



C & B Newsletter

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August 2014

Tim Besselman

Emma Obertate

Assistant Controller

Tim Besselman, a pilot at Trimble Co., LG&E, was seriously injured in a motorcycle accident on July 22, 2014 and is facing a 6-12 month recovery. If you would like to donate to help Tim and his family during this time, please send an email directly to me with what you wish to contribute. I will need to have something in writing from each contributor. You may choose a weekly amount or a one-time lump sum as a payroll deduction. Deductions can start this week. C&B Marine will match all donations for the next two weeks since this is late notice for this week's payroll. Please keep Tim and his family in your thoughts.



Lessons Learned

Greg Schabell

Safety Coordinator

3 lessons learned were sent out this month: a Man-Overboard (MOB) and 2 vehicle collisions. No injuries resulted from these incidents. The MOB only got his legs wet, but any MOB is close to a serious injury or worse. The 2 vehicles collisions occurred while the vehicles were moving backwards and within 24 hours – after a safety warning was sent out covering moving backwards in vehicles. All 3 incidents were avoidable. Any incident or near miss brings one of you close to a serious injury. We must learn from each of these events so that we all go home safe every day.

Stuart MOB – On 7/31/14 an employee fell overboard while putting the vessel name on the side of the townknee. The crew did not inform the pilot of their activity. As one employee lost their balance, another tried to prevent him from falling overboard and fell in himself. The main lesson to learn is the importance of **Communication**. If the crew had communicated their task to the pilot, a Job Briefing would've occurred, they would've identified hazards of the task, and arrived at a plan to avoid those hazards – which in this case they could have avoided the MOB hazard by simply repositioning the boat alongside a loaded barge or the dock.

Remember the Z Box: identify the task, WHAT IF analysis, WHAT COULD HAPPEN, and then execute. What if I don't communicate? What if there is no side protection in place? **SLOW DOWN!** Identify hazards – **SITUATIONAL AWARENESS!** What are the **prevailing circumstances?** Make your safety more important than the task!! Do not forget the positive: the MOB incident occurred trying to prevent another MOB from occurring. **MAKE YOUR CO-WORKERS SAFETY AS IMPORTANT AS YOUR OWN!!**

Stuart Vehicle Collision – On 8/14/14 a C&B wheel loader collided with the Stuart Water truck while moving backwards to keep the gypsum piled up for the excavator to load it into a receiver barge alongside the dock. The direct cause of the loader (Continued Below)

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Accounting Department

Employee Corner

Emma Obertate

Assistant Controller

This section will be used each month as a refresher for the Employee Handbook policies. I know most of you have probably read the handbook during your leisure time ;) so this is for the ones who have not had time to do so! In addition to reporting to your supervisor or Human Resources, it is also necessary to contact Martie D'Andrea of your absence or tardiness. Thanks in advance for your cooperation!

Absences – It is recognized that illnesses and medical emergencies occasionally may prevent you from reporting to work as scheduled. All employees are required to notify their supervisor or Human Resources at least 2 hours in advance of their start time if they're going to be absent from or late for work for any reason. Employees must make every effort to speak with their supervisor directly. If the supervisor is not available, employees must contact Human Resources immediately and speak with a Human Resources representative directly. **Notifying anyone other than your supervisor or Human Resources will not be considered proper notification, and your unauthorized absence or tardiness may result in disciplinary action.** You should be prepared to explain both the reason for the absence and the time or date when you anticipate being able to return to work. Employees must contact their supervisors each day that they are absent.

Management reserves the right to ask for a physician's statement in the event of an illness, or multiple illnesses or injuries. If an employee fails to notify his/her supervisor after three (3) consecutive days of absence, the Company will presume that the employee has voluntarily resigned. The Company will review any extenuating circumstances presented by the employee that may have prevented him/her from calling in before being removed from the payroll. If an illness or emergency occurs during working hours, employees should notify their supervisor or, if the supervisor is not available, Human Resources before leaving work. Similarly, their supervisor should be notified at least one day in advance of known absences for medical or dental appointments.

Tardiness – It is expected that each employee will arrive to work at his or her normal starting time. When an employee knows they will arrive later than their usual starting time, they're required to notify their supervisor at least ½ hour in advance...

Any hours of work missed because of tardiness may be scheduled for make-up within the discretion of your supervisor within the same work week. Those employees covered by the overtime provisions dictated by federal or state law who are not scheduled for make-up time or who do not work their scheduled make up time, will not receive pay for such absences or tardiness. Employees are expected to make up lost time by staying later and/or coming in earlier when the employee's or the Company's workload warrants. Employees are also expected to make-up missed time for doctor's or dentist's appointments (or for similar situations that are not FMLA-related) in the same manner, at the Company's discretion. Excessive unexcused absenteeism and/or tardiness will be considered unsatisfactory performance, which may lead to disciplinary action up to and including termination.

Operations

Jerry Jones & Everyone Stepping Up

Ed Lapikas

General Manager

When I was preparing to write this month's article, I was thinking about commitment and diligence, and the sacrifices that have been made to reach our goals. To be successful, we must have the skills to do our jobs. Commitment to get the job done is where we excel. This month I would like to commend Jerry Jones for his commitment to our team. Jerry works as a deckhand at Trimble County. We have experienced the loss of several crew members at that location, and we needed coverage desperately. Jerry stepped up and sacrificed his vacation so we could have coverage and meet the needs of our customers. I am very proud of his selflessness and commitment.

The last few months have been extremely busy, but everyone has done an excellent job at working extra hours to ensure we are meeting the needs of our customers. I would also like to thank everyone for the improvement in the quality of the maintenance of our boats, rigs, and equipment. All inspections I have conducted have shown we are excelling in keeping everything clean and well maintained. Sometimes when we are so busy we don't get time to thank everyone personally for the job they are doing, but every job and task we do well is what continues to make us successful. Every person here at C&B plays a part, and everyone is important. As a manager, it makes me very proud to see the quality we are producing every day. It is what sets us apart from our competitors. Let's Make September another great month!



Lessons Learned (Continued)

colliding with the water truck was the water truck operator violating established procedures for yielding to heavy equipment. The water truck failed to receive positive direction/communication from the loader to pass behind him while the loader was in operation in that area. As in most incidents, several other causes contributed to this incident. We must always positively verify a safe path when moving backwards, whether in equipment or not. Remember the importance of job briefings and hazard identification/critical task assessment before starting work and as needed throughout your shift. Remember to use resources and to inform C&B management and safety department with hazardous conditions and recommendations to reduce/correct any hazard.

Hebron Vehicle Collision – On 8/15/14 a C&B vehicle struck the vehicle behind him when he backed-up quickly to avoid the vehicle in front of him who had gone too far into an intersection when the light turned red. The direct cause of this vehicle collision is loss of situational awareness. He reacted to the vehicle in front of him without being aware of the vehicles that were behind him. Remember that you are responsible for your vehicle regardless of other vehicles. If another vehicle backs up, then they're responsible for ensuring a safe path; if you backup, then you're responsible for ensuring a safe path. Also remember that work vehicles tend to be larger with more blind spots – stay aware of all traffic around you. **Slow down, think about the hazards associated with the task you're undertaking, consider ways to avoid those hazards, communicate your plan, and execute safely! Make your safety and the safety of your co-workers the most important task every day!**

Operations

Quizzes & Drills Raffle

Martie D'Andrea
Crew Dispatcher

Thank you to everyone who completed their drills and quizzes through August. The winners of the \$50.00 gift cards are: Dan Yauch, Patriot; Marcus Gillespie, Trimble County; Mike Meeker, Ghent Cleaning; Tony Popp, Ghent. I will mail the gift cards to each winner. We appreciate everyone taking the time to get caught up on all paperwork. Congratulations to the winners and thanks again to all the employees who participated. Please try to keep current each month on getting those into me. I know the paperwork may seem endless, but training & safety are very important. We appreciate your dedication and hard

work – we couldn't continue to grow and be successful without each one of you!

Accounting Department

Jennifer Johnson

Scott Bray
CFO

We would like to welcome Jennifer Johnson to the C&B Marine team. Jennifer joins us as Personnel Coordinator and in her new role is here to help with issues, concerns or questions dealing with benefits, payroll, etc. Please feel free to contact her here at the office or via email jjohnson@carlislebray.com should you need assistance. Join me in welcoming Jennifer to the team!

Safety Department

Change of Watch

Greg Schabell
Safety Coordinator

Change of watch is a critical moment of any day. The time immediately before and after crew change is one of the most prone for an incident. Everyone is in a rush to complete or start their shift. STOP and take a few minutes to discuss the following: traffic in the area, your present position/location, changes in radar settings, VHF radio operation, vessel/tow configuration, mechanical systems, navigation equipment, river/weather condition, lock/dam information, dropped off/picked up barges, new orders, crew changes, management communications and any other information pertaining to the next watch. You would want to know if one of the generators is having issues before you are heading down on bridges; you would want to know about a condition making the decks slippery; and you would want to know if the office sent out some new information relating to your operation. Take a few minutes to review these items with your relief and ensure that they know everything that you would want to know.

Please see the new equipment for Stuart in the Announcements section below. Please let us know potential hazards you encounter, and C&B will continue to provide the best and newest equipment to ensure your safety.

Quote of the Month

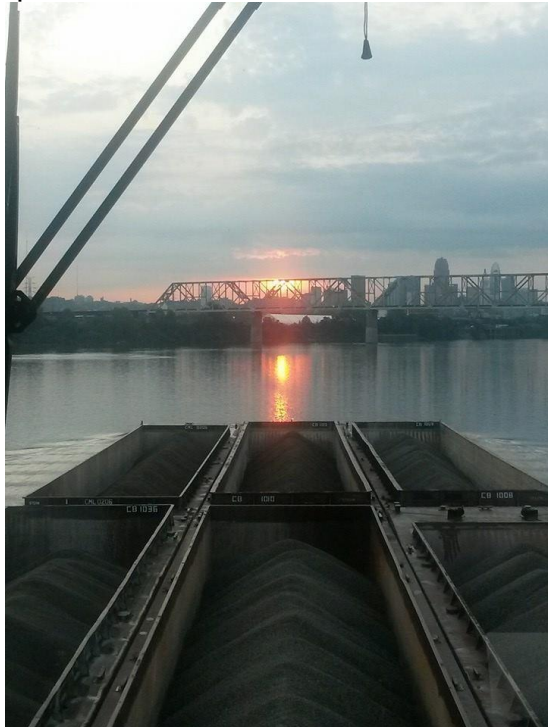
"I have fished through fishless days that I remember happily without regret."
Roderick Haig-Brown



C&B ALS Challenge – See it the most recent edition of the Waterways Journal!



Enterprise North Bound, Southern Harbor



Silver Grove from Mike McNeely



Glenna M back in C&B colors!!



Wayne C, 1-65 Bridge, Louisville



Beverly Wayne, Patriot





CALENDAR OF EVENTS

BIRTHDAYS

SEPTEMBER BIRTHDAYS	
1-Sep	Harris, Robert D.
1-Sep	Terrell, William M.
2-Sep	Crawford, Michael D
6-Sep	Gulley, Ian D
16-Sep	Loschiavo, Thomas L
17-Sep	Berning, Patrick J.
19-Sep	Collins, Adam L
19-Sep	Middleton, Ricky E
23-Sep	Jump, Danny Ray
23-Sep	Thomas, Chad J
24-Sep	Arnold, Christopher R
24-Sep	Moore, Kevin E
27-Sep	Chase, Matthew
28-Sep	Armstrong, Thomas J

ANNIVERSARIES

SEPTEMBER ANNIVERSARIES	
9/9/2008	Miller, Allen E
9/10/2009	Cutter, Norman P
9/10/2009	Hastings, Jason A
9/21/2006	Conley, James A.
9/21/2011	Popp, Anthony W
9/27/2000	Goodin, John T

Questions and Answers

We are asking that if you have any questions or would like clarification on something that you send us your questions and we will address them in this section. We look forward to hearing from everyone.

Q: How do I get in the Newsletter?

A: Everyone is encouraged to send in pictures and articles to be published in the newsletter. If you have a picture and an issue you want discussed, please let us know.

Q: Can I send pictures to be published in the Newsletter?

A: Yes! Send pictures to Greg Schabell or your manager.

ANNOUNCEMENTS

Chad Bray's family welcomed Cody William on 8-6-14 at 8:28 pm. He was 18 inches and 5lbs 1oz.



Stuart Cleaning got new steps that reach all barge types for getting safely on/off barges to be cleaned.



Stuart Cleaning got the new barge ladder for getting in and out of the hopper.

