

Trident Refit Facility, Bangor

Refit Review



June 2022

Volume 33, Issue 5

BUILT TRFB TOUGH!

Shop 11A
Steps
up to the
Plate

+PLUS
THE BEARD
ISSUE: IT'S NOT
GOING AWAY



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Commanding Officer.....Capt. Robert D. Figgs
Executive Director.....Mr. Ed Ingles
Executive Officer.....Capt. Kenneth Holland
Command Master Chief.....CMDCM T.R. Glazner
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CAPTAIN'S CORNER

Team TRF Bangor,

When I arrived at TRFB in June of 2019, I had no idea what the next three years would bring. I had no idea that a global pandemic was just beyond the horizon, and the challenges we would be forced to face because of it.

I also had no idea that I was joining such an incredible team of dedicated and hardworking individuals. I am very grateful for all that you have given to this command to help us achieve our strategic mission and I am incredibly proud to say that I served with each and every one of you.

Continuing to get the job done safely and on time throughout the pandemic was difficult for all of us. We had no set standard, no playbook, for navigating these new waters. Against all odds, we not only achieved mission success, we have actually improved, and have increased our on-time refit completion rate at a time where our strategic deterrent capability is required to be on point and more ready than ever before.

As most of you know, in addition to the challenges brought on by COVID-19, I was also presented with some personal challenges this past year. I want to take this opportunity to thank you all from the bottom of my heart for the unbelievable outpouring of love and support you showed me during such a difficult time.

Although I have chosen to forgo a large change of command celebration and opt for a more intimate ceremony with only a few members of the leadership team, please know that you will all be in my thoughts as I turn over my command and reflect on my time at TRFB.

I feel honored to have served as your commanding officer for the last three years and I am leaving with the knowledge that TRFB is a solid team made of extraordinary individuals, constantly



striving for excellence and working together for the Navy mission. Serving with all of you has been an incredible experience and I will miss being a part of this team. Even though I am leaving this command, we are still in the same Navy family and I consider all of you my shipmates.

Thank you all for your continued commitment to the mission and the Navy. I hope to see all of you again in the future!

Warm Regards,


R. D. FIGGS

Commanding Officer
TRF Bangor

DISCIPLINARY REPORT

May Discipline

Decision on Removal (Non Sup) – Lack of Candor / Failure to Follow Regulations

Letter of Reprimand (Supervisor) – PED Violation

Probationary Termination (Non Sup) – Security Revocation

Probationary Termination (Non Sup) – Unacceptable Conduct

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

Decision on 10-Day Suspension (Non Sup)– Unacceptable Conduct

Proposed 3-Day Suspension (Supervisor) – Conduct Unbecoming of a Supervisor

Proposed Removal (Non Sup) – Failure to Follow Instructions, Disrespectful

Conduct to a Supervisor, Conduct Unbecoming



The “experts” tell us day-in and day-out that our country is divided and we can’t seem to agree on anything. That’s baloney.

I can think of a thousand things we all agree on right off the top of my head.

For example, everyone agrees that random phone calls from the “warranty department” are annoying. Everyone agrees that heavyweight boxing was way better in the 80’s and 90’s. And everyone agrees that one of the worst human activities we continually subject ourselves to is moving.

Moving sucks! It sucks when it’s your stuff, and it sucks even more when it’s somebody else’s stuff. That’s why it’s so baffling to me that we keep buying pickup trucks. No sooner than getting that new truck home from the dealership, the phone is ringing with someone asking for help moving. You might not have a single friend in the world, but the moment you get a truck...BAM...here comes the “please help me move” phone call along with the promise of beer.

Why does moving suck so badly? Probably because it’s tedious, and it forces us to ask ourselves questions like “Why the heck did I buy that? Dear lord, that piece of junk probably cost me \$250. Do we really need all this Christmas stuff?”

This very thing happened to the Shipfitters (Shop 11A) during USS Nevada’s refit.

During an inspection of one of the lead bins in a main ballast tank, cracks were discovered which needed to be repaired before the boat could get underway.

For those of you who have never been inside a cavernous main ballast tank of an Ohio-class ballistic missile submarine, think of a cave that you have to almost spelunk into wearing head-to-toe personal protective equipment (PPE) and a respirator.

On the walls of this cave are huge metal enclosures, or “bins”, that are packed full of thousands of 60lb lead bricks. Each of these bricks has to be removed by hand in order to repair the bin. Then, once the bin is repaired, each of these 60lb lead bricks has to be moved back into the bin by hand before the bin can be sealed.

In other words, the Shipfitters suddenly realized it was moving day, and they desperately needed someone with a big freakin’ truck.

But here’s the catch...these are LEAD bricks. And lead is poisonous to humans.

Throughout history, lead has been used in all kinds of products. From cosmetics to cookware, lead was

a main ingredient in many things we made. According to ‘Professor Google’, for the roughly 400 years corresponding to its peak, the Roman civilization produced 60,000 to 80,000 tons of lead a year—a rate that wouldn’t be matched until the Industrial Revolution.

Lead was in water thanks to lead pipes; lead was in food thanks to the lead cooking utensils; and lead was even in the wine, which the Romans sweetened with sapa—a grape syrup boiled down in lead vessels, which imparted the sweet flavor of lead acetate.

Lead poisoning can lead to insanity, sterilization and a whole host of problems nobody wants to deal with. So the Shipfitters that work with lead take additional precautions when working inside these lead bins to ensure their own safety. They have to be specially trained and qualified to work with lead. Their blood has to be frequently tested to ensure lead isn’t building up in their systems, and they have specific PPE designed for lead work.

So now they were really in a bind. They need help moving, but they need help from people qualified to work with lead. That’s a bit like needing a piano tuner to help move a piano. There aren’t exactly a ton of those folks sitting idly by.

But the history of lead gave some clues. Remember how lead acetate sweetened the Roman wine? Well, lead acetate has been used in paint for centuries, and it’s probably one of the reasons I used to eat paint chips off the walls as a child before lead house paint was banned and I was shipped off to what my mother reassured me was a special school for the ‘gifted’. Ahem.

Roger Hennigan and John Pollard from the Structural Division of TRFB’s Repair Department knew this and called over to TRFB’s Paint Shop to see if the painters there had all the necessary quals needed. It turned out that they did, and most amazingly, they also volunteered to help.

Ten painters volunteered: Ethan Bales, Raphael Cain, Donald Langman, Chandel Moore, Jared Simon, James Deuel, Robert White, Kevin Pulley, Brian Molver and Brent Whitmer.

Next, the 11A Training Supervisor, Devin James, held a training course and 11A Mechanics worked side by side teaching them this new trade.

Then, for 10 days straight, 10 hours each day, the Painters and Shipfitters removed 53,000 lbs of lead out of the lead bin, 60-pound brick by 60-pound brick until the lead bin was empty. Then they cleaned the bin and inspected it. Then it was sand blasted and inspected again before being repaired and painted.

Finally, rubber was installed inside the bin to cushion the lead bricks from causing any metal-on-metal damage.

Then, again, 60-pound brick by 60-pound brick, wearing full PPE and respirators for 10 hours a day over 10 straight days, the combined team of Painters and Shipfitters re-installed, by hand, the 53,000 lbs of lead bricks, fitting them back in like a staircase in what has to be the most backbreaking game of Tetris anyone’s ever played.

“One of the things that separates TRFB’s workers from every other shipyard is their commitment to the team goal of getting refits done correctly and on time,” said Hennigan. “We really have what I’d call salt-of-the-earth type people here.”

Pollard agreed. “The Painters never complained at all,” he said. “They just knew we had a job to do and they did it. It was great!”

All of this work was completed two-weeks ahead of schedule to ensure USS Nevada’s weight distribution was balanced so the Sailors could ballast properly and carry out their strategic mission.

I don’t know about you, but I know who I’m calling the next time I have to move! 🐍

PED Policy: Know what you can have where!

Trident Refit Facility, Bangor (TRFB) controlled buildings and spaces are Unclassified-Naval Nuclear Propulsion Information (U-NNPI) spaces.

If physical material and equipment of U-NNPI is present or stored in a TRFB space, that space is a U-NNPI Material and Physical Space. Most PEDs are prohibited within spaces where classified Secret and Confidential




Shipfitters from Shop 11A Pose for a photo at TRFB

collateral information is processed, transmitted, stored, or discussed. PEDs within these spaces pose a security risk. Any unauthorized or suspected unauthorized PEDs must be reported to Code 07 during working hours or to the TRFB Command Duty Officer after hours, for all spaces outside the WRA/PIDAS.

When reporting unauthorized PEDs within the WRA, report to any SWFPAC guard force member within the WRA/PIDAS 24-hours a day. Authorized TRFB Security personnel or the WRA/PIDAS guard force will confiscate the PED for review and investigation. Code 07 will maintain proper custody during the course of the investigation and a thorough review of the device.

Due to investigations involving contraband being confiscated at any TRFB location, the Code 07 spaces are authorized to have PEDs as long as there is a process to prevent the capturing of any sensitive or classified information. Remember, if you see something, say something! 🐍



WHERE IS MY PERSONALLY OWNED ELECTRONIC DEVICE (PED) AUTHORIZED AT TRFB?

PROHIBITED

AUTHORIZED ONLY WITH FURTHER GUIDANCE. REFER TO TRIREFACINST 5510.2 CH-1

	U-NNPI OFFICES AND PHYSICAL SPACES OUTSIDE THE WRA/PIDAS	WITHIN THE WRA/PIDAS	COLLATERAL SECRET AND CONFIDENTIAL SPACES
SMART WATCHES, CELLULAR/FITNESS DEVICES	PROHIBITED	PROHIBITED	PROHIBITED
WIFI	PROHIBITED	PROHIBITED	PROHIBITED
BLUETOOTH	PROHIBITED	PROHIBITED	PROHIBITED
MEDICAL DEVICES	PROHIBITED	PROHIBITED	PROHIBITED
PLAY-ONLY DEVICES WITHOUT REMOVABLE MEDIA	PROHIBITED	PROHIBITED	PROHIBITED
REMOVABLE STORAGE MEDIA	PROHIBITED	PROHIBITED	PROHIBITED
PHOTOGRAPHIC DEVICES	PROHIBITED	PROHIBITED	PROHIBITED
AUDIO RECORDING DEVICES	PROHIBITED	PROHIBITED	PROHIBITED
COMPUTING DEVICES	PROHIBITED	PROHIBITED	PROHIBITED
RADIO FREQUENCY RECEIVERS AND CD PLAYERS	PROHIBITED	PROHIBITED	PROHIBITED



SAFETY FIRST

THROUGH THE LENS

U.S. Navy Photos by MC2 Adora Okafor and Michael Hatfield, TRFB Public Affairs



Code 08 Safety Briefing
June 2022

Topic: **Fall Protection Plans at TRF Bangor**

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Fall Protection Plans at Trident Refit Facility Bangor

New Revision of NAVSEA Fall Protection Chapter:

Chapter 220 "Fall Protection" of the NAVSEA Occupational Safety, Health and Environmental Control Manual is in its final draft and will be implemented within the next few months. The new revision will contain changes that will be challenging for the command but ultimately make TRF Bangor and other NAVSEA commands safer regarding fall protection. One of the major changes is the requirement for Fall Protection Plans for ALL work at height that requires fall gear.

A "permit" to work at heights

The Fall Protection Plan will be equivalent to a permit to work at heights with fall gear for Authorized Persons. A Competent Person, Qualified Person, or the Fall Protection Program Manager will approve the Fall Protection Plan prior to the work being executed. The Fall Protection Plan must be kept at the work site at all times.

Fall Protection Plans stored in database
Once a Fall Protection Plan is created for a specific job, that Fall Protection Plan will be available on the code 08 Sharepoint intranet page. Supervisors may then access these plans to brief their crews. However, if a job requiring fall gear does not have a Fall Protection Plan available yet, then one must be created and that plan will be stored in the Sharepoint database for future use.

More fall protection competent people required

The requirement for the many Fall Protection Plans TRF Bangor will be creating will require more fall protection competent people at our command to approve those fall plans. NAVSEA has created a 40-hour fall protection competent person course that code 08 will be teaching onsite at TRF Bangor later this year. More competent fall protection qualified employees will assure the command has the resources to generate fall protection plans on all shifts in all shops that work at height.

Timeline and what to do now

The process of training several new competent people in fall protection and developing many fall protection plans will take time. It is understood that this is not a task that can be accomplished overnight. However, with cooperation throughout the command, TRF Bangor can build an extensive database of Fall Protection Plans that will continue to keep workers at height safe at TRF Bangor and be in compliance with the new NAVSEA Chapter 220 standards.

For now, continue safe work at height using our current fall protection guidelines. When the new NAVSEA fall protection chapter is completed, and all requirements are finalized, the TRF Bangor Fall Protection Manager will contact appropriate management to begin implementing the changes.

For any questions please contact the TRF Bangor Fall Protection Program Manager at 360-315-1415.

June is PTSD Awareness Month

More than eight million American adults each year experience post-traumatic stress disorder.

- PTSD can develop after a frightening event where severe physical harm occurred or was threatened.
- PTSD is characterized by debilitating physical and emotional symptoms.
- Effective treatments help people reduce symptoms of worry and numbness, cope with frightening memories and develop healthier behavioral responses.
- Seek professional assistance through your program if you struggle with PTSD.

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

Magellan
HEALTHCARE



Hierarchy of Fall Protection

- Elimination or Substitution
- Passive Fall Protection
- Active Fall Restraint
- Active Fall Arrest
- Administrative Controls



Hierarchy of Controls

- Eliminate/Substitute
- Engineering Controls
- Administrative Controls
- Personal Protection Equipment



U.S. Navy Capt. Robert Figgs, commanding officer, Trident Refit Facility, Bangor (TRFB), and Dale Fosdyck, lead non-destructive testing (NDT) examiner, take a look at materials in TRFB's film processing room.



Rich White (right), TRFB's Occupational Safety and Health Office Director, presents Arnie Lusis (left), TRFB's Problem Resolution Chair, with an incentive award for his work helping the command reduce workplace injuries.



Trident Refit Facility, Bangor's (TRFB) Command Master Chief Timothy Glazner (left) and Chief Machinist's Mate Paul Williams (right), code 320 leading chief petty officer, pose for a photo after Williams was gifted a Washington state plaque for his end of tour at TRFB.



Trident Refit Facility, Bangor's (TRFB) non-destructive testing (NDT) examiner team pose for a photo. The responsibilities of the NDT examiners include approving all NDT procedures, training, certification examinations and to conduct annual oversight of all NDT inspectors for each of the NDT methods that an NDT inspectors is certified in.

For questions, please contact the Fall Protection Program Manager,
Kelly Flynn, (360) 315-1415

THE IMMORTAL BEARD:

Sailors want it, will the Navy grant it?

OP-ED by Nick Scott, TRFB Public Affairs
U.S. Navy Photo by MC2 Nathan T. Beard
Additional Photos courtesy of The Marine Corps Times,
The Reno Gazette Journal
and Paramount

One weekend a month, two weeks a year. It’s part-time work, even though Reservists are considered Sailors 24/7. Saturday morning I wake up at 0600 and make my way to the head. I pull out my hair clippers and begin hacking through the beard I have lovingly grown and maintained for a month. Then comes the razor. Ten minutes later, I’m totally clean shaven. Within standards.

I make my way to the kitchen, grab my mug of coffee, throw my Type III top on, log on at my home office and I am officially on duty. My fellow Reservists know the drill (pun intended). I am on camera for a total of 15 minutes (for mustering purposes). The rest of my drill is spent completing online taskers and communicating via email. Yet I am still required to shave. I am required to shave just in case a fire breaks out and I have to don full fire-fighting equipment (FFE) at my... umm house, I guess? Does this seem strange to anyone else? If this is the reason, I ask the Navy to please issue me a home self-contained breathing apparatus (SCBA). Even when I’m drilling in-person at the Navy Reserve Center office building, where is the repair locker exactly?

This is the reason we’re given as to why male Sailors must be clean shaven. We need our masks to fit properly while fighting fires. Tight seal. This has been the standard since 1984, when the U.S. Navy officially banned full beards and therefore won the Cold War.

When I was an active duty Sailor aboard USS Enterprise (CVN 65), I belonged to a repair locker. I donned an SCBA and mask every time we went into General Quarters (GQ). The dinging of the GQ bell still haunts me. That was when I was told why

the Navy requires all Sailors to be clean shaven, except for neatly trimmed mustaches of course. We are required to have a tight seal around our SCBA masks.

So why do Sailors on shore duty (who do not actively fight fires nor even have access to the equipment to do so), and especially Reservists, still have to comply with this standard? I’ve heard all the reasons, “It would be too difficult to have different grooming standards for different Sailors on different platforms.” Well, let me quickly debunk that. Females and males already have different grooming standards (and they have relaxed female hair standards, which was long overdue in my opinion). Also, different platforms have different uniform standards already. I can’t, say, walk around the NEX in my coveralls, nor can I go hang out in the engine room on a guided-missile cruiser, or on an active flight deck, in my full dress blues (with medals).

I have to be careful which boots I’m wearing depending on the platform. I can’t wear my “fuzzy” brown boots on an aircraft carrier. But when I was deployed to Djibouti, I would have gotten some strange looks if I were wearing shiny black steel toes in the hot desert sun.

“It’s cleaner to not have a beard,” I hear my fictional straw man chime in. Well if that’s your reason, I invite you to shave all the hair off your entire body (including head). I mean, that would be cleaner, right?

“It doesn’t look professional.” OK, by what standards? Societal norms are constantly changing. Many professionals, including civilians who work at this very command, and private sector professionals,

maintain various types of facial hair without societal collapse.



Once upon a time, male service members, and especially those of higher ranks, were expected to have facial hair. I have also met my share of British Royal Navy and Royal Canadian Navy Sailors and officers who sport very elaborate facial hair indeed. In fact WE, here in the United States, stick out for requiring service members to be clean shaven. The global standard is quite the opposite. If we want to continue to attract new and young Sailors, we have to keep up with the times. The U.S. Navy already relaxed its tattoo policy in 2018. That was the right call.

I agree that bearded Sailors will have to maintain a standard. It should be along the same lines as the mustache. According to U.S. Navy grooming standards, “The length of an individual mustache hair fully extended will not exceed approximately 1/2 inch”. This means that the beard should be the same and needs to be neatly trimmed around the neck and cheeks for a clean, groomed, look. I like to call this beard “The Riker”, based on the fictional Starfleet Cmdr. William T. Riker, first officer (XO), of the fictional starship USS Enterprise 1701-D from Star Trek: The Next Generation.

Of course, this wouldn’t mean compromising safety. Newer designs for SCBA masks are able to fit tightly even with a beard and there actually is no OSHA policy outright banning beards specifically for this purpose. Some fire departments in the U.S. and in Canada ask bearded firefighters to submit themselves to a “fit test”. This means that if they can get their mask to fit with a tight seal, they are good to go.

Exceptions are also already made for service members of all branches on religious grounds.

The U.S. Marine Corps granted an exception to policy for 1st Lt. Sukhbir Toor, a practicing Sikh, based on his religious beliefs. Ditto U.S. Air Force Staff Sgt. Abdul Rahman Gaitan, a practicing Muslim, U.S. Army Sgt. Jacob DiPietro, who belongs to a sect of Christianity requiring beards, and U.S. Army Sgt. 1st Class Benjamin Hopper, a Norse Pagan.

And, of course, there is the elephant in the room. The no-shave chit. Sailors have been using this as a back door for as long as beards have been banned. Many of them legitimately. Some of them not so much. Until very recently, the thing about the no-shave chit was that beards couldn’t be trimmed or edged. They had to be allowed to grow naturally and wild. This looks so much less professional than having a neatly trimmed beard; I don’t think I really even need to argue that case. The U.S. Navy agreed and now Sailors with no-shave chits are allowed to “outline and edge” their beards as of March, 2022.

It increasingly seems that U.S. Navy policy makers in the early 1980s decided they didn’t want Sailors to have beards, for whatever reason, and worked backwards from there. We should strive for positive change. Discarding outdated rules and regulations is the first step to attracting the next generation of Sailors who want to inherit the world’s greatest Navy and who want to uphold real U.S. Navy traditions that actually matter. 🇺🇸

BZ NEW SCPOs!

OBSERVANCES

PROMOTIONS:

Paul Andrews
April Bennett
Robert Bell
Brent Carslin
Robert Chronister
David Duran Jr.
Joshua Foley
Madison Gallagher
Angella Gibson
John Gitchel
Emily Gorecki
Lauren Graham
Brian Hill
Sarah Hitchcock
Thomas Hurt
Robert Johnson
Christina King
Mary Konkler
Nathaniel Marshall
William Patten
Michael Peterson
William Plunkett
Patrick Rendt
Christopher Sparks
Brent Wightman
John Willey



U.S. Navy Capt. Robert Figgs, left, commanding officer of Trident Refit Facility, Bangor (TRFB), presents a frocking letter to Senior Chief Hull Maintenance Technician Jonathan Espersen during a pinning ceremony at Naval Base Kitsap-Bangor.



U.S. Navy Capt. Robert Figgs, left, commanding officer of Trident Refit Facility, Bangor (TRFB), presents a frocking letter to Senior Chief Machinist's Mate Submarine (Auxiliary) Jeremy J. Dunn during a pinning ceremony at Naval Base Kitsap-Bangor.



U.S. Navy Capt. Robert Figgs, left, commanding officer of Trident Refit Facility, Bangor (TRFB), presents a frocking letter to Senior Chief Hull Maintenance Technician Joseph Kemnitz during a pinning ceremony at Naval Base Kitsap-Bangor.

Pride Month

Pride Month is celebrated every June as a tribute to those who were involved in the Stonewall Riots. We're getting ready to dust off our rainbow flags, douse ourselves in glitter, and go join in the fun. With parades, festivals, and concerts going on across the globe, there's always some way for you to get involved — as well as learn some important social history along the way.

Juneteenth

Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. From its Galveston, Texas origin in 1865, the observance of June 19th as the African American Emancipation Day has spread across the United States and beyond. Today Juneteenth commemorates African American freedom and emphasizes education and achievement. It is a day, a week, and in some areas a month marked with celebrations, guest speakers, picnics and family gatherings. It is a time for reflection and rejoicing. It is a time for assessment, self-improvement and for planning the future. Its growing popularity signifies a level of maturity and dignity in America long over due. In cities across the country, people of all races, nationalities and religions are joining hands to truthfully acknowledge a period in our history that shaped and continues to influence our society today. Sensitized to the conditions and experiences of others, only then can we make significant and lasting improvements in our society.

Summer Begins: 101 Days of Summer

Each year, the Department of the Navy (DON) designates the time from Memorial Day through Labor Day as the 101 Critical Days of Summer. We do so in order to focus DON personnel on safety; we experience our greatest personnel losses during this 15-week period. As the weather warms, we encourage you to make the most of time with family and friends, but also ask that you do so with a renewed emphasis on staying healthy and preventing injury. Your ability to remain fit for duty ensures that we remain fully mission-capable. Longer days and increased opportunities for outdoor activities provide much needed breaks for adventures, rest and relaxation that can provide the highlights of our summer. However, these 101 days expose us to more risks that, left unmanaged, can result in illness, injuries or, in extreme cases, death. Sadly, during last year's 101 Critical Days of Summer, the Department lost 26 Sailors and Marines. Over the past decade, motor vehicle, motorcycle, and water-related mishaps have been the main drivers of our summertime fatalities. You are one of the Nation's most precious resources, and we cannot afford to lose you. Simple actions – such as fastening a seatbelt, wearing a motorcycle helmet, using a life preserver, and focusing on the road instead of your phone or other distractions – can and do save lives. Therefore, it is critical that you consider and manage risks as often as possible throughout the summer and during these activities. Additionally, although most of our Nation has returned to pre-pandemic conditions, COVID-19 remains a persistent threat. We must continue to follow recommendations from the Centers for Disease Control and Prevention and Department of Defense Force Health Protection Guidance. The continued health and safety of you and your family remains our top priority. I trust all of you to remain vigilant and watch out for your fellow Sailors, Marines and your loved ones. Be safe, enjoy your summer and continue to lead by example in the world's greatest naval force.

Released by the Honorable Carlos Del Toro, Secretary of the Navy, Admiral Michael M. Gilday, Chief of Naval Operations, and General David H. Berger, Commandant of the Marine Corps.

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.

SERVICE

DIGNITY

RESPECT

PRIDE IN ALL WHO SERVE

PRIDE MONTH • JUNE

