

Trident Refit Facility, Bangor

Refit Review



October 2022

Volume 33, Issue 9

**CHANGING
CAREER
PATHS** From
Mechanic
to Crane
Operator

+PLUS

**SEXUAL
ASSAULT
PREVENTION**

&

**HAPPY 247th
BIRTHDAY U.S. NAVY!**



CONTENTS

On the
Cover:
pg.4
CHANGING
CAREER
PATHS

Marissa Apeland
(pictured here),
decided she was
ready for something
new, and then she
found a new career
path right here at
TRFB.



pg.3 Captain's
Corner

REFIT REVIEW

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



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CAPTAIN'S CORNER

Team TRF Bangor,

As we continue to cruise into the fall season, I want us all to reflect on how far we have come since this time last year. During the fiscal year that just ended, we excelled at executing the plan we laid out with very little schedule overrun (and we got some ships underway early). Not only did this deliver a lot more operational deterrence to the Navy and nation, but it also gave a predictable schedule, which should allow better planning and preparation for subsequent refits, as well as knowing when there will be a heavy workload for the workforce. The foundation you have laid through sustained hard work will allow us to continue to improve and set the gold standard for SSBN maintenance. Getting SSBNs to sea on time in a sustainable material condition is one of the most important missions in the entire Department of Defense, and I firmly believe that we can accomplish the mission in a way that is fulfilling and gives every member of the TRF team an appropriate work life balance.

My theme this month is about facilities and infrastructure. It was very clear from the DEOCS survey (and Captain's calls) that we are falling short of where we should be here, and I want to use this month's column to outline where we are going, and the various efforts we have ongoing in our Infrastructure Planning and Modernization Plan, building on Nick Scott's article in the September Refit Review. Although the various programs are complex, I ask that everyone at this command be willing to adjust and adapt during this time of infrastructural realignment – and let us know if we are off track.

On a strategic level, we are targeting potentially \$1B+ in projects that will make TRFB ready for the COLUMBIA class while managing transition from OHIO. We are at an extremely important period in funding those projects, and you may have noticed a lot of visitors asking difficult questions. The next few years are extremely important and will shape maintenance here for the rest of our lives – but it will not solve our shortfalls today. In the nearer term, we are managing over \$15M in projects that will help bring our 40+ year old facilities to a more modern standard, and these do address some of the more frustrating challenges, such as bathrooms and air conditioning in some buildings, and improved janitorial services. I am excited that these will provide tangible improvements we should see in the next few years. Day-to-day repairs and maintenance, such as broken toilets or water fountains, however, are an area where we are failing.

I want to be completely honest – the base operating service contractor simply does not currently have sufficient people to keep up with the workload, and we are putting in work orders faster than we are fixing them. This problem does have the attention of senior Navy leadership, and they are working on it, but it will require patience and flexibility. I do ask that if any if these overdue work requests rise to the level of a safety issue or have an operational impact – let us know. I do believe that service will eventually improve, but it requires both flexibility on our part and support of our building managers by continuing to identify all the areas that need to be fixed.

Growth and improvement are painful processes. If I had some simple way to snap my fingers and complete structural improvements instantly, I would.



Unfortunately these very necessary improvements will take time, work and sacrifice. For many of you this could mean something as simple as adjusting your usual use of a stairwell or head because the one you prefer is closed for renovation. For others it might mean moving work spaces entirely. Rest assured, I hear your frustration – and we are working hard every day to make sure that everything being updated and modernized is part of the big picture, and we are going to try and share as much about this plan as we can. There is very little we cannot share with you, although it can be frustrating watching repeated delays on some important projects such as the P-400 delta pier support facility, which is now projecting occupancy to October 2023 – a year late.

Infrastructure improvements are an effort that will never stop, and facilities are a key component in making TRFB the most rewarding place to work. I realize that it is highly unlikely our priorities (and limits) will be satisfying to everybody, but I hope that seeing the plan will show you that we are trying to make things better – and when we succeed with one project we will pivot to the next one.

As we look toward the future, whether towards COLUMBIA and OHIO being worked side-by-side in the 2030's or just the dark winter not too many weeks ahead, please continue to exercise your high standards of safety and professionalism, and I will see you on the "deckplates!"

V/R,

CAPT Mike Eberlein
Commanding Officer
Trident Refit Facility Bangor

DISCIPLINARY REPORT

September Discipline

Probationary Termination –

Inappropriate Conduct (non-supervisory)

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

FROM MECHANIC TO CRANE OPERATOR

Article, Cover Photo and Graphic by MC2 Adora Okafor, TRFB Public Affairs

Has the thought of changing your career path ever crossed your mind? After seven years of working as an Air and Refrigeration Mechanic in Code 38B, Trident Refit Facility, Bangor (TRFB) team member, Marissa Apeland, decided she was ready for something new, and then she found a new career path right here at TRFB.

Apeland, a Jefferson County native, enjoys operating heavy machinery and often uses her father’s boom crane truck. After working and learning a great deal as a mechanic, Apeland decided that she was ready for a new challenge.

“I already like operating heavy equipment and machinery, so I knew that would be something that I’d enjoy doing,” said Apeland. “Being a crane operator has always sparked my interest.”

Curious about the crane operator role at TRFB, Apeland would often ask the crane operators about their position. When an opportunity opened, she decided to take a leap of faith and apply despite not having formal training or experience.

“Once an opening came up, I knew that was just my time to go for it, even though I didn’t feel ready,” said Apeland. “I didn’t know what they were looking for when they hire.”

Remembering the fear and uncertainty she had before applying, Apeland recalls that she almost did not apply for the new role because she was comfortable in her current position and with her team. The thought of starting from the beginning frightened her.

“I applied for the job last second, and it was probably the best decision that I’ve made since I’ve been at TRF,” said Apeland. “I knew that I wanted it so bad.”

Danny Burleigh, Crane Operations Manager, Code 200, Lifting and Handling, was part of the interview panel. Burleigh said everybody who sat on the panel that day was in awe after her interview.

“When she interviewed, she wowed us,” said Burleigh. “She totally wowed us, and she also knew what she was talking about. When you hear somebody with that passion to challenge themselves, it intrigues you.”

When Apeland found out she got the position she recalls feeling ecstatic, accomplished and a little intimidated due to the amount of responsibility that comes with being a crane operator. Additionally, she also had to get her crane operator’s license, which requires a 40-hour classroom training and observation hours, a “no load” phase, and a limited phase. In total, this was nearly 115 hours of training for her license, which took Apeland about seven weeks to complete.

“(Apeland’s) ability to pick it up so fast is amazing,” said Burleigh. “(Apeland) has already gotten her endorsements for her portal cranes and she’s working on her mobile crane endorsements right now.

Getting that is going to be easy for her,” said Burleigh. “Her ability to come in and step in so quickly and help replenish the force has been a big help. She’s everything we expected her to be and more.”

Currently, Apeland is enjoying her new role and is striving to become the best crane operator that she can possibly be. She is also working on her mobile crane license.

Apeland credits everyone on her team to her success thus far including the supervisors who help guide her while she is operating the crane. Apeland said a lot of credit can also go to the other crane operators who trained her and passed down an abundance of knowledge and techniques.

“I trained with five journeymen operators, each and every one of them was there to help me succeed,” said Apeland. “Their goal was to make me a great operator. All of them have their own technique and they all operate a little bit differently. They’ve all been extremely helpful.”

Through the wealth of knowledge and techniques that other operators shared with Apeland through training and observation, Apeland was able to use the different methods to find her own technique.

“They said you’re going to figure out your own way that works best for you,” said Apeland. “Do what makes you comfortable and we’re here to help you and give you advice.


My supervisors say we’re here for you, you’re not here for us,” said Apeland.

According to Burleigh, it was very important to make her want to be here. As a manager, Burleigh stated, it is important that his team sees the value in teamwork.

“If you were sitting at the morning brief, you’d swear to God we’ve all been together for years,” said Burleigh. “She just rolled right in and fits right into that.”

For anyone who may be exploring other career paths within TRFB, Apeland has some advice.

“Shoot for something that you know would be a better career choice,” said Apeland. “I needed something that I would enjoy long term and something that I could see myself doing until I retired. I would say you just have to go for it!”



REQUIREMENTS FOR CRANE OPERATOR'S LICENSE

- 40 HOUR CLASSROOM TRAINING
- OBSERVATION HOURS
- NO LOAD PHASE, LIMITED LIFT PHASE



Code 08 Safety Briefing

October 2022
Topic: **Portable Electric Tools**

Code 08 Contacts
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

Code 08 Electrical Safety Program Manager
Serena Peterson-Smith
(360) 315-1901

Code 08 Delta Pier
Patrick Gleason, Safety Specialist
(360) 315-1422

Nate Marshall, Safety Specialist
(360) 315-1068

SAFETY FIRST

Portable Electrical Tools Safety Requirements

Portable electrical tools have an attached cord and plug and are either hand-held, frequently handled while operated, or moved from location to location by the user. Examples are drills, grinders, sanders, circular saws, drop lights, vacuum cleaners, extension cords, soldering guns or irons, to name a few. All equipment, in this program, is subject to electrical safety checks. Mobile equipment is also a part of this program. 25D and 31M have separate maintenance programs and do not fall under this one. Requirements are listed in the Portable Electrical Tool Certifying Procedure TRIREFFACINST 4870.1A and the NAVSEA OSHE control manual Ch. 231

Testing and Inspection of New or Repaired Portable Tools

Before a new or repaired portable tool is issued or used for the first time, it must be tested and approved. A qualified employee, per the Ch. 231, will visually inspect the equipment for integrity. Electrical testing will be performed on this equipment to check the insulation resistance. When satisfactory, a TRF Portable (green), Mobile (yellow), or Limited shipboard use (orange) sticker will be applied to the tool. The qualified person performing the testing will enter the

required dates and their badge number on the sticker. The shop will enter the updated information in their tool tracker. Shops must track their own tools for inspection dates and conditions.

Retest every 90 Days!


Portable Hand Tools are required to be retested every 90 days, unless approved by the Safety Department: Electrical Safety Program Manager, for annual checks. For tools that are special in shop only use, a separate annual check statement sticker will also be applied by Safety Dept.

Visually Inspect Before Each Use

In addition to 90 day period electrical testing, portable tools must be visually inspected, by the user, before each use. Visually inspect the tool for damage, including the plug and cord. Cords cannot be repaired; they must be replaced per manufacturer guidance, or the tool disposed of.

Frayed power cords are extremely dangerous and should not be used. Tools with frayed cords must be turned in for disposal or repair if allowed by the manufacturer.

This portable tool is satisfactory and may be used.



REF: TRIREFFACINST M-5100

PORTABLE
SAFE FOR
SHIPBOARD USE,
SHIP AND SHORE
OUTLET

TEST DATE

RETEST DATE

TESTER ID

TRIREFFAC 5100/2 (9-2019)



October is Depression and Mental Health Awareness and Screening Month

Learn about the signs, symptoms and treatment of depression.

- Primary depression symptoms include persistent feelings of sadness or emptiness.
- Clinical depression is a serious medical condition that, if untreated, can lead to self-harm and/or suicide.
- When people come together to learn about mental health problems, it helps reduce negative stigmas.

Call your DON CEAP at 1-844-DON-CEAP (TTY 711) or visit [MagellanAscend.com](https://www.magellanascend.com) for helpful resources.



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

OBSERVANCES

THROUGH THE LENS

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



Navy Birthday

An October 13, 1775 resolution of the Continental Congress established what is now the United States Navy with “a swift sailing vessel, to carry ten carriage guns, and a proportionable number of swivels, with eighty men, be fitted, with all possible despatch, for a cruise of three months....” After the American War of Independence, the U.S. Constitution empowered the new Congress “to provide and maintain a navy.” Acting on this authority, Congress established the Department of the Navy on 30 April 1798.

National Disability Employment Awareness Month

Observed annually in October, National Disability Employment Awareness Month (NDEAM) celebrates the contributions of America’s workers with disabilities past and present and showcases supportive, inclusive employment policies and practices.

Halloween

Halloween or Hallowe'en (a contraction of “All Hallows’ evening”), less commonly known as Allhalloween, is a celebration observed in many countries on 31 October, the eve of the Western Christian feast of All Hallows’ Day. Many Halloween traditions were influenced by Celtic harvest festivals, particularly the Gaelic festival Samhain, which are believed to have pagan roots.

Cybersecurity Awareness Month

Since 2004, the President of the United States and Congress have declared October to be Cybersecurity Awareness Month, helping individuals protect themselves online as threats to technology and confidential data become more commonplace.



- Incentive Awards = 312 totaling \$214,304
- Time-Off Awards = 107 totaling 864 hours
- Length of Service = 75 totaling 1,390 years
- Retirements = 5 totaling 136 years of Federal Service
- Thank You Bucks = 1522 TYB Processed equaling \$11,663.81



Members of Trident Refit Facility, Bangor (TRFB) and Trident Refit Facility, Kings Bay (TRFKB) pose for a photo in TRFB’s “Moonshine Lab”. The Moonshine Lab actively engages in the prototyping and development of innovative improvements in support of the waterfront workforce.



Team members from Trident Refit Facility, Bangor’s (TRFB) military personnel office speak with leadership during a gemba.



Trident Refit Facility, Bangor (TRFB) team member Dan Burleigh (left), Shop 02A crane operations manager, discusses the productivity of his shop with TRFB leadership.



Newly hired Trident Refit Facility, Bangor (TRFB) apprentices attend an introductory class.



U.S. Navy Capt. Michael D. Eberlein (center left), commanding officer, Trident Refit Facility, Bangor (TRFB), poses with the Navy Afloat Maintenance Training Strategy (NAMTS) team during a gemba at TRFB.

IT CAN HAPPEN TO ANYONE, ANYWHERE.

ARTICLE BY MC2 SARAH CHRISTOPH

Every 68 seconds, an American is sexually assaulted.* It is not gender discriminatory. It does not have a preference in clothing or lack thereof. It does not care if you are strong or feeble, tall or short, blonde or brunette, young or old. It does not have a place of choice. It can happen to anyone, anywhere—including the workplace.

It is important that we protect those within the Department of the Navy (DON) from sexual harassment and assault. The Rape, Assault, and Incest National Network lists depression, post-traumatic stress disorder, substance abuse, and suicide as just some of the effects of sexual violence. The ramifications of such acts could result in a lifetime of trauma for the victim. Sexual violence prevention

within the workplace benefits all employees’ safety, mental health, and overall wellbeing.

The Secretary of the Navy (SECNAV) instruction 5300.26E states that each member of the DON is entitled to be treated fairly, with dignity and respect, and must be allowed to work in an environment free of sexual harassment and assault. Sailors, Marines, and civilians, at every level of leadership, are personally responsible

for demonstrating professional and ethical behavior in all settings, and at all times — while on duty, at home, and online.

Every member of the DON is expected to abide by the core values of honor, courage, and commitment. Sailors, Marines, and civilians who model the

core values do not engage in negative behaviors such as sexual harassment. It is important to remind ourselves of our core values in order to prevent any unwanted behavior within our workplace.

5300.26E also states that sexual harassment and assault is unacceptable behavior within its civilian and military workforce. The DON is committed to a culture of dignity and respect, where sexual harassment is never tolerated, victims have access to comprehensive support, and offenders are held appropriately accountable.

If you or someone you know is a victim of sexual harassment

SECNAVINST 5300.26E DEFINES SEXUAL ASSAULT AS:

Intentional sexual contact characterized by the use of force, threats, intimidation or abuse of authority, or when the victim does not or cannot consent. The term includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape; sexual assault; aggravated sexual contact; abusive sexual contact; or attempts to commit these offenses.

or assault, refer to the “Important Points of Contact” section on this page.

STATISTIC SOURCES:
*DEPARTMENT OF JUSTICE,
OFFICE OF JUSTICE PROGRAMS,
BUREAU OF JUSTICE STATISTICS,
NATIONAL CRIME VICTIMIZATION
SURVEY, 2019 (2020).

IMPORTANT POINTS OF CONTACT

CIV SUICIDE PREVENTION/VETERAN’S CRISIS LINE:
1-800-273-8255

CIV EQUAL EMPLOYMENT OPPORTUNITY:
(360)476-2077 or (360)315-1859

CIV SEXUAL ASSAULT PREVENTION/RESPONSE:
(360)257-3265 or (360)257-2528

CIV EMPLOYEE ASSISTANCE PROGRAM:
1-844-366-2327

MIL DAPA:
(360)227-9829 (MMC COLLINS)

MIL DUTY CHAPLAIN:
(360)434-4576

MIL ONESOURCE:
1-800-342-9647

MIL CMEO/SEXUAL HARASSMENT RESPONSE:
(360)801-0325 (MMAC DROST)

MIL SUICIDE PREVENTION:
(360)340-2515 (MM1 HEINKS)

SECNAVINST 5300.26E DEFINES SEXUAL HARASSMENT AS:

Unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when: 1. Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, employment or career. 2. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person. 3. Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment. (b) Is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive. (2) Any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence, or affect the career, pay, or job of a member of the armed forces or a civilian employee of the DoD. (3) Any deliberate or repeated unwelcome verbal comment or gesture of a sexual nature by any member of the armed forces or civilian employee of the DoD.

BRAVO ZULU!

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

PROMOTIONS:

James Booth
David Brown
Jonas Eid
Stratton Fazio
Alexander Ferguson
Dale Fosdyck
Amanda Galeote
Madison Gallagher
Shane Gavin
Kayla Hoesche
Aaron Holliday
Erick Hublein
Thomas Jansson
Zackary Johnson
Brooke Mills
Tony Perry
Nikki Randall
David Rangel-Mora
Andrew Rezek
Jeffery Roberts
Constance Squier
Tyler Tuson
Lindsay Wade
Michael Wegener
Curtis Weston



TRFB leadership and TRFB's Navy Afloat Maintenance Training Strategy (NAMTS) program graduates pose for a group photo.



TRFB team member, Ken Behal, right, receives an award for his leadership and efforts during the command's Family and Friends' Day event.



TRFB team member, Patricia Angstead, right, receives an award for her leadership and efforts during the command's Family and Friends' Day event.



TRFB team member Mike Lang, Valves and Pumps (Shop 31D) first line supervisor, receives an award recognizing his 40 years of federal service.



TRFB team members, Boatswain's Mate 2nd Class Cheyenne Moscoso, left, from Fairfield, California, and Boatswain's Mate 2nd Class Anthony Morgan, right, from Chicago, Illinois, pose for a photo after an awards ceremony highlighting their hard work.



TRFB team member, Machinist's Mate 1st Class Adalberto Covarrubias, right, receives a letter from the commanding officer for his outstanding volunteer efforts during TRFB's Family and Friends Day event.



TRFB team member, Machinist's Mate 2nd Class Nathaniel Farmer, right, receives a Navy Achievement Medal for his tour at his previous command, USS John C. Stennis (CVN 74).



TRFB team member, Machinist's Mate (Nuclear) 1st Class Dakota Bridges, right, receives a letter from the commanding officer for his outstanding volunteer efforts during TRFB's Family and Friends Day event.



Bruce Girkin, security director at Trident Refit Facility, Bangor (TRFB), right, receives an award from Capt. Michael Eberlien, commanding officer of TRFB, for 40 years of American government service.



TRFB team member, Gas Turbine Systems Mechanics 1st Class Chase Wallace, right, receives a Navy Achievement Medal for his leadership and efforts during TRFB's Family and Friends Day event.



TRFB team member, Machinist's Mate Auxiliary 1st Class David Keenan Jr., right, receives a Navy Achievement Medal for his leadership and efforts during TRFB's Family and Friends Day event.

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.



Iran link to social media spying on military leaders

Computer-generated fake faces on social media appear to be work of spy agencies

LinkedIn spy scandal shines spotlight on China's online espionage

DON'T BE
MANIPULATED
BY INFORMATION
THIEVES
ONLINE