



C & B Newsletter

Issue 46

October 2016

Rob Carlisle

President

I wanted to let everyone know that we could not be more proud of all of you! We are quickly approaching the end of 2016 and, even though we have had some ups and downs, we are steady as she goes! Thanks to our great team, we continue to stay SAFE, FOCUSED, and poised for growth in the coming year. We hope you are watching out for each other and making sure everyone has a Safe and Fun day on the job!

We are growing again: C&B Energy, under the guidance of Paul Wiesner, has just taken delivery of our new Manitowoc 4100 W S2 230-ton crawler crane. This keeps on the leading edge of projects we have, and on the lists of Marine Construction Projects that lie in our future. Again, thanks to all of you, from me and all of the Partners, we will continue to grow and diversify long into the coming years!



The Lazy Bench

Patent No. 6,469

We're about to choose our next president, so I thought it would be appropriate to write about a previous president of the great United States, who happens to be the only president with a registered patent and a riverman to boot! His patented invention was for lifting boats over shoals and other obstructions in a river. This device was composed of large bellows attached to the sides of a boat that was expandable due to air chambers. His successful patent application led to his drafting and delivering two lectures on the subject of patents while he was President. The patent for "Buoying Vessels Over Shoals" was conceived when on two different occasions the boat on which he traveled got hung up on such obstructions. The invention stemmed from the future president's experiences ferrying travelers and carrying freight on the Great Lakes and some midwestern rivers. In 1860, he wrote his autobiography and recounted that while in his late teens he took a flatboat down the Ohio and Mississippi Rivers from his home in Indiana to New Orleans while employed as a hired hand. After moving to Macon County, Illinois, Lincoln made an additional trip a few years later on another flatboat that went from Beardstown, Illinois, to New Orleans. As William Horman first wrote, "necessity is the mother of invention." Before his flatboat could reach the Illinois River, it got hung up on a milldam at the Old Sangamon town. As the boat was sinking, he took action by unloading some cargo to right the boat, then drilling a hole in the bow with a large auger borrowed from the local cooperage. After the water drained, he re-plugged the hole. With local help, he then portaged the empty boat over the dam, and was able to complete the trip to New Orleans. Documentation of this patent was discovered in 1997 and Abraham Lincoln is inventor of Patent 6,469 to aid in the safe navigation of the inland river system of the early US of America. It is questionable whether the device would've been successful but he was able to move onto politics where he had some success!

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Safety Department

Fuel/Oil Transfers

Gordon Putzke

Compliance Manager

Please be aware of the need to understand the importance of standing a “vigilant” watch during all fuel/oil transfers. As supervisors, it is also part of your job duties to **ensure** that someone is consistently present to watch transfer operations. The Person-In-Charge (PIC) is our first line of defense in the prevention of an environmental incident. By maintaining good watch standing procedures and protocols during these transfers, you’ll have greater chance of mitigating any spills reaching the inland waterways. One of the first steps to help prevent any spill is to ensure that the Declaration of Inspection (DOI) form is filled out and signed by both parties undertaking the transfer. The items on the DOI form are a checklist for your pre-transfer conference to help prevent a possible spill. Once again, please take the time to review the proper procedures during these critical transfer operations: “Before any fuel/oil or fuel/oil drum transfer may begin, the Supervisor / Pilot or Person-in Charge (PIC) and the vendor tankerman must agree on transfer procedures and follow them precisely” and “A crew member trained in the transfer operation must remain at the site of the transfer for its duration.”

Marine

Cell Phones

Ed Lapikas

General Manager C&B Marine

It has come to our attention that staff are abusing phone privileges while on the job. While on the job site, it has been noted that employees are continually utilizing phones when they should be working. Effective immediately, cell phones should only be utilized when on break and on lunch. We realize that there may be times when it is necessary to make phone call due to family concerns, etc. In that event, please let your supervisor know if you will be on the phone outside the allotted times. We will follow the C&B disciplinary policy for any future issues with cell phones. Thanks everyone for your cooperation!

Safety & Compliance Department

MindFlash

Sarah Monday

Compliance Coordinator

Starting now, Policy and Procedures Manual (PPM) quizzes for C&B Marine and Energy Services will be...

sent through Mindflash, which we currently use for our monthly Safety Resource Manual refresher quizzes. PPM quizzes are required training for all Pilots and Excavator/Crane Operators. These usually require the taker to research the manuals to find answers and will take time to complete. We advise all that these quizzes should be taken on the boats computer, as not to affect your personal time. If you choose to take these outside of your working hours, please try to complete this by using a home computer. We advise you to not use cellphones, as this will cause a data usage. We plan to continue converting our training quizzes to Mindflash to help make our documentation more efficient to use and administer. We hope that this will help us to better focus on you and your crews training needs. If you have any concerns, questions, and/or comments please feel free to contact Sarah Monday or Greg Schabell at the Covington office.

Safety Department

Flu Season

Greg Schabell

Safety Manager

The flu is a serious contagious disease that can lead to hospitalization and even death. The CDC recommends a yearly flu vaccine as the first and most important step in protecting against flu viruses. While there are many different flu viruses, a flu vaccine protects against the viruses that research suggests will be most common. Flu vaccination can reduce flu illnesses, doctors’ visits, and missed work due to flu. Everyone 6 months of age and older should get a flu vaccine as soon as the current season’s vaccines are available. Next, take everyday preventive actions to stop the spread of germs. Try to avoid close contact with sick people. While sick, limit contact with others as much as possible to keep from infecting them. If you’re sick, you should stay home for at least 24 hours after your fever is gone. Cover your nose and mouth with a tissue when you cough or sneeze. If you can’t get a tissue before you sneeze, sneeze into the inside of your elbow, not into your hand(s). Wash your hands often with soap and water, or use an alcohol-based hand rub. Avoid touching your eyes, nose and mouth – germs spread this way. Clean and disinfect surfaces and work areas. Lastly, take flu antiviral drugs if your doctor prescribes them. Antiviral drugs can make illness milder and shorten the time you’re sick. Flu-like symptoms include fever, cough, sore throat, runny or stuffy nose, body aches, headache, chills and fatigue. Protect yourself this flu season by getting a flu shot ASAP, practicing good hygiene, and monitoring for symptoms.



Service Department

Anti-Freeze

David Westrich

Port Engineer

The cold weather will be upon us very soon. It is hard to believe on a mid-October day when it is 80 degrees outside but it won't be very long at all. We all must ensure that the vessels and equipment have the proper level of coolant in them and that we are not just adding water. Please take the time to make sure that you have a supply of coolant on hand at your location. Also we will be tracking the coolant readings so please test the coolant and send the readings to Maintenance@carlislebray.com.

Safety Department

Employee Corner – Referral Bonus Program

Emma Obertate

Employees Relations Manager

C&B is excited to announce our all new *Employee Referral Bonus Program!* How would you like to earn **\$250.00**? We believe that our organization's most valuable asset is our employees and good employees are hard to find. That is why we need your help! We are looking for hardworking, dependable, energetic people to join our family. This new program is going to motivate you to refer someone to interview with us. If you know someone who is qualified and is interested in taking a position with our company, refer them! If the person you refer is hired and employed six months you will be rewarded with a \$250 gift card! We are currently hiring for General Laborer/Loader Operators. Start referring your friends today!

Safety Department

Near Miss Lessons Learned

Greg Schabell

Safety Manager

We recently had a near miss involving a line popping off a timberhead on a high-low coupling. The deckhand had tied off timberhead to timberhead on the corners. He used 2 wraps on top of the line, but he tied off high and the lead was nearly straight up and down. No property damage resulted from this incident but we wanted to review some best practices associated with high-low tie offs. The best and easiest solution would've been to move up to the quarter-cavel where the height difference was not as extreme and the cavel would've allowed a more secure tie off. If he needed to use the timberheads, then it was important to tie off as low as possible on the timberhead. A steamboat hitch should've been used...

instead of wraps. A safety wire could've been used to back up the line. Another option would be to get your opposite leads on the head and use wire for a breast on the stern. Please review best line handling practices involving high-low couplings to ensure that they understand the hazards and ways to best manage those hazards.

Employee Relations

Employee Corner – Guidance Resources

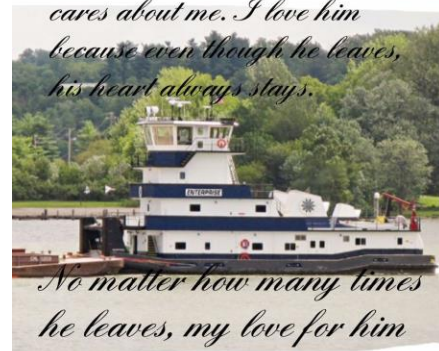
Emma Obertate

Employee Relations Manager

We are pleased to announce that ComPsych is your new EAP provider of GuidanceResources services as of October 1, 2016. Your GuidanceResources benefits will give you and your dependents confidential support, resources and information for personal and work-life issues. These services are provided at no charge to you. Your Guidance-Resources services include: Employee Assistance Program (EAP) for Confidential Counseling, Work-Life Solutions, Legal Support, and Financial Information. GuidanceResources is available to you 24 hours a day, 7 days a week. There are two ways to access your GuidanceResources benefits: 1) Call 877.616.0508, you'll speak to a counseling professional who will listen to your concerns and can guide you to the appropriate services you require; 2) visit GuidanceResources Online at www.guidanceresources.com and enter your company ID: CN3906K. Remember, your Guidance-Resources benefits are strictly confidential. I hope you will take some time to explore all the benefits that GuidanceResources can offer to you.

Quote of the Month

I love someone I don't get to see everyday. Someone that cares about me. I love him because even though he leaves, his heart always stays.



No matter how many times he leaves, my love for him stays. I love my dad, he's a towboat man

Adam Myers Daughter, Maddison



Zimmer stack by Aaron House. Winner of the best pic of the month!



f

Beverly Wayne southbound at Rising sun with 2 Empties by Coleman Yauch.



Larry Cox representing C&B at RiverWorks Discovery.



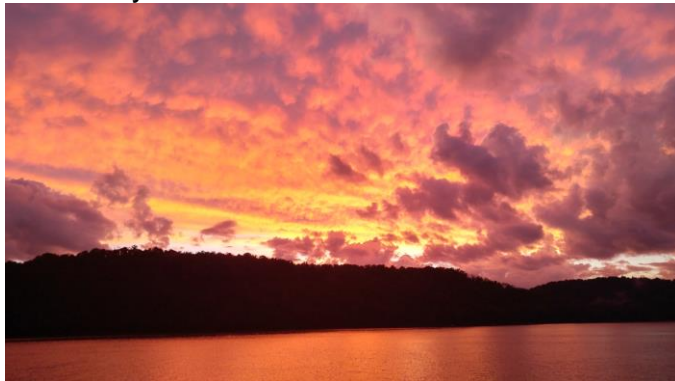
Glenna M at Hebron.



Brian Mullins representing C&B at RiverWorks Discovery.



Sunset by Kenton Brown.





BIRTHDAYS & ANNIVERSARIES

Full Name	Birthday
Airgood, Brandy	9-Nov
Bray, Chad	11-Nov
Caddell, Kyle L	2-Nov
DePriest, Ty E	26-Nov
Friend, Larry W	21-Nov
George, Nathan	19-Nov
Graves, Michael	17-Nov
Inman, Jason	11-Nov
Kilburn, Dustin	29-Nov
McKinney, John N	16-Nov
McNeely, Micheal	2-Nov
Smith, Tyler	4-Nov
Snodgrass, Jacob B	1-Nov
Swan, Tim B	17-Nov
Terrell, James	12-Nov
Tice, Jordan L	25-Nov
Weise, Tyler R	17-Nov

Full Name	Hire Date
Brooks, Matthew	11/12/2007
Cucinotta, John	11/26/2012
Fryman, David	11/6/2013
Lapikas, Randal	11/9/2004
Russell, Daryl	11/28/2006
Schell, Noah D	11/3/2015
Smith, Jason	11/1/1999
Springer, Ernest J	11/11/2014
Terrell, Keith	11/19/2009
Vise, Jeremy D	11/11/2014
Westrich, David	11/15/2004
Yauch, Daniel	11/1/2010

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.

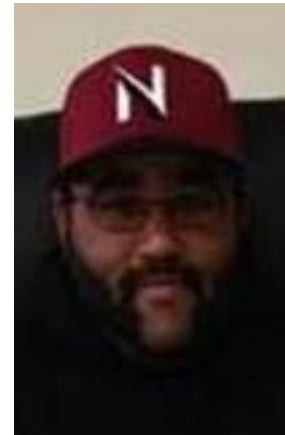
Q: Can I stop work if I suspect something is unsafe?
 A: Yes! Everyone has stop work authority and you're encouraged to exercise that authority if you believe that there is an unsafe act or condition.

Q: Who do I contact for the employee referral program?
 A: Emma Obertate.

ANNOUNCEMENTS

Dan Yauch and David Supple received 100% on their annual Rules of the Road Refresher Quiz. Great job!

We would like to send out a huge congratulations to Jason Hannan for his promotion to Ghent Supervisor!



David Supple has received his Limited Master and Mate Pilot License!



Jake Gregory Schabell! Born on 10/29 7 lbs, 1 oz and 18.5" long. Hopefully the last announcement for the Safety Manager!!

