

# C & B Newsletter

Issue 59

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## Marine

*Harassment/Bullying*

### Ed Lapikas

C&B Marine General Manager

We want everyone to be extremely clear that C&B will not tolerate harassment/bullying, and anyone doing this will be subject to disciplinary action up to termination. This is a place of employment; a place where people come to earn a living for themselves and their families. This should be a place where we learn from one another, respect and appreciate others differences, and encourage growth from one another; not a place where people dread coming to work because of the wrong attitudes and outlooks. Treat people with respect, the way you would like to be treated. If you are having difficulty communicating with someone reach out to your supervisor. If you have difficulty with your supervisor, reach out to management. We have an "open door" policy, and we want our employees to feel comfortable coming to us with all of their concerns. We want employee retention, and to do that our employees need to feel comfortable and happy coming to work. Any questions, please don't be afraid to ask.

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## Lazy Bench

*Fiddler's Green*

### Greg Schabell

Safety Manager

Upon passing to the next world, not all sailors went to Davy Jones' Locker. In fact, only the wicked entered Davy Jones' Locker – forever suffering in the ebb and flow of that which once gave them succor. A good-hearted sailor, instead, takes residence at the Fiddler's Green, a happy land where there is perpetual mirth, a fiddle that never stops playing and beautiful dancers that never tire. He is seated outside the Pub in the midst of a beautiful meadow, drinking his never-ending grog while forever smoking his pipe filled with fragrant tobacco. Everything a true, rough-hewn man of the sea could desire: wine, women and song. This resting place between Life and Hell is the sailor's paradise, where everything he missed during all those arduous days at sea is abundantly at hand. He now has nothing to do but raise a glass, draw his pipe and enjoy the maidens as they frolic to the perpetual tunes emanating from the Fiddler's Green.

*"Wrap me up in my oil skin and blanket,  
No more 'round the docks, I'll be seen;  
Just tell my old shipmates  
I'm taking a trip mates,  
And I'll see you some day at Fiddler's Green"*





## Employee Relations

*Employee Corner – Open Enrollment and Referral Bonus*

### Emma Obertate

Employee Relations Manager

Open Enrollment will be held from November 27 through December 8. We'll be switching back to Anthem Medical! There will be meetings scheduled close to most locations so we can walk everyone through electronic enrollment on Paycom. Please set up your online access with Paycom as soon as possible if you have not already. We will also be introducing Aflac coverages that would help offset deductible costs such as hospitalization and accident. This will be on a voluntary basis only if you are interested. More detailed information will be posted and emailed soon.

**Congratulations!** Adam Myers, Josh Wilson, Brian Justice, and Justin Rowe will be receiving a bonus from us because one of their new coworkers used them as a referral when applying. If you would like to receive \$250, find a friend that is looking for a long term career and have them apply using your name as a referral. If they stay with us for 6 months, you will get paid for finding them! Special thanks to Zach Ross, James Clark, and Eric Warren for continuing to put in good work and helping their friends win big!

## Safety Department

*Change of Seasons*

### Greg Schabell

Safety Manager

You should be talking to your crews (especially the more inexperienced ones) about the change of the season and cold weather. Ensure that everyone is staying warm and drinking water. This is also the ideal time to start acclimatizing so your body is used to the weather. The more acclimatized (used to the weather) that you are, the easier it will be for your body to handle the cold. Sudden and/or drastic changes in temperature are the most hazardous weather conditions because your body is not prepared for those conditions. Most cases of hypothermia occur at temperatures between 30-50 degrees. At these temperatures, victims underestimate the danger and are unprepared for the conditions they encounter. The circumstances of the exposure, and the health of the victim, play major roles in who suffers from hypothermia. Hypothermia is defined as a core temperature of less than 95 degrees. Your body is a machine which is designed to function over a very narrow temperature range. Body heat is gained and...

lost through conduction, convection, radiation and evaporation. Conduction is the transfer of heat by direct contact. The heat flows from the warmer object (your body) to the colder object. A more serious example of conductive heat loss is when your body is submerged in cold water. Water conducts heat much more efficiently than air and will rapidly cool your body. This can quickly be life threatening. For example, in 32-degree water death will occur in less than 15 minutes. Convection is the loss of heat by wind. Windy conditions disrupt the layer of warm air surrounding your body and accelerate heat loss. Wind chill can dramatically alter your body's ability to stay warm. Radiation is the loss of heat from exposed body surfaces such as your head or face. Evaporation of water and sweat also consumes body heat. Body heat is used to dry your wet skin after you have been sweating and body heat is also used to warm and humidify the cold dry air that you are breathing. Your body has developed mechanisms to combat heat loss and keep your temperature normal. Within your brain you have a thermostat which attempts to regulate your temperature. As you begin to get cold your thermostat tells your body to constrict the blood vessels in your arms and legs to conserve heat. This helps to keep the warmer blood around your vital organs such as your heart, lungs and kidneys. Colder blood is trapped in your extremities. It also begins the process of shivering. This produces body heat through muscle work. Most importantly, the thermostat makes you aware that you are getting cold and to do something about it. Typically you will head inside to warmer conditions, add another sweater, build a fire, etc. If you must stay outside, then vigorous movement and appropriate clothing will help keep you warm. The cold can make you forget about staying hydrated – DRINK WATER!

## Service Department

*Maintenance Tip – Fire Pump*

### David Westrich

Port Engineer

Now that freezing temperatures are here, hoses should be disconnected and drained after each use to prevent damage. The fire pump wrench must be kept at the fire station at all times. Inform the warehouse if you need a wrench and be prepared for the change in seasons.



## Safety Department

*Flu Season*

### **Greg Schabell**

Safety Manager

The flu is a serious contagious disease that can lead to hospitalization and even death. Take time to get a flu vaccine this year. 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, as well as prevent flu-related hospitalizations and deaths. Everyone 6 months of age and older should get a flu vaccine as soon as the current season's vaccines are available. Vaccination of high risk persons is especially important to decrease their risk of severe flu illness. People at high risk of serious flu complications include young children, pregnant women, people with chronic health conditions like asthma, diabetes or heart/lung disease and people 65 and older. People who care for infants should be vaccinated. 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. They may also prevent serious flu complications. 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.

## Safety Department

*Getting Your Home Ready For Winter*

### **Larry Cox**

Safety, Training and Compliance Coordinator

Winter is coming! If you've already got your dragon glass and Valyrian steel ready, the next thing in...

order is to take action to prepare and protect your home for the season. It's never too soon to start taking into consideration the numerous tasks that need to be done. Careful planning and preparation will ensure your home's heating equipment will run efficiently during the winter, and in the end save you time, money, and a whole world of frustration. First and foremost, it's very important to have a professional come inspect and service your heating unit each year before you begin to use it. This is done to ensure that your heater is both safe and functional. The earlier you arrange an appointment with a licensed heating professional the better, as they are liable to be booked up as the season approaches. You certainly don't want to take the risk of your furnace breaking down on you during frigid winter weather. There are also steps that you can take to ensure the safe and reliable operation of your heating unit. This includes making sure to change or clean your furnace's filters regularly. Clean filters improve the air flow and efficiency as well as lower your utility bills. Disposable fiberglass filters should be replaced, while electrostatic or electronic filters need to be washed regularly. Filters that become dirty restrict the air flow, reducing efficiency, and in the worst case, lead the heat exchanger to overheat. When you've first turned on your heating system, you want to be sure that everything is running safely. Look out for strange signs and smells which don't quite seem right. However, remember that it is normal for dust to collect on the heat exchanger over the summer, and the first time you turn on the heat the dust will burn off, resulting in a strong, distinct odor. This is normal; simply open your windows to let the odor dissipate more rapidly. The smell should soon go away, but if you are still detecting strange odors from the heater then you should shut it off and consult a professional. Finally, don't forget to check the smoke alarms and carbon monoxide detectors in your home. Experts say that if the detector unit is older than 10 years then it still may not be activated by smoke just because it sounds off when the test button is pressed. Test older units with a smoke device or simply replace them to be on the safe side. Also examine your fire extinguishers, or purchase, charge, and replace them as necessary.

## Quote of the Month

*"A ship at harbor is safe, but that's not what ships are for."* John Shedd

Placing last sheet on the new cell at Black River by Noah Schell. Winner of the best pic of the month!



New 4100 crane at sunrise by Noah Schell.



MV Jeremy at Stuart.



Unloading gypsum load at Stuart by Willie Terrell.



Mary Jane crew at Killen.



Beverly Wayne and Wayne C at Patriot.





## BIRTHDAYS & ANNIVERSARIES

Full Name	Hire Date
SMITH JASON	11/01/1999
LAPIKAS RANDAL	11/09/2004
WESTRICH DAVID	11/15/2004
BROOKS MATTHEW	11/12/2007
TERRELL KEITH	11/19/2009
YAUCH DANIEL	11/01/2010
CUCINOTTA JOHN	11/26/2012
FRYMAN DAVID	11/06/2013
SPRINGER ERNEST	11/11/2014
WISE JEREMY	11/11/2014
SHELL NOAH	11/03/2015
REILLY PAUL	11/08/2016

Full Name	Birthday
CADDELL KYLE	11/2
MCNEELY MICHEAL	11/2
REYNOLDS JOSH	11/9
AIRGOOD BRANDY	11/9
INMAN JASON	11/11
TERRELL JAMES	11/12
HITCHCOCK ALEXANDER	11/15
SWAN TIM	11/17
SANTOYA VALENTINO	11/18
PROFFITT LARRY	11/21
SHEPHARD JUSTIN	11/22
RODGERS NICHOLAS	11/22
WARREN ERIC	11/24
DEPRIEST TY	11/26
WALLACE DAVID	11/29

## ANNOUNCEMENTS

**Pull Cable Shuttle Barges** – C&B Employees are no longer allowed onto the pull cable shuttle barges while the hull cable system is moving.

**Barge Pumps** – Pumps are to be inspected monthly per the monthly vessel safety checklist and the monthly energy compliance audit (see attached). If you do not have a sufficient amount of pumps, the pumps are not working properly, or if they're missing equipment (such as the hose), then it should be reported on these documents for correction. Rigs should have at least 2 pumps and vessels should have at least 2-2" and 1-3". Line vessels and spot operations may require additional pumps depending on the operation. The supervisor or captain is responsible for getting additional pumps or requesting repairs.

**Monthly Drills** – Please ensure that drills are dated for the day that the drill was completed. Drill forms with check marks in the date fields will not be accepted moving forward.



### 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 send in pictures for the monthly contest?  
A: Email Greg Schabell at [gschabell@carlislebray.com](mailto:gschabell@carlislebray.com) to send in pics for the contest.

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