

SOUNDINGS

"Self Insurance Group Strength"

"The Safety of Employees is an Investment in Success"

July 2018 Volume XV / Issue VII

Largest Containership Built in U.S. Will Serve Hawaii



Vessel *Daniel K. Inouye*

The new vessel is named *Daniel K. Inouye* in honor of Hawaii's late senior U.S. Senator, who was a longstanding supporter of the U.S. maritime industry and its important role in supporting Hawaii's economy. It is the first of two new ships being built for Honolulu-based Matson by Philly Shipyard, a Signal Member since 2001, and the first of four new vessels that Matson, a Signal Member since 1987, will put into its Hawaii service during the next two years.

"This is a proud day for all of us at Matson," said Matt Cox, Matson's chairman and chief executive officer, at the shipyard ceremony. "Over our first 136 years, Matson's fleet has evolved from sailing ships to larger steamers to diesel power, consistent with changes in technology and always evolving in step with the needs of a growing Hawaii economy."

"This new vessel, designed specifically to serve Hawaii and built with LNG-compatible engines, is the next generation of vessel and sets a new standard for cargo transportation in Hawaii. It also symbolizes Matson's continuing commitment to serving our island home in the most efficient, effective and environmentally sound way into the future," Cox said.

Steinar Nerbovik, Philly Shipyard President and CEO, said, "It is with tremendous gratitude and pride that we celebrate the christening of *Daniel K. Inouye*, alongside Matson, a returning customer. When this ship is delivered, no matter where it travels, it will represent the finest craftsmanship of Philadelphia shipbuilders, and fulfill our promise to provide American built and owned ships that will safely and securely service our nation."

Weighing in at over 51,400 metric tons, the 850-foot long and 3,600 TEU capacity *Daniel K. Inouye* is Matson's largest ship and the largest containership ever constructed in the U.S. It is also Matson's fastest vessel, with a top speed of nearly 24 knots, helping ensure on-time deliveries in Hawaii from Matson's three west coast terminals in Seattle, Oakland and Long Beach.

As Matson's first "Aloha Class" containership, *Daniel K. Inouye* incorporates the latest environmentally friendly technology, including dual fuel engines that can be adapted to use LNG, double hull fuel tanks, fresh water ballast systems, and a more fuel-efficient hull design.

Source: phillyshipyard.com

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The Role of Motivation to Help Integrate Safety Into Maritime Industry Operations

In my days as football coach, motivating the team was my number one challenge.

"The manager looks to achieve his goals. The leader looks to maximize opportunities."

- Unknown

It's been forty-five years since I first started coaching. It was on the field that I realized the importance of motivating the team, and it was not long before I found myself using the

same motivational tactics off the field. It carried over into my law enforcement career, and my current position as Chief of Security, Safety and FSO, at Port Everglades Terminal and Florida Stevedoring Inc., a Member since 1990.

Every season, coaching was a restart with returning players, freshman, and transfers - all with different strengths, weaknesses and personalities. This makes for an evolving team dynamic that the coach has to manage. Every year in our professional careers as leaders is a new year with new challenges. It is no different in the workplace, organizations, or companies.

Throughout the year, challenges arise that threaten to steal motivation. On the field, this could be through losing matches, injuries, player conflicts ... the list goes on. Similarly, these conflicts also show up in the workplace. A work team can lose motivation if there is conflict between employees, equipment failures occur, or if a team member has to be replaced.

It's up to the coach, leaders, CEOs, managers, and supervisors to make sure these difficulties don't completely derail the hard work put in and demoralize the **"TEAM"**. Motivation can be defined as **stimulating, inspiring and inducing** the players or employees to perform to their best capacity. Motivation is a psychological term which means it cannot be forced on athletes or employees. It comes automatically from inside the athletes or employees, as it is the willingness to perform at their very best either on the field or at work.

However; the coaches, employers, CEOs, managers, and supervisors play a critical role in motivating their athletes or employees. There are two types of motivation: **intrinsic** and **extrinsic motivation**. **Intrinsic motivation** comes from within the person, as opposed to **extrinsic motivation**, which consists of external factors such as salary, medals, trophies, and employee recognition awards programs. Both of these types of motivation are good and both can be influenced by the coaches, employers, CEOs, managers, and supervisors.

Examples of intrinsically motivating your players and employees include when a CEO,

"The difference between a successful person and others is not a lack of strength, not a lack of knowledge, but rather in a lack of will."

- Vince Lombardi

coach, manager or supervisor encounter their players or employees - they greet them. Something as simple as saying "good morning", asking how they are doing, asking about their family, showing a genuine concern for their safety, security and wellbeing, commending them in public, and celebrating individual, as well as **"TEAM"** successes, can go a long way.

In the **maritime industry**, employee motivation (no different than on athletic teams) is a critical aspect at the workplace. Motivating the team leads to the increased performance of the department and even the company, as well as ensuring a successful security and safety program.

Looking at an effective employee recognition program, here are areas to consider:

- Safe Driver Award
- Good Conduct Medal
- Safety Ambassador Award
- Safety Conscious Employee
- Safety Conscious Supervisor
- Employee of the Month
- Supervisor of the Month
- Distinguished Service Award
- Perfect Attendance Award

Motivated employees will rightfully see themselves as stakeholders in the organization.

Conversely, the unmotivated employee will do the absolute minimum to retain the job and that includes cutting corners when possible. They will often also spread a contagious pessimism in the workplace.

**BEING POSITIVE
IN A NEGATIVE
SITUATION IS
NOT NAIVE...**

**IT'S
LEADERSHIP!**

In closing, you, your team, and your company will inevitably face challenges. These obstacles all have the potential to deflate morale, motivation, productivity, and team performance. You need to know what motivates your players and employees as individuals, as well as what motivates your **"TEAM"** to work together and perform.

According to Don Shula, "Everyone is a Coach." As a CEO, manager, or supervisor, YOU are the coach.

Submitted by Mario A. Garcia, Major (Ret) City of Miami Police, Chief of Security, Safety & FSO
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Two New Tugs Christened for McAllister Towing and Transportation Company



The Rosemary McAllister under way

The Capt. Brian A. McAllister and the Rosemary McAllister, named for the longtime company chairman and his wife, will be on center stage off Pier 16 on South Street

in New York City with a double christening for the new tugs. *The Brian* has been working in New York Harbor since its delivery in late summer 2017. *The Rosemary* has come up from her new base at Norfolk, Va., where she started work in early June, 2018. At 100'x40' and 6,770 hp, the new tugs are the first on the east coast with engines and emissions controls to meet the new federally mandated Tier 4 air quality standards for the biggest marine engines.

"It's hard to believe they've doubled in size in just a few years," said Ashley McLeod, vice president of communications and membership with the Virginia Maritime Association. Having tugs of the *Rosemary McAllister's* power coming on line is as important an addition to port infrastructure as the widening and deepening of the Hampton Roads ship channels, she said. *Rosemary's* captain, Larry Sullivan, who learned how to handle ships in his Navy career and has worked 15 years with McAllister, told me the tractor tug showed its mettle on the very first jobs. "For escort work, we've already done one of these 1,200-footers and it handled great," said Sullivan. Much of that work in Virginia is done at higher speeds and the tug is able to help pilots turn ships by applying power to the line in indirect mode.

Source: workboat.com



SEACOR Marine Completes Installation of Hybrid Power Solution



SEACOR Maya receives Interim Class Certificate with additional notation Battery-Li from the American Bureau of Shipping ("ABS")

SEACOR Marine Holdings Inc., (“SEACOR Marine”) a Signal Member since 2017, announced it has completed the installation of the first hybrid power solution on an offshore support vessel (“OSV”) in the Gulf of Mexico, following the upgrade of the SEACOR *Maya* OSV to hybrid lithium battery power propulsion. After a series of successful sea and failure mode effect analysis trials, the SEACOR *Maya* was issued its Interim Class Certificate from the American Bureau of Shipping (“ABS”) with additional notation BATTERY-Li, the first ever ABS OSV to have this notation.

“The successful installation of a hybrid power solution along with the first ever ABS OSV BATTERY-Li notation is a big milestone for our company,” said John Gellert, SEACOR Marine’s Chief Executive Officer. “We have long believed that cutting edge hybrid power technology has the potential to improve vessel efficiency, while reducing fuel consumption and emissions by as much as 20 percent. Early indications from sea trials of SEACOR *Maya* put us well within reach of this target and validate the success of our investment.”

“The new hybrid lithium battery system will also help us improve safety, drive energy efficiencies and reduce our overall environmental impact. As governments tighten emissions standards, this technology will be a key competitive differentiator, leaving us well placed to take advantage of an upturn in the market.”

SEACOR Marine contracted with ABS, a leading global provider of classification and technical advisory services to the marine and offshore industries, in March 2018, to class the SEACOR *Maya* as the first OSV in the Gulf of Mexico to operate using hybrid power. Following the vessel’s successful modification to hybrid lithium battery power propulsion, ABS provided the additional BATTERY-Li notation for the SEACOR *Maya* in May 2018. SEACOR Marine conducted the upgrade project on the SEACOR *Maya* at Bollinger Shipyards, a Signal Member since 2009, in Morgan City, Louisiana.

Source: seacormarine.com



Vigor Delivers Third Hydrus Class 400 Passenger Ferry to WETA

Vigor, a Signal Member since 2008, recently delivered *Argo*, the third of four all aluminum, 400 passenger ferries to the Water Emergency Transportation Authority (“WETA”) in San Francisco, California. The hull was constructed at Vigor Ballard and the superstructure in Vigor’s new aluminum fabrication bay at its Harbor Island facility.



Argo is now in operation on the Alameda/Oakland routes in San Francisco

“The new fabrication bay significantly expands Vigor’s production capabilities and capacity for our portfolio of aluminum workboats, high performance military craft, and state of the art ferries like *Argo*,” said Tim Kolb, Vigor Puget Sound General Manager. “It was fitting to have this award-winning design be our inaugural vessel for the new facility.”

Like its sister ships, *Hydrus* and *Cetus*, *Argo* is an efficient, environmentally friendly design by Incat Crowther. The ferry has a service speed of 27 knots and a smooth, quiet ride which Vigor Senior Project Manager, Jim Gow, attributes to its “floating house”. The superstructure has 180 independent mounts. The engines and wheelhouse sit on isolation mounts while the gears are hard mounted. “This configuration greatly reduces vibration, increasing passenger comfort,” explains Gow.

Argo’s engines have the ability to burn biodiesel B5 and thereby further reduce emission, a high priority for the City of San Francisco. Construction of *Carina*, the fourth WETA ferry in the Hydrus class, is already underway at Vigor with delivery expected by the end of 2018.

Source: vigor.net

Gladding-Hearn Delivers New Pilot Boat, The Hampton Roads



The Virginia Pilot Association took delivery in late June of the pilot boat Hampton Roads from Gladding-Hearn Shipbuilding.

The Hampton Roads, a new generation of the Somerset, Mass., shipyard's Chesapeake-class launch, is the Virginia Pilot's eighth Gladding-Hearn pilot boat. Since the Chesapeake class was introduced by the shipyard in 2003, 20 have been delivered to U.S. pilot associations. The latest improvements incorporate the performance benefits of Volvo Penta's IPS 3 pod system, which provides for higher speed, lower fuel consumption and more comfort, according to Peter Duclos, the shipyard's president.

"With a deep-V hull designed by C. Raymond Hunt & Associates, New Bedford, Mass., the all-aluminum pilot boat measures 55'x17', and has a 4.11' draft. The vessel's top speed is over 32 knots. The EPS control system and three-axis joystick increases the boat's overall maneuverability alongside a ship and when docking," said Duclos.

The pilots sought to optimize fuel economy, vessel handling and comfort, so the shipyard installed a Humphree interceptor automatic trim-optimization system on the MKII launch. "The combination of the Volvo Penta IPS system and the Humphree interceptors gives the pilots faster acceleration, higher speeds and improved comfort, while burning about 25 percent less fuel than the standard Chesapeake-class launches," said Duclos.

The Hampton Roads is equipped with Humphree's coordinated turn optimization system, which is integrated with the pod drives, and can accept a gyro-stabilization system and active interceptor ride control to further reduce vessel roll and pitch.

Key design changes in the Chesapeake-class MKII launch include positioning the wheelhouse aft of amidships to improve comfort and provide for a larger foredeck. With the pods close-coupled to the engines, the engine room is located well aft of the wheelhouse with easy access to machinery through a deck hatch. Outside of the wheelhouse are heated side-decks and handrails, and boarding platforms on the roof and, port and starboard, on the foredeck. A control station is located at the transom, along with a winch-operated, rotating davit over a recessed platform for pilot rescue operations.

Source: workboat.com

**GLADDING-HEARN
SHIPBUILDING
DUCLOS CORPORATION**

Bollinger Commits Coast Guard Icebreaker Program to Florida



Bollinger Shipyards, a Signal Member since 2009, has selected Tampa Shipyard for design and construction of up to three heavy polar icebreakers, and three

additional medium sized breakers under consideration by the Coast Guard. "We are excited to respond to the Coast Guard's need to recapitalize its depleted polar capabilities. We expect to fill our capable production facility in Tampa with over 1,000 highly skilled full-time shipyard workers beginning as early as 2020. Just the three heavies alone could keep the facility fully utilized for nearly a decade. Should we be awarded the contract for the heavies and the anticipated mediums constructed in Tampa, we could be busy here through 2035. Along with the supporting infrastructure of vendors, subcontractors and suppliers, we would expect that locating

this program in Tampa will have the benefit of well over 3,500 quality, high paying, full-time jobs with solid benefits packages,” said Ben Bordelon, Bollinger’s President and CEO.

Florida Governor Rick Scott said, “Florida is one of the best states in the nation for our military and I’m proud of the work we’ve done to bring jobs to our state. Florida’s talented workforce and Bollinger’s unique facilities in Tampa make it the perfect place for the Coast Guard Ice-breaker Program.”

Bollinger currently is producing the Coast Guard’s Fast Response Cutter fleet at its facility in Lockport, LA where over 1,000 full-time equivalents have been engaged since 2008. Under the current program of record, 29 vessels have been delivered to date. Bollinger anticipates this program to benefit the local community beyond 2023 with award and production of up to 58 vessels.

“We have built over 150 vessels for the Coast Guard in Louisiana beginning in the early 1980s. We anticipate taking our cumulative knowledge of this customer, our expertise in building complex vessels and serial production techniques to Florida and creating an even greater economic engine than we presently.” Bordelon stated.

Source: bollingershipyards.com



Safety Resources Seminars

Dates and/or Locations Subject to Change



SEPTEMBER 2018		
Date	Seminar Topic	Location
18th	OSHA 10 Hour MT/SY	Elizabeth, NJ
19th	OSHA 10 Hour MT/SY	Elizabeth, NJ
OCTOBER 2018		
Date	Seminar Topic	Location
18th	Safety Management Systems Workshop	Norfolk, VA
NOVEMBER 2018		
Date	Seminar Topic	Location
14th	Executive Safety Leadership	Elizabeth, NJ
15th	Executive Safety Leadership	Elizabeth, NJ

Anti-Fraud Campaign Has New Modified Posters and Banner – Replace Outdated Versions at Your Work Sites

On the home page of Signal Mutual’s website, there is a link to “Report a Fraud” and the Association’s campaign to prevent fraud has updated the campaign poster to support that link. In fact, the website link is listed on the new posters and banner.

There are two sizes of posters: 11” x 15” and 24” x 36” and both are available with weatherproof paper. There is also a totally weatherproof banner available that measures 4’ x 6’.

Upon request, we will send you as many of these posters and banners as you need for your locations. Please send your request to Jennifer Rodriguez at the Wilton, CT office: jennifer.rodriguez@signal-ct.com



Summer Time: Occupational Heat Stress on Employee Wellness, Health and Productivity

The Bureau of Labor Statistics (“BLS”) reports that more workers are injured in the summer months than during any other time of the year.

- Exposure to environmental heat led to 37 work-related deaths and 2,830 nonfatal occupational injuries and illnesses involving days away from work in 2015.
- Thirty-three of the 37 fatal work injuries caused by exposure to environmental heat occurred in the summer months of June through September.
- Texas and California had the highest number of nonfatal injuries and illnesses with days away from work in 2015.
- Kansas and South Carolina had the highest rates of nonfatal injuries and illnesses from environmental heat.¹

HEAT: Heat is not the only factor that puts workers at risk. Adding layers of personal protective equipment (“PPE”), and operating machinery inside workshops, which also generate heat, can make for an uncomfortable setting. Working inside a hot environment, along with the high temperatures outside, can slow down reaction times and create an unsafe environment.

EDUCATE: Preventing heat related illness begins with education, and learning the signs and symptoms of a heatstroke and heat exhaustion, and how to identify those symptoms in others.

The Center for Disease Control, (“CDC”) provides a list of Warning Signs and Symptoms of Heat-Related Illness with a focus on heat exhaustion and heat stroke.²

“Heat can kill. And it is especially tragic when someone dies of heat exposure because they’re simply doing their job,” explained Dr. David Michaels, assistant secretary of Labor for Occupational Safety and Health. “We see cases like this every year and every one of them is preventable. Last summer these included a tree care worker in Virginia, a landscaper in Kentucky, a temporary worker on his first day collecting garbage in Texas.”

How to Identify Heat Exhaustion - Heat exhaustion is a condition whose symptoms may include heavy sweating and a rapid, weak pulse as result of your body overheating; pale or cold skin, dizziness, headache, vomiting, fatigue and faintness.

Causes of heat exhaustion include exposure to high temperatures, particularly when combined with high humidity, and strenuous physical activity.

How to identify Heat Stroke - Heat stroke, the most severe form of heat illness, occurs when the body's heat-regulating system is overwhelmed by excessive heat. It is a life-threatening emergency and requires immediate medical attention. The symptoms of heat stroke include high body temperature (103° F or higher), hot, red, dry, or damp skin, fast strong pulse, headache, dizziness, nausea, confusion, and losing consciousness (passing out).

OSHA launched a Heat Illness Prevention campaign with a strong safety message:

Water, Rest, and Shade:

- Encourage employers to provide rehydration breaks every 15 minutes.
- Allow new or returning workers to gradually increase workloads and take more frequent breaks as they acclimatize or build a tolerance for working in the heat.
- Plan for emergencies and train workers on prevention. Monitor workers for signs of illness.³

Smartphone Heat Safety APP for Employers: In 2015, OSHA updated a heat safety tool smartphone app for employers and workers to easily identify when conditions become dangerous. The program uses National Weather Service data to calculate the heat index at the workers’ location and advises when the risk level is high. The app, available in English and Spanish, also provides tips on preventing heat illness and how to identify symptoms. According to the agency, the app has already been downloaded more than 250,000 times.

Federal officials are encouraging employers and workers to use the mobile app and encourage employers to take extra steps to protect workers from heat. Some examples include employers offering workers cooling vests, shade canopies, hydrating popsicles, vented hard hats, chill

towels, and misters, as well as more frequent breaks during heat spells.

It is paramount that medical attention is provided if any of these symptoms present themselves in extreme heat. As an employer, it is also important to be proactive and pay attention to employees that work outdoors or indoors under hot conditions, new hires, and employees returning from illness, or those who have medical conditions..

1. References:<https://www.bls.gov/opub/ted/2017/work-injuries-in-the-heat-in-2015.htm>
2. <https://www.cdc.gov/disasters/extremeheat/warning.html>
3. <https://www.osha.gov/heat/>

Unify Health Services offers Signal Member's only discounts for wellness programs and specialty services. We partner with employers who understand the importance of investing in the longevity and sustainability of their employees.

Our prevention solutions include Wellness, Early Intervention, Ergonomic Assessments, Physical Demand Analysis, and Post Offer Employment Testing.

For more information on how to get started with prevention, industrial performance and wellness services contact the team at Unify Health Services. For more information contact us at 888-314-5571 or referrals@unifyhs.com.



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THE KEY TO A HEALTHIER WORKFORCE

Dates for Your Calendar

SAFETY COMMITTEE MEETING

Hotel TBA, Mobile, AL - October 9-10, 2018

For further information contact:

terry.swinson@signal-ct.com

972.865.8053

GENERAL MEETING

Disney's Yacht & Beach Club Resort, Orlando, FL - January 24-26, 2019

For further information contact:

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MARITIME CONFERENCE

The Peabody, Memphis, TN - May 20-22, 2019

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ANNUAL GENERAL MEETING

The Fairmont Southampton, Southampton, Bermuda - August 1-3, 2019

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Please share the successful safety accomplishments and news items about your Member company and employees. Email your submissions to Nancyann Griesemer Flood at

nancyann.flood@signal-ct.com and place your Member name in the subject line.

If you would like to receive this newsletter, please email Nancyann Griesemer Flood at nancyann.flood@signal-ct.com and include your contact details.

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