



The Federalite

November 2023

Shipyards Infrastructure Optimization Plan (SIOP) Update

NOTE: The initiatives discussed here are complex and much of this information may change as work progresses. The information presented is the best we have available at the time of this publication, and simplified to fit into this article. Dates and locations of these projects are not yet finalized.

The Shipyards Infrastructure Optimization Plan (SIOP) is the overarching effort to upgrade PSNS & IMF infrastructure and to reorganize and streamline shipyard functions to better meet the Command's mission of returning ships to the Navy's fleet. This is a long-term effort that will take place over the next 20 to 30 years, but that doesn't mean we won't start to see impacts from it sooner.

M2D2

One of first SIOP projects we will see is a new "Multi-Mission Dry Dock" or M2D2 which will be constructed to accommodate the new Ford-Class Carriers. The M2D2 will most likely be located in the present day footprint of Pier 6, Pier 7, and Dry Dock 3, though the location is not yet finalized.

Construction on the M2D2 is expected to begin in Fiscal Year 2026. To prepare for construction, the shipyard first needs to empty and demolish trailers and structures on Piers 6 and 7, Dry Dock 3, Building 147, Building 495, and Building 445. The Controlled Industrial Area Boundary (CIA) will be adjusted to turn over the area bounded on the west by Pier 6 and bounded on the north by Farragut Avenue to contractors for the M2D2 project. Based on the expected construction start date, the M2D2 project has started to make plans for moving people and functions out of this area and into other locations.

According to the plan as it currently stands, workers supporting Reactor Compartment Disposal (RCD), and Inactivation, RCD and Recycling (IRR) will move from their present locations in Building 495 and trailers on Piers 6 and 7. Many of these people may move into Building 78, though these plans are not yet finalized. People currently located in Building 78 will most likely be moved to leased space in downtown Bremerton. We can expect to start seeing affected groups of people moving out of their present locations as early as June 2024, however it is likely that the bulk of this effort will be in early 2025. With so many moving parts, delays are likely.

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President's POV

I would like to thank our awesome members for actively engaging with our bargaining unit. For the first time in Local 12 history, we now have over 500 members in our union! I would like to explain why that is important as a union. Every initiative we fight for requires a meeting with a decision-maker who inquires about "membership buy-in". This means out of the 3000 employees we represent; who is invested in our initiatives in protecting your rights? I would like to encourage every bargaining unit employee to dive into the Collective Bargaining Agreement, and research how many articles affect them every day. This is what we fight for. We fight for your right to spend time with your family, your right to provide for your family, and your right to feel valued like family here in the work place. As we continue to advocate for your rights for healthcare, work life balance, and job security, we appreciate your input and support. I know things get stressful during the holidays with leave and pay, and it doesn't help with the threat of a furlough. I am excited to say that we are working diligently behind the scenes on big items that will impact us all for the future. Please reach out to the office sooner than later if you run into any issues during this time. We are here for you always.

SIOP Update Continued

WPF

Construction of a Waterfront Production Facility (WPF) is planned in the location of Building 460. Due to the close proximity to M2D2, the contracting teams for the WPF and M2D2 are working closely together to ensure the designs for both projects are compatible. The WPF will provide a support hub for waterfront work accomplished in the M2D2.

The WPF is a longer term project because there are shops and crucial shipyard functions currently housed in Building 460, such as Shops 11, 17, and 26. These functions will need a replacement facility before Building 460 can be gutted and upgraded. It is not yet known where these functions will be moved to.

Union Involvement

If you are affected by these moves and you have any concerns about your workspace, please reach out to your chain of command and IFPTE. According to Article 22 of the Collective Bargaining Agreement, the union has to approve all office spaces where bargaining unit members will be working for greater than 30 days, with some exceptions. It is highly likely that everyone in the shipyard will be relocated at some point in the years to come, so make sure to review Article 22 so you know and understand your rights when it comes to your workspace.

If you would like to be involved in reviewing plans and designs related to SIOP, please come chat with us about becoming a union rep specifically assigned to SIOP. You will get time allowed to attend meetings related to SIOP and to review SIOP plans and provide feedback and support to IFPTE.

SIOP includes a lot of different initiatives. Change is hard, and communication about such complex projects is difficult. These are some of the first projects to impact us, but certainly not the last. Over the next 20 to 30 years everyone should expect to be impacted in some way by a SIOP project. If you have questions or concerns about M2D2, WPF, or anything else related to the SIOP, please reach out to us. We'll do our best to answer your questions.

Around the International

'Patients Over Profits!', Local 20 Members Walk the Picket Line Against Kaiser Permanente



Engineers & Scientists of California (ESC), IFPTE Local 20 members joined fellow Union Siblings employed by Kaiser Permanente in walking the picket line in early October of 2023 to bring to light the bad faith bargaining practices of Kaiser Permanente.

ESC Executive Director, Frankie Preciado, commented on the strike and ongoing negotiations, saying, "It was critical that ESC/IFPTE Local 20 join in Solidarity with the Kaiser Coalition of Unions picketing against Kaiser's divide-and-conquer tactics. We are hopeful that the three-day strike will convince Kaiser that their bad faith bargaining tactics will not be tolerated."

ESC Vice President/IFPTE Western Area Vice President, Dr. Joan Mah, also commented, "Unfortunately the refusal of Kaiser to bring legitimate proposals to the table is a departure from their approach in past negotiations. ESC stands arm and arm with the Coalition of Unions in fighting to bring fairness to Kaiser's workers and the patients we serve."

ESC President/IFPTE Executive Vice President, John Mader, capped off the comments, calling Kaiser's bargaining approach, "irresponsible and highly disrespectful to the ESC membership and all of Kaiser Permanente's union-represented staff."

This strike ended on October 12th, 2023 and resulted in a historic new agreement. View more here: <https://www.unioncoalition.org/2023-victory-ta/>

Did you know?

Wish there was a way for employees to create how-to videos and process guides? Well, there is! Employees have access to soundproof booths, computers, software, microphones, and more in the Code 1166, Media Lab, Building 850A, 1st floor.

These booths are there for any employee wanting to create standard work, step-by-step how-to videos, or interactive e-learning guides with voice over, text, and graphics using Adobe Captivate software. All you have to do is reach out to the Media Lab and schedule a time, they will walk you through everything!

Hype Corner

ERG Holiday Parties!

Thank you for joining the ERGs to celebrate the holidays.



AAPI: Capt. JD Crinklaw was the guest speaker. Thank you AAPI for putting together a great party!



PRIDE: There was a great turnout with lots of fun ornaments exchanged. Thank you to those who participated and joined in the fun!

To learn more about other ERGs and their meetings check out the ERG Landing page: <https://flankspeed.sharepoint-mil.us/sites/pnsimf.orgs/SitePages/PSNS-IMF-Employee-Resource-Groups.aspx>

Flank Speed Tips and Tricks

You can use the "**Manual Flow Inputs App**" to do the following:

- Look up the Groups of a User
- Add members of one Group to another Group
- Get Members and Owners of a Group
- Get Groups and Owners for a User
- Group/Team Search
- Create a List from Another List
- Generate a Link to "Meeting Options" for existing meetings
- Advanced User Search
- M365 Group/Team Calendar Manager
- M365 Group Manager
- SharePoint Group Manager
- Export Channel Messages from a Team
- Import/Export SharePoint Templates
- View/Restore Deleted Groups/Teams
- M365 Group Escalation Ticket Generator
- Custom @mention Text Editor

For example, you can use the "Group/Team Search" tool by entering a key word and then hitting search to find groups working on a particular area of interest.

Do you have thoughts and ideas on how we could make Flank Speed more user friendly? There are multiple paths for providing feedback to the Flank Speed team via the links below or on the FS Hub:

[Accessibility Suggestion Box](#)

[Digital Suggestion Box](#)

[Fleet Flix Video Suggestion Box](#)

[New Features Suggestion Box](#)

[Training Suggestion Box](#)

If there is something that frustrates you or perhaps a training suggestion that would make it easier to navigate Flank Speed, provide that feedback!

Union Benefit of the Quarter

Willamette Dental Group 

Are your dental needs more than just annual cleanings? If so, Willamette Dental is a great opportunity for union members.

The copays are much lower than your traditional Federal Employee dental plans. Many services like crowns, root canals, fillings, and tooth extractions range from \$0 to \$100. Orthodontics are \$2600 from start to finish! There are several offices in the Puget Sound area, so no matter where you live, it won't be too far from home.

For more information, visit our website at <https://www.ifpte12.org/member-benefits.html> and scroll about half way down the page.

Finally, there is no open season for Willamette Dental. You can sign up or cancel at ANYTIME throughout the year!

Rep Spotlight

Trisha Davis

Code 106 Area Vice President



Trisha started out her career working in Shop 71 and then did her apprenticeship with Shop 64 and was a safety advocate for NRMD at Bangor. Later she transferred to Code 106, Safety. From there she has transferred to and is now currently in Code 2340.12.

Trisha Davis has been very active as our IFPTE Safety Rep for the past year and half. She has been an active participant at shipyard safety meetings, safety conferences picking up new improvement ideas for safety and learning about new safety equipment, as well as participating in shipyard safety walk throughs. Trisha also assists with employee concerns, Town Hall forums, and the 'Safety Task Force' group. We really appreciate all the work our reps do for all of us, and we'd like to shine this quarter's spotlight on Trisha. Thank you!

IFPTE Employee Shout Out

Robert Loker

Health Physicist with C/105.5
Environmental Monitoring



Rob was competitively selected to participate in the NAVSEA Next Gen Leadership Program, a year-long program for future NAVSEA Leaders, during which he will take leadership training courses and work on an improvement project with a team of other participants from throughout NAVSEA. Rob recently joined 105.5 and brings experience as a parent, a former high school physics teacher, and a radiological control technician to his new position. Most recently, Rob completed a rotation with C/105.7's Digital Transformation (DigiTas) Team where he worked on multiple projects including improving the sustainability and proficiency of electronic survey (eSurvey) documentation across the waterfront and helping transition the eSurvey team to a more sustainable asset management plan for tablets.

Do you know someone in the IFPTE Bargaining unit doing something awesome? Shout them out here! Email us the info!

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Professional & Technical
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Legislative Update

Legislative Update/Pay & Benefits News:

Both the House and Senate have passed the 2024 National Defense Authorization Act, which is expected to be signed by the President. Among other things, it authorizes a 5.2% pay raise for both service members and civilian defense employees. "This bill directly invests in America's national security and military power projection to meet the challenges of the 21st century," said Pentagon Press Secretary Air Force Maj. Gen. Pat Ryder during a briefing earlier this month. The 2024 National Defense Authorization Act supports \$841.4 billion in funding for the Defense Department. This is a 3% overall increase from last year's budget. The 2024 NDAA expands paid leave benefits for federal workers and military service members. The legislation includes a provision that expands paid leave access for veterans who transition from active duty into a federal civilian position. It also authorizes the Navy to enter into multiyear procurement contracts for up to 13 Virginia class submarines and authorizes the department to enter into multiyear procurement contracts for rare earth elements. Rare earth elements are used to manufacture the permanent magnets used in major U.S. military weapons systems and in the manufacture of rechargeable batteries.

In late October, Representative Derek Kilmer introduced a bill to allow make up retirement contributions. Currently employees who began their careers as temporary or seasonal workers did not have that service time in their temporary positions count towards their retirement. This bill enacts changes that would allow those affected individuals to make catch-up contributions to their pensions and gain back that service time, counting towards their retirement. The bill is called the Federal Retirement Fairness Act (H.R. 5995).

In other legislation, the Senate has just recently introduced the Equal COLA Act (S. 3184). This is a new bill to align the COLA between CSRS and FERS and make inflation adjustments. Currently CSRS COLAs have 1% larger adjustments. This is important to retirees and employees thinking about putting in for retirements under the FERS system, especially with very high inflation. For example, if you retired two years ago under FERS with the average benefit and the impacts of inflation your pension would be \$440 less than if it would have kept up with inflation. Over the course of several years this could cost a FERS retiree tens of thousands of dollars. This legislation would equalize the cost of living adjustments between the two retirement systems.



Pizza Provided!

★ **General Membership Meeting** ★

Every first Thursday of the Month [Dec.'s meeting will be 12/14!]

1120-1202

Horseshoe Conference Room, Building 850 4th Floor

**Open to all dues
paying members
and their guests**