



C & B Newsletter

Issue 38

February 2016

The Lazy Bench

The Deadliest & Forgotten Maritime Tragedy – MV Wilhelm Gustloff

Greg Schabell
Safety Manager

The sinking of the *Titanic* may be the most infamous naval disaster in history, and the torpedoing of the *Lusitania* the most infamous in wartime. But with death counts of about 1,500 and 1,200 respectively, both are dwarfed by what befell the MV *Wilhelm Gustloff*, a German ocean liner that was taken down by a Soviet sub on Jan. 30, 1945, killing 9,343 people—most of them war refugees, about 5,000 of them children. The victims of the worst maritime tragedy in history were not only Germans, but also Prussians, Lithuanians, Latvians, Poles, Estonians and Croatians. World War II was drawing to an end, and the Soviet army was advancing. Though it would be months before the final fall of the Nazi regime, it was clear the end was coming—and they were desperate to escape before things came to a head. As a result, 10,582 people were packed onto a cruise ship that was meant to accommodate only about 1,900. Though some on the ship were Nazis themselves, others had been the victims of Nazi aggression. When three torpedoes hit the ship, there weren't nearly enough lifeboats, and many of those that did exist were frozen to the deck. The majority of the passengers drowned.

Why is this event so little known? First, the Nazi regime actively tried to hide the facts. They were amidst an evacuation and they didn't want it to affect morale. They also were trying to hide the fact they were losing the war. Some survivors reported that when they spoke of it, there was a knock on their door, and they were told, 'Why are you telling stories about some ship? That didn't happen.' In the aftermath of the war, Germans were hesitant to claim that they had been victims of any kind, so those who were free to discuss what had happened might have chosen not to. Another reason, "could be that the submarine captain [who sank the ship], Alexander Marinesko, was dishonorably discharged shortly after," apparently for disorderly conduct. At the time, Sepetys guesses, the Russians did not want to draw attention to him—though in later years monuments would be dedicated to his naval valor.

Operations

Near Misses

Ed Eichhorn
Senior Captain

Company-wide it seems that we have become very proficient at reporting incidents that involve property damage or personal injuries. It is human nature to want to deny that we make mistakes and try to avoid the consequences of those mistakes. Therefore, coming to a point where everyone is feeling comfortable in reporting such incidents is a great accomplishment. Mistakes will always be made, but helping fellow employees learn from those mistakes could prevent it from happening again. It is our goal as a company to learn, to become better, and to be safer. That being said, we would like to take it one step further and work on reporting Near Misses.

A Near Miss is an incident that happened, but produced no injury, environmental harm, or property damage. We've all been there before, thinking how lucky we were that this or that didn't happen or it could have been bad. Well that was a Near Miss. Anytime that something happens and you feel "lucky" that someone wasn't hurt, you should...

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report it as a Near Miss. We would rather be “pro-active” and investigate a Near Miss, than be “re-active” and investigate an actual injury. There will be no disciplinary action against anyone reporting a Near Miss. Near Miss reports are solely for learning purposes so that we can help teach and keep each other safe. You can find the Near Miss Form on page B-5 of the RCP manual. As fellow employees, we have an obligation to keep each other safe and by sharing our Near Misses we may prevent a member of our C&B family from becoming injured.

Safety Department

February is American Heart Month

Greg Schabell

Safety Manager

Heart disease is the leading cause of death for men and women in the United States. Every year, 1 in 4 deaths are caused by heart disease. You can make healthy changes to lower your risk of developing heart disease. The American Heart Association states 80% of heart disease and stroke events are preventable.

To lower your risk:

- Watch your weight.
- Quit smoking and stay away from secondhand smoke.
- Control your cholesterol and blood pressure.
- If you drink alcohol, drink only in moderation.
- Get active and eat healthy.
- Stress Management

Controlling and preventing risk factors is also important for people who already have heart disease. If you would like additional information regarding heart health contact your doctor and/or go to American Heart Association at www.heart.org.

Compliance

Creating a Culture of Have To or Want To?

Gordon Putzke

Compliance Manager

Henry Ford once said, “Why is it every time I ask for a pair of hands, they come with a brain attached?” The point in time has passed where leaders wanted their workers to hang their brain at the door and only do as they were told. It is a different world we live in. Information is more readily available, our attention span and working memory are decreasing, our desire for frequent positive reinforcement is increasing, and studies indicate humans respond emotionally to change before responding logically. With these evolutions, the practices of the past to obtain compliance with rules and edicts will decrease in...

effectiveness. We need employee accountability in safety and engagement in the efforts to improve it. Without a sense of ownership and a firm understanding of why the rules are in place, or why we execute certain improvement initiatives, we might move hands and feet but not the more essential hearts and minds for sustainable progress. If the benefits aren’t apparent and only the business rationale for safety improvement efforts are communicated, the individual will devote their minimal attention and participation. “Do it or else,” policing for safety and “because I said so” rules may start safety at the entrance gate; the problem with this is safety ends at the gate, too. When individuals are expected to mindlessly comply, there is no guarantee the desired behavior will be sustained in the absence of leaders. What do people do when no one is looking? They test the effectiveness of edicts. Consider speed limit signs and the disregarding behavior of speeding. If a speeding driver observes a police officer on the side of the road, what behavior typically follows? They slow down. What occurs after the police officer is no longer visible in the rear-view mirror? They speed back up. We don’t want people behaving in a way to just not get caught. If people don’t see value in the rules, increasing mandates and threats will have a limiting or even opposite effect of disinterest. If we want employees to see value in what we do to improve safety, we must treat those affected by safety improvement efforts as the customers, not the targets. Unless you’re satisfied with creating a culture of have-to rather than want-to thinking. Take the time to explain the reason behind the request or procedure to maximize participation and buy-in. Normally the reason for a new procedure or requirement is to better protect the employee from harm. Explain how, even if it slows a process down, the safety initiative will help to ensure that they go home safely.

Safety Department

Lessons Learned – H2S & PPE

Greg Schabell

Safety Manager

While walking a tank barge, a deckhand’s H2S meter went off so he immediately returned to the vessel. The crew notified the other vessel and the C&B dispatcher. The C&B crew was instructed to remain off and away from the tow until a safe air atmosphere could be verified. Once the sun went down and the barge had opportunity to cool, the barge was walked again with H2S meters to determine if any respiratory hazard was present. No H2S reading occurred. The H2S meter was tested...



I want to discuss the PPE requirements for tank barge operations and the importance of PPE generally. The C&B PPE Chart has been updated to reflect the new tasks and operations we now do. The new chart is available on DropBox and will be in the updated RCP Manual. When a tank barge arrives, the barge must be walked to inspect for any damages, VGP requirements, check pumps for fuel, and check voids for water. While working on or around a tank barge, employees must wear their normal PPE for working on tow (long pants, shirt, PFD, gloves, eye protection, and steel toe boots) plus their H2S meter. On CDC tank barges (refer to CDC list in DropBox), the 5 minute escape tanks must be carried when checking void tanks for water. If the H2S meter goes off, the employee must immediately return to the vessel and notify the C&B dispatcher on-call. Before anyone can return to work on or around the tank barge, the air must be monitored to verify that no respiratory hazards are present.

C&B provides excellent PPE for our operations. Some of this PPE is good for protecting against more minor injuries and some of it is critical for saving your life in the event of an incident. Tank barge operations can be done safely when the proper procedures are followed and PPE is worn. Wearing the H2S meter will immediately alert you to a respiratory hazard and the 5 minute escape tanks will enable you to safely exit the barge if you are exposed to that hazard. In this case, the crew did everything correctly and – even though no actual hazard existed – ensured that no C&B employee would be exposed to a hazardous atmosphere. Always wear the required and recommended PPE, especially on a tank barge. Make your safety and the safety of your co-workers the most important task every day!

Lessons Learned – OJT & Tour Checklist

Greg Schabell
Safety Manager

I want to focus on orientating a new employee to the operation, assessing their competencies, and training them on the requirements. Two documents capture this task: the Pilot/Boat Tour Orientation (Tour Checklist) and the On-Job-Training Performance Evaluation (OJT). The Tour Checklist orients a new employee, or an employee new to the vessel/operation, to that vessel/operation: where everything is, emergency procedures, and hazards to watch out for. This ensures that the employee knows where to go, what to do when they get there, and what to avoid. The OJT assesses the employee's skill sets, competencies, and knowledge and identifies training needed. The employee talking the pilot in had only...

been with C&B for 2 days. Even if you believe that the employee has the skill sets, or even if he/she in fact has those skills, those skills still need to be tested and molded to fit that operation. He/she needs to be familiar with C&B operations, the vessel/facility, and the pilot/supervisor BEFORE THEY ARE PUT INTO A CRITICAL POSITION. Sometimes this can be accomplished quickly and sometimes not, but it must be tested in a controlled environment first. The deckhand may have been familiar with talking vessels in, but still would require training on how that particular pilot likes to be talked in. Maybe he wasn't familiar with fleet work? Maybe he was hesitant because he was new? Maybe his last pilot didn't like to be given much instruction? The OJT will answer these questions and you will KNOW that he/she is able to perform the function. DO NOT ASSUME – VERIFY!

Accounting Department

Employee Corner – EAP Benefits

Emma Obertate
Assistant Controller

EAP offers a variety of benefits to help you improve your life. Free counseling and legal advice is available to you! You can start getting fit and losing weight by taking advantage of the discounts at LA Fitness and Jenny Craig Weight Loss Centers. They also offer a significant discount on SmokEnders which provides an extra incentive to quit. All you have to do is register!

TO ACCESS THE WEBSITE AND RESOURCES FOR EMPLOYEES:

1. Log on to www.theEAP.com
2. Click on the Employee & Family Login button
3. If you have already created a User Name and Password, simply enter that info in the appropriate boxes. If you have not registered complete steps 4-7.
4. Click on REGISTER HERE
5. Enter your Employer's name and click Continue.
6. Your employer's name will appear; select the button and click Continue.
7. Fill out the Registration Form and create your own User Name and Password, then click Continue. You only need to register once.

Quote of the Month

"It's not the towering sail, but the unseen wind that moves the ship."
Proverbs



Heath Deer & David Supple doing rigging count. Winner of the monthly pic contest!



f

The Papa Fred at Big Bend



Enterprise NB at Louisville by Corey Davis

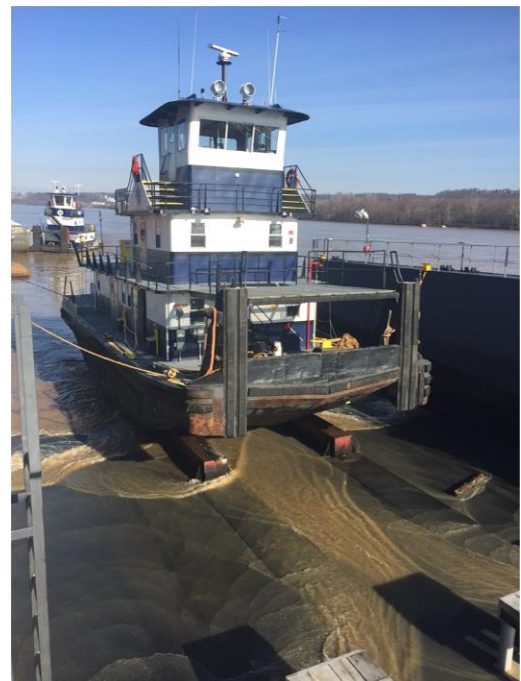


Hebron by Mike Graves



Gladys G on C&B's Hebron Dry Dock

The Enterprise





BIRTHDAYS & ANNIVERSARIES

Full Name	Birthday
Abrams, Jerry L	28-Mar
Adams, Bert	28-Mar
Bray, Scott	24-Mar
Brooks, William	23-Mar
Cutter, Norman	14-Mar
Freeman, Ambyr	9-Mar
Haney, Hobert	18-Mar
Harbin, Kory N	20-Mar
Jackson, Clay	28-Mar
Lewis, Robert W	31-Mar
Lonaker, David	17-Mar
Louden, Travis M	6-Mar
Meeker, Michael	29-Mar
Mullins, Brian	15-Mar
Myers, Adam	30-Mar
Vise, Jeremy D	31-Mar
Weisner, James Brandon	12-Mar
Yates, Joey	4-Mar
Yates, Michael	27-Mar
Yauch, Daniel	30-Mar

Full Name	Hire Date
Burgess, Jeffrey	3/14/2014
Chase, Matthew	3/14/2007
Gentry, Michael	3/15/2012
Gillespie, Marcus	3/6/2014
Hewitt, Jared	3/18/2014
Lonaker, David	3/15/2001
Marksberry, Andrew	3/4/2014
Myers, Adam	3/16/2012
Parsons, Cody	3/4/2014
Pence, Jeremy	3/6/2014
Raines, Terence	3/17/2005
Raines, Thomas	3/29/2003
Shawen, Christopher C	3/24/2015
Smith, Tyler	3/4/2014
Snyder, Tracy	3/11/2013
Vaughn, John Cody	3/24/2015
Wise, Kevin	3/4/2014

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: How can I get a C&B safety hat?

A: The Safety Department will hand out safety hats to employees that demonstrate exceptional safety behaviors or marked improvement.

ANNOUNCEMENTS

C&B's HC-110 newly painted with C&B Energy Services logos and colors:



Anthony Raines, future steersman, with 15 coal loads at Stuart by Chris Hughes.

