

Trident Refit Facility, Bangor Refit Review



December 2022

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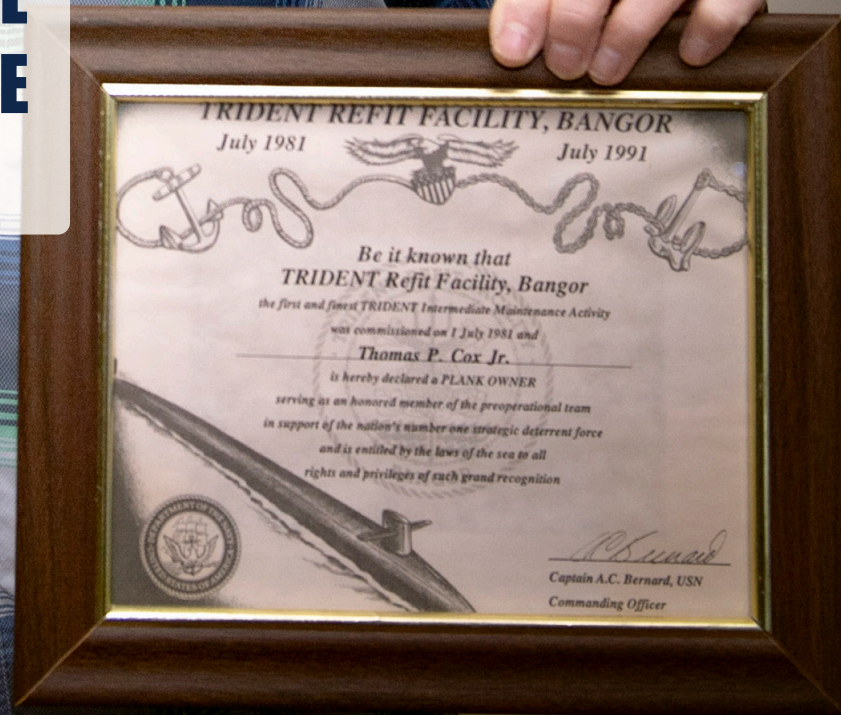
**FAIR WINDS
& FOLLOWING
SEAS** TRFB Says
Farewell to
the Final
Plankowner

+PLUS

**THRESHER MEMORIAL
AWARD AND SUBSAFE
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&

**HAPPY HOLIDAYS
FROM TRFB!**



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DEPARTURE

OF THE FINAL

PLANKOWNER



A photograph of Thomas Cox at Trident Refit Facility Bangor (TRFB). Cox is the final plankowner to retire from TRFB. The plankowner honor is an unofficial, traditional, naval honor bestowed upon those who helped commission a ship. The honor gives plankowners the privilege of "owning" one of the planks on the main deck of the vessel. Over time, the shipboard honor trickled its way into naval units, bases, and even facilities.

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REFIT REVIEW

Commanding Officer.....Capt. Michael D. Eberlein
Executive Director.....Mr. Ed Ingles
Executive Officer.....Cmdr. Zachary D. Harry
Command Master Chief.....CMDM Chase M. Krause
Public Affairs Officer.....Ms. Kristin L. Carver



Public Affairs SpecialistMr. Michael Hatfield
Public Affairs SpecialistMr. Nicholas Scott
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CAPTAIN'S CORNER

Happy Holiday Season TRF Bangor,

We have reached the end of 2022. As December marks the shortest days of the year and arrival of winter conditions, it is a good time to take a break from discussions on global political trends, the imperative for change, and focus on safety – both within and outside the workplace.

For almost three years, we have taken many necessary (though not always loved) protective measures to prevent the spread of COVID-19, and while COVID rates have been low lately, they are not zero (I caught it from a flight at the end of October!). Many of these precautions are also effective at the other illnesses that are expected to be prevalent this winter, such as the flu or RSV. Please think carefully about what you are doing and what the right precautions are to protect your family. While statistics take time to prove a trend, it seems like over the last few weeks we've seen a lot more people who have fallen ill, both with COVID and other illnesses. It is important to re-iterate: If you are sick, please stay home. This isn't just a precaution for COVID, this is for any illness, and is the reason for sick leave. Everyone gets sick from time to time and it isn't a sign of weakness to take a sick day. For the safety of yourself and your fellow team members, please don't come in if you are ill. Take the time to get the rest your body needs so you can return to work operating at 100% efficiency, and if you have any questions please reach out to your supervisor.

This month has also had the first snowfall of the season, and we have learned/relearned/observed many lessons. Make sure you are taking the necessary time to safely drive to work as well as time to travel from your vehicle to your building. We've definitely seen the parking lots as a dangerous point, and while we are working with the base to raise the priority of our lots, the 24 hour operations on upper campus and the Delta Pier make it hard to completely clear the area – please be prepared to transit a lot that may not be snow and ice free. We are constantly trying to improve our snow removal plan – please provide feedback on any areas that we might be missing in our plan.

Many of you may be planning on taking well-earned time off to travel, host visiting family members, or just relax during the traditional holiday season. Please make sure you have a plan to safely and enjoyably celebrate the holidays. In the 1980 classic The Blues



Brothers, the totality of planning for an important, time sensitive trip was, "It's 106 miles to Chicago, we've got a full tank of gas, half a pack of cigarettes, it's dark and we're wearing sunglasses. Hit it." This plan ended Jake and Elwood in prison – as you make your holiday plans please take the time to do so safely – and not be the subject of next season's safety video.

Finally, I want to emphasize that while the holiday season is a joyous occasion for celebration for many of us, there are some on our team for whom this time of year becomes particularly painful. If this applies to you, there is help available, including the Military Family Support Center and the Department of the Navy Civilian Employee Assistance Program (DONCEAP). Please use the holidays to take care of each other and provide assistance to teammates who need help – even if they are not ready to openly ask for it.

Thank you to each of you for all the work you have put in for an absolutely fantastic year. On behalf of the entire TRF leadership team I wish each of you, your friends, and family the happiest of holidays! V/R,

CAPT Mike Eberlein
Commanding Officer
Trident Refit Facility Bangor

DISCIPLINARY REPORT

November Discipline

- Letter of Reprimand – Tardiness (non-supervisory)
- Termination During Probationary Period – Failure to meet management's performance expectations (non-supervisory)

To protect the identity of those involved, no specific details are provided. This report is produced by the Northwest Human Resources Office.

RECOGNIZING SUBSAFE EXCELLENCE

Article by Nick Scott, photo by MC2 Adora Okafor, TRFB Public Affairs

Nearly 60 years ago, April 9, 1963, while conducting deep-diving tests off the coast of Cape Cod, Mass., USS Thresher (SSN 593) sank. At the time, this was the second worst submarine accident in history. Between the Sailors and shipyard personnel, 129 people perished that day.

Investigators concluded that Thresher had suffered the failure of a salt-water piping system joint that relied heavily on silver brazing instead of welding. The incident led to the creation of the Submarine Safety Program (SUBSAFE) in 1963 and a complete change in safety checks and regulations that last to this day.

SUBSAFE is the quality assurance program of the United States Navy designed to maintain the safety of its submarine fleet.

Specifically, this provides maximum reasonable assurance that submarine hulls will stay watertight and that they can recover from unanticipated flooding.

Since the full implementation of SUBSAFE to the entire submarine fleet in 1968, there have been no more incidents of this magnitude to date. The program is so effective that NASA uses it, working with the Navy since re-evaluating two of the biggest tragedies in that organization's history, the Space Shuttle Challenger disaster in 1986 and the Space Shuttle Columbia disaster in 2003.

"The loss of the USS Thresher was the genesis of the SUBSAFE Program," said Charlie Butler, quality assurance supervisor attached to Trident Refit Facility, Bangor (TRFB). Butler said that is why they named the SUBSAFE award the Thresher Memorial Award when it was created in January, 2021.

"This tragedy was the driver behind the creation of not only the greatest quality program the world has known, but a culture that would ensure that when we send these boats to sea, the men and women charged with carrying out the nation's duties would return safely to their families after every deployment," said Butler.

"This is a chance to recognize excellence within the SUBSAFE program at TRFB, It also keeps Thresher's loss relevant 60 years later," said Butler. "Everyone at the command plays a part in the SUBSAFE Program, no single individual can do their part without everyone else at the

command participating.

Though this award is specific to TRFB, Butler said he is pushing to get this award recognized throughout the nation. Every sailor and civilian at TRFB is eligible for nomination.

"When personnel at the command typically have interaction with the SUBSAFE office it is generally after a discrepancy has occurred and steps are being taken to correct and prevent a reoccurrence," said Christopher McNeil, SUBSAFE director for TRFB and creator of the Thresher Memorial Award.

"This award recognizes the great and impressive work people do day to day within the SUBSAFE program, it recognizes our

excellence is positive reinforcement of program principles which will in turn decrease discrepancies in a proactive manner," said McNeil. "It keeps TRFB's SUBSAFE culture healthy."

The candidates must be SUBSAFE qualified and working in the program as their day to day activity. They are nominated and selected based on their adherence to the five pillars of the SUBSAFE Program: Work discipline, Material Control, Documentation, Compliance Verification, and Culture.

Team members can receive nomination and win in one of three categories, military member, civilian and supervisor. Three TRFB team members received the award in 2022, Sonar Technician (Submarine) 1st Class Ryan Vankoningsveld, Jacob Holmes and Billy Albert.

"I felt pride in the fact that I was acknowledged for coming in and providing superior work to help keep my fellow sailors at sea safe," said Vankoningsveld. "I have come to truly enjoy my job here and the people I work with and being acknowledged by my peers and the command to receive the award lets me know how much faith everyone has in me and makes me want to work harder".

If you know someone worthy of nomination for the Thresher Memorial Award, please contact your supervisor or department head, if you are a department head, please send nomination forms to Chris McNeil, christopher.w.mcneil.civ@us.navy.mil or Christy Wulf, christy.l.wulf.civ@us.navy.mil. 🌟



Code 08 Safety Briefing

December 2022

Topic: **Employee Report of Unsafe or Unhealthy Working Conditions**

OSH POC's 7000

Joe Maute,
OSH Director
(360) 315-1030

Mike Wright,
Division Head, Oversight
Division
(360) 315-1791

Eric Carlson,
Division Head, Technical
Programs
(360) 315-2966

U/U Program Manager

Jeremy Downlearn,
Employee Report of
Unsafe/Unhealthy Working
Conditions Program
Manager
(360) 315-1408

References

OSH Manual Vol. I CH 6
OPNAV 5100.23G CH 10

SAFETY FIRST

Employee Report of Unsafe or Unhealthy Working Conditions Reporting and Appeals Process

Q: What is the Employee Report of Unsafe or Unhealthy Working Conditions form (TRIREFAC 5100/311)?

A: The Employee Report of Unsafe or Unhealthy Working Conditions form, commonly referred to as the U/U form, is another means for employees to report directly to Code 08 any unsafe or unhealthy conditions at TRFB.

TRFB is required by OPNAV M-5100.23 to provide a means for employees to report unsafe or unhealthy conditions without fear of reprisal. The U/U form offers an anonymous, direct line to Code 08.

Prior to submitting a UU to Code 08, it is preferred that concerns be corrected at the "lowest level." This can be done by reporting the concern or hazard directly to your supervisor. However, if this does not resolve the matter, or if you feel uncomfortable discussing this issue with your management, it is within your rights to report directly to Code 08 and remain anonymous. TRFB employees can do this by calling the Hazard Hotline at (360) 315-0808 during normal working hours or by submitting a UU form.

There are several ways to obtain and submit an Employee Report of Unsafe or Unhealthy Working Conditions form:

- 1) Blank hard copy forms are posted on Safety Bulletin Boards throughout TRFB.
- 2) Forms may be printed from the TRFB Intranet website. From the TRFB homepage, navigate to the Safety 080 SharePoint portal. Under the section "Things to Report", select the Unsafe/

Unhealthy Condition Report button. This will direct you to the page and provide a hyperlink for the TRIREFAC 5100/31 (U/U form).

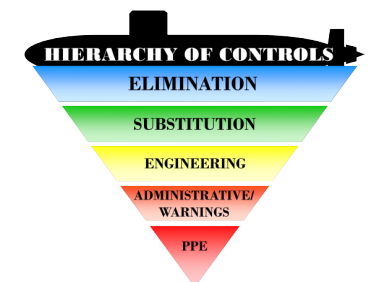
Employees may submit the form digitally, send via guard mail, or hand carry to TRF Bangor, Building 7000, 1st floor, Room N114.

Q: What happens after I report an unsafe or unhealthy condition to Code 08? What is the appeals process?

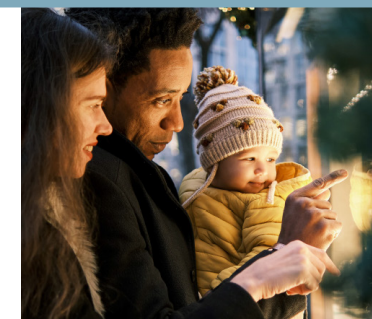
A: Code 08 will investigate all unsafe or unhealthy conditions and will follow up with the originator with an assessment and corrective action if requested. Please note, if the originator submits an anonymous report without their name, Code 08 will not be able to follow up with an assessment or corrective actions.

Imminent danger situations must be investigated within 24 hours; potentially serious situations will be investigated within three work days; and all other situations must be investigated within nine working days. Code 08 must provide a written interim response or written final response within fifteen working days of receipt to the originator, unless the originator chooses to remain anonymous. When the investigation is completed, a written report with the results of the findings is sent to the originator along with the appeals process. If the originator is dissatisfied with the assessment made by Code 08, they have 20 working days to appeal to Code 08. If, after this first discussion, the originator remains dissatisfied, they can follow the appeal process instructions that were previously sent to them. (OSH Manual, Volume I, Chapter 6).

In conclusion, the Employee Report of Unsafe or Unhealthy Working Conditions form is available to all employees. It provides an anonymous means to report unsafe or unhealthy conditions without fear of reprisal.



For more information or if you have any questions, please contact Jeremy Dowlearn, Code 08, at (360) 315-1408.



December is National Stress-Free Family Holidays Month

The holidays can be joyous but stressful. Consider some tips for keeping the strain of the season at bay.

- Don't strive for the "perfect" holidays. Be realistic about what you can do. Gracefully decline some invitations.
- If the familiar family holiday rituals have become a burden, try celebrating in simpler ways.
- Prioritize your health. Don't skimp on sleep. Exercise over the holidays to moderate stress and burn calories.

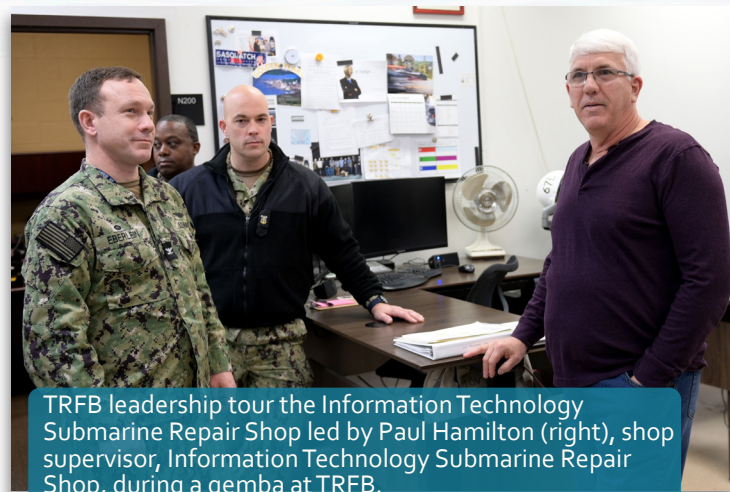
Call your DON CEAP at 1-844-DON-CEAP (TTY 711) or visit MagellanAscend.com for helpful resources.

Magellan
HEALTHCARE.

Need to report a hazard but don't have a computer available? Call the Trident Refit Facility, Bangor Hazard Hotline at (360) 315-0808

THROUGH THE LENS

U.S. Navy Photos by MC2 Adora Okafor, Mike Hatfield and Nick Scott TRFB Public Affairs



TRFB leadership tour the Information Technology Submarine Repair Shop led by Paul Hamilton (right), shop supervisor, Information Technology Submarine Repair Shop, during a gemba at TRFB.



Gretchen Albrecht, a falconer for Kennewick Wash.-based Inka Falcon bird abatement services, handles a Harris's hawk on the Delta pier at Trident Refit Facility Bangor (TRFB). The ballistic missile submarine maintenance and repair activity contracted the falconers to drive away seagulls in the area which were causing damage and had become a nuisance to workers.



U.S. Navy Capt. Michael D. Eberlein (right), commanding officer, Trident Refit Facility, Bangor (TRFB), speaks with Douglas Liebert (left), electronics technician for the Information Technology Submarine Repair Shop during a gemba at TRFB.



Scott Fuller, the waterfront services division superintendent at Trident Refit Facility Bangor (TRFB) discusses a model of a ballistic missile submarine topside enclosure with Vice Adm. William Galinis, commander of Naval Sea Systems Command, during a visit.



Mike Carpentier, the repair superintendent at Trident Refit Facility Bangor (TRFB) discusses dry dock maintenance on the ballistic missile submarine USS Kentucky (SSBN-737) with Vice Adm. William Galinis, commander of Naval Sea Systems Command.



Trident Refit Facility, Bangor (TRFB) team member Machinist's Mate (Nuclear) 1st Class Samuel Beadle discusses the Quality Assurance Inspector (QAI) division shop productivity with TRFB leadership during a gemba. Code 613 Quality Assurance Inspectors (QAI) personnel are responsible for conducting in-process critical inspections and testing of components within the Submarine Safety (SUBSAFE) boundary, as well as structural, mechanical and critical coating inspections.



DEPARTURE OF THE FINAL PLANKOWNER

Article by:
MC2 Sarah Christoph, TRFB Public Affairs
Photos by:
MC2 Heather C. Wamsley and other photos courtesy of
TRFB Public Affairs

“I didn’t even have whiskers when I started working here!” laughed Thomas Cox, the last remaining plankowner of Trident Refit Facility, Bangor (TRFB). “I was a month shy of 17 when I started. That was before the boats even got here. The Delta pier was still being paved. That makes me a plankowner of the facility.”

The plankowner honor is an unofficial, traditional, naval honor bestowed upon those who helped commission a ship. The honor gives plankowners the privilege of “owning” one of the planks on the main deck of the vessel. Over time, the shipboard honor trickled its way into naval units, bases, and even facilities.

Plankowners of TRFB are those who started working at the facility before July of 1981. But, as time goes by and the strategic deterrence mission continues, the last-remaining plankowner onboard TRFB must lay down his tools. After 42 years of federal civil service at TRFB, Cox has decided to retire.

“The fact that I am retiring hasn’t even hit me yet,” said Cox. “This place is kind of my second home. I feel like I grew up in the electrical shop here.”

And grew up at TRFB, he did. At the

age of 17, Cox learned about a student summer program facilitated by TRFB from a high school ex-girlfriend. He applied to the program and landed the civil service job.

“As soon as I started here, they rotated me through different shops every month or two,” said Cox. “Once the rotation through all of the shops was done, I was asked which I liked the most. I picked the electric shop and worked there for 25 years. Electrical was great because I felt there were so many areas I could work in. I learned something new every day on that job.”

After 25 years of working in the electrical shop, Cox decided it was time to move on. He transferred to the work control division and has stayed there since.

“I learn something new with the job I have now too,” said Cox. “It’s mostly

paperwork, but it pays well!”

With the thought of pay, Cox reminisced on working at TRFB when he was younger.

“You know, as a kid, I was driving a new Toyota MR2,” said Cox. “All my high school friends were like ‘Wow! Where do you work?’ They were all making a lot



Thomas Cox (center) poses with the electrical division at TRFB in a photo from 1987.

less than me. I was making triple of what they were making. This place and the people really have been so great to me.”

Recognizing the treatment given to him, Cox continued reminiscing. He discussed his most fond memories working at TRFB.

“I remember when a job came up to go to San Diego for a week,” said Cox. “I was still a helper at the time and I went with two mechanics. Two days into being there, I turned 21 and said to the mechanics ‘So, where are we going?’, and they replied ‘Tijuana!’ It was such a blast down there. That was a great opportunity TRFB gave me.”

Cox said he has great memories in regard to the Ohio-class submarine as well.

“It was also very cool to see the USS Ohio first come in. They had all the small craft floating around it and the Coast

Guard was out monitoring. I feel like I know that class of submarine like the back of my hand. I don’t know everything of course, but it is special to me.”

Like Cox, the Ohio-class submarine is also on its way to retirement, and TRFB is preparing for its replacement– the Columbia-class.

“It’s amazing to see all of the changes being made here for the Columbia-class,” said Cox. “I won’t be able to see all of it, but that’s okay.”

Although Cox is retiring from maintaining submarines, he has plans to rekindle an old hobby of his that is also maintenance-based.

“I used to work on cars a lot, so that is something that I can get back into,” said Cox. “I will probably work on my old Jaguar. It’s fun for me.”

Cox also plans to spend more time with his grandchildren and family during his retirement.

“What I really am going to miss at TRFB are my friends,” said Cox. “I want to know if I can keep my badge after I retire so I can come back and visit them. They won’t let me of course, but it is a fun thought!”

With his noticeably caring and friendly personality, and his honorable, long-term civil service, the last-remaining plankowner of TRFB will also be missed.



BRAVO ZULU!

PROMOTIONS:

Frank Alexander
Hansen Amora
Ashlie Brown
Raphael Cain
Colin Chadband
Brian Chamberlin
Aisha Chapman
James Deuel
Hunter Feldbush
Jason Holmes
Garret Johnson
Roland Kline
Seth Leggett
Joseph Murphy
Stephan Nielsen
Jonathan Orwiler
Ladaria Parks
Theodore Reilmann
Daniel Renteria
Jocel Rondolos
Cameron Schroeder
Dylan Scranton
Lorina Smith
Frances Sumihig
Matthew Tamba
Jason Weatherill
Robert White JR
Sean Winter
Noah Worley

U.S. Navy Photos by MC2 Adora Okafor



Trident Refit Facility, Bangor (TRFB) team members from the Comptroller (Code 800) and Business Maintenance (Code 900) departments receive awards for their hard work and dedication. TRFB's Commanding Officer, U.S. Navy Capt. Michael D. Eberlein, center, presented the award. TRFB supports the nation's strategic deterrence mission repairing, incrementally overhauling, and modernizing Pacific Fleet strategic ballistic missile submarines during refits.

Voluntary Leave Transfer Program

The VLTP permits employees to donate annual leave to other employees experiencing medical emergencies. Below is a list of employees who are seeking donations.

If you wish to transfer annual leave or have questions, please contact: Human Resources (360) 966- 1536 or visit Bldg. 7000, 2nd floor, room W202.

- Robert Robinson
- James G. Wright
- Amy Dobbelaere
- Rachel Dugas
- Patrick Bobb

Congratulations to all who advanced!

MMA1 Boothroyd, Michael Robert
MM1 Dacorte, Johnathan Anthony
MMN1 Feldman, Jake Edward
STS1 Huron, Isaiah Stephen
EMN1 Marro, Corey Patrick

ETV1 McCall, Tyler Nicholas
MM1 McCann, Jonathan Donald
MM1 Newport, Clyde James
MT1 Robinson, Thomas Harris
EMN1 Schmidt, Thomas Cole
MM1 Silvibarr, Brandon Joshua

EM2 Martinez, Zoe Deean
EM2 Millard, Lexie June
EM2 Payton, Trevor Geary
BM3 Espana, Jessica Elizabeth

Happy Holiday Season!

No matter what holiday or holidays you celebrate this season, TRFB would like to wish you a Merry Christmas, Happy Hanukkah, Joyous Kwanzaa, a Good Yule, Happy Winter Solstice, Happy Festivus, a Happy Boxing Day and a Happy New Year to all!

Universal Human Rights Month

Universal Human Rights Month is an annual designation observed in December. This month and every month to follow, people all across the globe are encouraged to come together and stand up for equality, justice, and the dignity of all humans. December is a time to honor the Universal Declaration of Human Rights, an international document stating the basic rights and fundamental freedoms to which all human beings are entitled. These rights include freedom from discrimination, the right to equality, and the right to be considered innocent until proven guilty.

Seasonal Affective Disorder Awareness Month

During the month of December, awareness is being built around seasonal affective disorder. Also referred to as SAD or seasonal depression, there treatment is available for this disorder and hope can be found for the 16 million Americans struggling through it every year.

Congratulations to TRFB's Supervisors of the Year!



U.S. Navy Capt. Michael D. Eberlein, commanding officer, TRFB, presents supervisor of the year awards to Blaine Laurion, Command Training and Workforce Development Supervisor (left), and Christopher Ormsby, Training Supervisor for the Marine Machine Shop (right), at TRFB. Supervisor of the Year awardees are chosen based on superior leadership skills. The command selects two team members per year, one from the federal wage system (FWS) and one from general schedule (GS).

Looking for portrait or photo support, public affairs guidance, graphic or flyer design, or other command-related media requests? Stop by the Public Affairs office to make a request or appointment today!

Studio portrait walk-ins are held on Wednesdays from 0800-0900. Studio times may be adjusted to suit your schedule. Remember to bring the prescribed uniform, cover, and package instruction for the specific type of studio portrait requested.

Bring mindfulness to the holiday season

It is normal to feel stress during the holidays. Learn how to reduce stress and practice mindfulness, and you may enjoy the holidays more.

What is mindfulness? Mindfulness is focusing your awareness on the present moment, without reaction or judgment. Practicing mindfulness improves relationship satisfaction, reduces stress in relationships and increases empathy.



How to get started? Scan the QR code to complete a brief, three-minute breathing exercise. Focusing on the breath can help you gain a sense of control over your stress. And the more control you have over your stress, the better you'll feel.

Additional free, confidential resources are available 24/7/365 through your DON CEAP. Give us a call at 1-844-DON-CEAP (TTY 711) or visit MagellanAscend.com to get started.