Research, Development & Acquisition (ASN (RD&A)) Mr. James F. Geurts during a tour of TRFB's Delta Pier, Nov. 17. TRFB's principal mission is to support the nation's strategic deterrence mission by repairing, incrementally overhauling, and modernizing the Ohio-class and the future Columbia-class until the end of service life. (U.S. Navy Photo by **Mass Communication Specialist Chief Rebecca Ives/Released)**

CONGRATULATIONS TO OUR NEWEST CPO SELECTEES



HTC(Sel) James Avery GSMC(Sel) Josiah Bunch MMAC(Sel) James Burke ETVC(Sel) Nicholas Callands MMC(Sel) Matthew Collins MMC(Sel) Benjamin Gicheru HTC(Sel) Bryan Jackson MMC(Sel) Bryan Jackson MMC(Sel) Nina Rivera MMC(Sel) Nina Rivera MMC(Sel) William Robacker II HTC(Sel) Derek Rody MTC(Sel) Arlie Southard II MMC(Sel) Austin Tussey STSC(Sel) Edmund Villasana

Bravo Zulu!



SILVERDALE, Wash. (Nov. 16, 2020) – Trident Refit Facility Bangor (TRFB) employees were recognized with the (Voluntary Protection Program (VPP) Safety Active Caring Teamwork (ACT) award by Jonathan Hagen, TRFB VPP Coordinator, for their response and contribution to the recovery of an injured employee on the Delta Pier, Nov. 16. TRFB employees followed a procedural protocol to stage the crane wires and hook above the hole where the injured worker was located. The crane staged a "safety basket" on the topside of the submarine standing by as the ladder was removed. The riggers then awaited paramedic instructions to assist in the extraction as needed. Pictured: Jeffrey M. Camus, Jeffrey G. Hall, Nathan A. Borka, John E. Wright, Julio A. Morales, Brandon P. Fisk, Ryan J. Caudill, Ladaria T. Parks, Marcus J. Seaborn, Andreana J. Shipp, Tyler C. Strumski, Kristofor L. Taylor, Nguyen P. Long. Not pictured: Amanda J. Barbosa, Roy A. Campana, Darrin C. Moffett, Joshua D. Robinson, Tyler D. Tuson, and Hunter D. Wage. (U.S. Navy photos by Yeoman (Submarine) 1st Class Kevin Elizaire/Released)

TRFB disciplinary report

In an effort to inform the TRFB team of the local discipline actions, we are publishing a roll-up of these actions. To protect the identity of those involved, no specific details are provided. This report is produced by the Northwest Human Resources Office.

Over the last 30 days the command had three non-disciplinary actions:

- One letter of direction (non-supervisor) directing the employee to return to work.
- Two Letters of Caution- (1) Unacceptable Conduct, (1) Failure to Follow Instructions.

Over the last 30 days the command had six disciplinary actions resulting in one suspension, one indefinite suspension, one removal, two Letters of Reprimand and one Probationary Termination. The following is a general description of the misconduct resulting in disciplinary action:

- One suspension (non-supervisor) for failure to follow work procedures and lack of candor.
- One indefinite suspension (non-supervisor) for loss of access to classified information.
- One removal (non-supervisor) for drug use.
- One Letter of Reprimand -AWOL
- One Letter of Reprimand Conduct Unbecoming
- One Probationary Termination Performance issues. Employee was not performing at an acceptable level.

TRFB News Briefs



Renaming Soundbites

TRFB Public Affairs is renaming the Soundbites and welcomes your ideas! The aim is to rename the product with a title that resonates with maintenance. Some examples of submissions we've already received include: Bangor Blurb, Drill Bits, and Refit Scuttlebutt. Please submit ideas to Trf.bangor.pao.fct@navy.mil no later than Dec. 18, 2020.

Federal Employees Viewpoint Survey

Be on the lookout! Survey packets have been individually mailed out via USPS to the addresses on the mailing list. Employees have until Dec. 18 to postmark them and drop in any USPS mailbox or follow your local instructions/guidance.

New Paid Parental Leave Policy

On Aug. 10, 2020, the Office of Personnel Management (OPM) issued interim regulations for Paid Parental Leave (PPL). The paid parental leave authority allows an eligible employee to substitute up to 12 weeks of PPL for their unpaid Family and Medical Leave Act (FMLA) entitlement. An employee must first invoke FMLA for the birth or placement of a child with the employee for adoption or foster care.

Prior to the use of the PPL, employees should request, in writing, their intention to use PPL. Prior to substituting PPL, the employee must sign a 12-week work obligation, agreeing to work for the Department of Defense (DoD) for not less than 12 weeks, beginning immediately after the PPL concludes.

For assistance, please contact Sandra Knivila-Ritchie, HR Specialist, U.S. Pacific Fleet, HRO Northwest at sandra.knivilaritch@navy.mil or (360) 315-1537.

Additional information and required documents have been uploaded to the intranet: https://homeportnw.psns.navy.mil/dept/HRO/ Public%20Files/Forms/AllItems.aspx?RootFolder=%2fdept%2f HRO%2fPublic%20Files%2fPaid%20Parental%20Leave&Fold erCTID=0x012000F5712F108A92EA4C8A048AF7181E6923

NEX Cafe Hours

The Building 7000 cafeteria will be closed December 25, 2020 -January 3, 2021 for the holidays.

The Building 7450 cafeteria will still be open, with the exception of weekends and holidays during this period.

Combined Federal Campaign

It's time for our annual season of giving through the Combined Federal Campaign and you are invited to show some love to your favorite charity or nonprofit organization. When giving through the CFC, you decide your method of giving, whether payroll deduction, credit card, e-check, or with your time through volunteering opportunities, from now through Jan. 15, 2021 you can access the CFC donation portal at https://cfcgiving.opm.gov/welcome and make the change you want to see in the world.

For any questions or concerns please feel free to message your local Combined Federal Campaign Coordinator at sean.l.riebel@navy.mil. Thank you in advance for your time and donations.



TRFB Website

The TRFB command website has launched! Visit the site at: https://www.navsea.navy.mil/Home/TRFB/

TRFB Facebook

Follow TRFB on Facebook: www.facebook.com/TRFBangor



36 people recognized for Length of Service, totaling 765 years of service

Graduation continued from page 1

But all of that hard work eventually pays off. After students graduate, they are issued an associate's degree in industrial trade through Olympic College, a Department of the Navy certificate of apprenticeship and a Department of Labor certificate acknowledged nationwide. There's an optional bachelor's program offered after the apprenticeship with up to \$4,000 paid in tuition.

"We get a lot of success stories from students who got promoted to supervisor quicker or it helped them on their journey to becoming a superintendent," said Kyser. "Many of the graduates end up sticking around here on Naval Base Kitsap-Bangor."

Mark Malley, a sheet metal trade instructor for the apprenticeship, spoke about his hopes for his students after their graduation.

"I hope that they're just happy in their jobs," said Malley. "I know it sounds cheesy, but I hope that they succeed in all their endeavors."

He continued to talk about how rewarding it felt to help students find the answer and watch them progress. His passion is being there for them during their learning experience and seeing them grow.

"I think this apprenticeship is an excellent program," said Malley. "We all work together as a team and make sure everybody understands content. I feel accomplished knowing that I have contributed to their success."

Malley had some last words of advice for his students.

"Make every day what you want it to be," said Malley. "If you come in with a positive attitude then it will make everything so much easier. If you come in with a negative attitude it will make everything so much harder. Things can get hard sometimes, so it's best to keep a positive mind."

Samuel Reitz, a marine machinist and an apprentice graduate, spoke about his experience with the program and why he applied.

"It interested me to not only improve my career, but it also helped me become a better employee for the shop," said Reitz. "That extra knowledge really helps in a pinch when others might not know the answer."

He was already working on TRFB in his current trade, but he explained that the apprenticeship really helped him understand the "why" of his job and where all of the components he made went. He was also able to see how those components worked.

Not only did he apply and get accepted into the program, but he also graduated early from the four-year program.

"I'm very motivated in my shop," said Reitz. "Finishing the program early allows me to mentor others, be a helping hand and help the shop progress. I'm also very fortunate that TRFB gave me the opportunity to go through this program"

He looks forward to what's ahead of him and feels thankful to be part of such a great class.

"Remember this: keep moving forward," said Reitz. "Sometimes it's not all sunshine and rainbows but what you get out of it is what you put into it."

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On Dec. 7 we commemorate the attack on Pearl Harbor in 1941. A "day that will live in infamy," the attack on Pearl Harbor inspired the nation and motivated the American people to wholeheartedly commit to the victory in the Second World War. (U.S. Navy graphic by Daniel Garas/Released)

Setting the stage for 2021

As another year arrives, it's a good time to take stock of your life.

- 1. Think big-picture about what you really want to accomplish this coming year.
- 2. Develop an action plan with specific, measurable, attainable, time-based goals.
- 3. Put your plan in writing so you can stay on track and chart your progress.



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December is Impaired Driving Month

