# SAFETY SCUTTLEBUTT NEWSLETTER JULY 2025



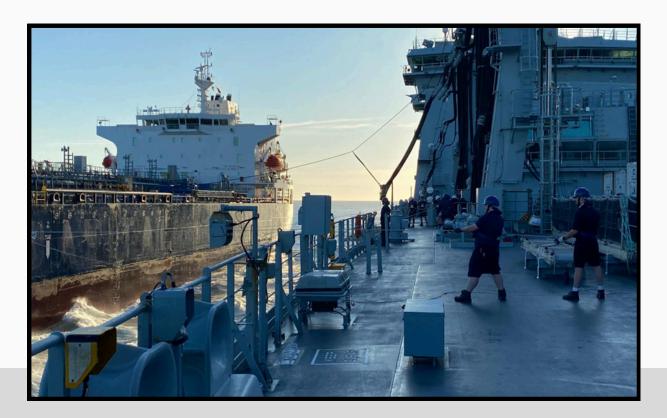


### **INSIDE THIS ISSUE:**

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USMMI is dedicated to being the premier owner and operator of U.S. Flag ships. We have a decades long legacy of chartering ships to U.S. government agencies and operating government owned ships. We have plans to grow in the shipping segments where our ships are currently and expand into other segments of U.S. Flag shipping.

The core element of USMMI's success is the mariners who sail for us. USMMI strives to ensure our ships are places where mariners want to work because they are ships that work safely, are a secure workplace, do interesting work, and are a comfortable temporary home.

Safety is our priority at USMMI. Shipping includes many tasks that are inherently hazardous. Experienced professional mariners have the skills and equipment needed for putting controls in place to protect the people performing that work. Injuries occur when shortcuts are taken and the right precautions are not put in place. USMMI believes that by tapping the knowledge and experience of all hands, hard problems can be overcome. We ask each of you to take this to heart and readily offer your knowledge and experience toward ensuring you and your shipmates work safely. Safety on your ship can be achieved if shipboard leadership is committed to it and every member of the crew is engaged in it. Engagement in onboard safety involves being familiar with the USMMI safety management system, being aware of possible hazards for you or a shipmate and feeling empowered to speak up and/or act when you believe something may be unsafe.

We want your ship to feel like a secure place to work and live. When on a USMMI ship you should be free from bullying or harassment.

In return, we will insist that you do not participate in bullying or harassment.

We are also committed to ensuring your ship is free of people under the influence of drugs and/or alcohol.

When you are not working and not on watch, we try to provide a ship where you can relax and feel comfortable. USMMI supports initiatives such as equipping our ships with high-speed internet, ensuring our galleys are equipped to support food menus that meet your dietary needs, and providing gym and recreation space to support your recreation needs.

USMMI has always and will continue to seek work that supports United States commerce and/or United States national security. We hope our mariners take as much pride as we do in the work our ships perform, and we strive to make it professionally interesting and challenging as well.



VP of Operations, Bob Bowers



## Risk Management Good Practice: Galley Hoods

#### GOOD PRACTICE

- Clean, free of grease and grime
- Well maintained
- No fire risk

Built up grease and dirt is a major fire risk – fans and vents should be frequently cleaned and maintained.



# It's your ship and equipment - look after them and they will look after you

#### **BAD PRACTICE**

Greasy and dirty, causing a major fire hazard





# **KEY OFFICE REMINDERS**



# EXPENSE REPORT & REIMBURSEMENT &TRAINING WAGE REMINDER

Submit a clear photo or scan of your training certificate as soon as you finish class — don't wait until you're home. Email it to

expensereports@usmmi.co m with the subject line: First Name Last Name Certificate Class Name (example: Amanda Delphia Certificate MSC Refresher). Submitting your certificate right away helps Crewing & Payroll process your wages and per diem faster.



# ANNUAL SECURITY REFRESHER TRAINING REMINDER

The Annual Security
Refresher Training will
be emailed to all
mariners with a security
clearance over the next
week. Please plan to
complete the training
within 2 weeks of
receiving it.



### USMMI MARINER LOGIN GUIDE FOR ABS NAUTICAL SYSTEMS REMINDER

The USMMI Mariner
Login Guide (AVD -vsNS Only) is now
available in the Nautical
Systems Tab in
SharePoint. Please
review it to ensure you
can log in smoothly and
access all required
systems. Keep this
guide handy for future
reference.

# REGULATORY ROUND-UP: NEW MTSA CYBERSECURITY REGULATIONS

In February of 2024, the Biden administration issued an Executive Order that expanded the U.S. Coast Guard's existing authorities under the Magnuson Act to safeguard the Marine Transportation System (MTS) from emerging cybersecurity threats to vessels, harbors, ports, and waterfront facilities. The Executive Order codified the Coast Guard, through its Captains of the Port, to exercise control action in cybersecurity incidents in the same way it would with a vessel experiencing a mechanical malfunction or after a marine casualty.

The Executive Order was followed by a rulemaking from the Coast Guard titled "Cybersecurity in the MTS" in which cybersecurity was incorporated into the existing Maritime Transportation Security Act (MTSA), which includes requirements such as the Vessel Security Plan (VSP). This new regulation will be implemented over a two-year period and became a final rule on July 16<sup>th</sup> of this year. Once fully implemented, USMMI will submit for approval to the Coast Guard a Cybersecurity Plan (CSP) that will include an inventory of our cyber connected systems, a risk assessment, and measures to ensure our networks are protected from cybersecurity threats.

Included in this article is a graphic from ABS that outlines the implementation of this new regulation. From now until the end of 2025, the only provision of the regulation that is required is the reporting of cybersecurity incidents to the National Command Center in the same manner other incidents such as marine casualties are reported. In 2026, you will start to see training for seafarers and designation of a company Cybersecurity Officer (CySO). Although full compliance will be achieved through our CSP, you will also see the rollout of new SMS procedures that improve upon our existing cyber procedures and align with the new regulation.

Also, our standards department is closely watching developments at the International Maritime Organization (IMO) as they look to develop international cybersecurity standards. The hope is that these standards closely align with the U.S. regulation, and we would likely not see any binding standards until at least 2030. In the meantime, the IMO has a circular for cybersecurity measures that we will also incorporate into our procedures.

Please reach out to Matt Spolarich (Director, Marine Safety & Standards) with any questions or you want additional details on USMMI's actions to ensure compliance with cybersecurity in the MTS.

FINAL APPROVAL / ONGOING COMPLIANCE

## Recommended USCG MTSA-Cyber Regulations Implementation

RISK ASSESSMENT / TECHNICAL CONTROLS

INCIDENT REPORTING / TRAINING

#### Risk assessment for MTSA Facilities and US Flagged Vessels USCG approves cybersecurity plan - ongoing Implement new USCG reporting develops the foundation for technical controls and cybersecurity audits, risk assessments, penetration testing, requirements. Develop training plan. plan. Identify opportunities for waivers and equivalents. training, drills, & exercises July 2027 July 2025 Jan 2026 July 2026 Jan 2027 Align IRP and Cyber Deploy and Record Continue Risk Finalize Cybersecurity Cybersecurity Plan Incident Reporting to Assessments Plan audits, maintenance & Training (due Jan-26) NVIC 02-24 updates Develop Facility/Vessel Identify/apply for Finalize IRP Identify CySO(s) and Annual Risk risk assessment plan waivers and Cybersecurity Org. equivalents Finalize Technical Assessments & Develop/Update IRP Controls Penetration testing Develop Required Implement required MTSA Training Develop Cybersecurity technical controls Ongoing Training, Plan outline Drills, and Exercises **Enhance Cybersecurity** Begin Executing Risk Plan Assessments **Technical Control Gap** MTSA Network (Cyber) Boundary analysis 🕏 ... any IT or OT system used by the vessel/facility that if compromised or exploited, could result in a Transportation Security Incident (TSI). Consulting ...including systems whose ownership, operation, or maintenance may be delegated to third

parties



# BEHAVIOR-BASED SAFETY FOCUS: "SEE IT, SAY IT, FIX IT – WITHOUT FEAR"

On a vessel, safety isn't just about equipment, drills, or checklists — it's about how we communicate and how we respond to one another. Behavior-Based Safety (BBS) is built on the idea that our daily actions and choices drive safe operations.

For BBS to truly work, there must be psychological safety — a culture where every mariner feels comfortable speaking up, reporting a hazard, or admitting a mistake without fear of blame or ridicule.

Too often, incidents begin with something small: a hose left under pressure, a checklist step skipped, or a warning sign overlooked. Sometimes, someone notices but doesn't say anything because they're worried about being criticized or seen as "making waves." That silence can allow hazards to turn into incidents.

When the environment onboard encourages open conversation and learning, BBS becomes stronger — and so does the crew.

#### See It, Say It, Fix It - The Core of BBS

- See It: Stay alert for unsafe acts, conditions, or missing steps like an unsecured ladder, an incorrect label, or a missing permit.
- Say It: Speak up right away, respectfully and clearly even if it means stopping a job or questioning a senior crew member.
- Fix It: Resolve the issue together, learn from it, and move on without blaming the person who raised the concern.

#### **Crew Reflection Questions**

- Do you feel confident stopping a job or questioning a process if you see something unsafe?
- How do we respond as a team when someone raises a concern do we support and correct, or do we criticize?
- What can leaders and crew members do to make it easier for everyone including contractors to speak up?

By making our ships a place where anyone can "See It, Say It, Fix It — Without Fear," we not only prevent incidents, we build a stronger, more open safety culture for everyone onboard.





What if one of the most powerful tools for professional growth wasn't a certification or a new skill, but a deeper understanding of yourself?

Self-awareness is the ability to recognize your emotions, habits, strengths, and blind spots, and to understand how your behavior impacts others. In short, it's knowing who you are and how you show up.

#### Why it Matters at Work

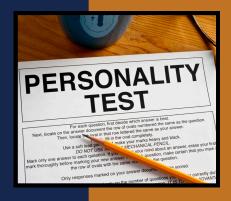
Research shows that self-aware people are more resilient, confident, and collaborative. According to Dr. Tasha Eurich, who studies self-awareness in the workplace, people who know themselves tend to communicate better, handle stress more effectively, and build stronger relationships with coworkers (Harvard Business Review, 2018).

Working together, trusting each other, and maintaining emotional stability can make all the difference in both safety and morale.

#### How to Put it into Practice:

- Pause and check in: What am I feeling right now? What triggered it? Am I reacting or responding?
- **Notice patterns:** Do certain people or situations always stress you out? That's worth exploring.
- Ask for feedback: If you're unsure how you come across, ask for feedback from leadership.

#### WANT TO DIVE DEEPER??? TRY A PERSONALITY TEST



If you want a fun way to get to know yourself better, take a few minutes with one of these free online tools:

- Enneagram Test: Learn your core motivations and how you tend to respond under stress.
- <u>Big Five Test:</u> A well-researched look at how you score in areas like emotional stability, agreeableness, and conscientiousness.

You might be surprised by what you learn!



# SAFETY REMINDER: FIRE PREVENTION IS A SHARED RESPONSIBILITY

Fire remains one of the most dangerous and fast-moving emergencies onboard. Whether in the engine room, galley, or accommodation spaces, quick action, preparation, and situational awareness are key to protecting lives and minimizing damage.

Here are this month's fire safety reminders—drawn directly from USMMI's approved Fire Safety Procedures:

#### If You See Fire or Smoke: Respond Immediately

- Sound the fire alarm—do not delay.
- Muster as per your emergency station assignment.
- Secure ventilation, shut fire dampers, and isolate the affected area.
- Never enter a smoke-filled space without full firefighting gear and SCBA.

#### Firefighting Equipment: Stay Inspection-Ready

- Conduct weekly checks on extinguishers, SCBAs, alarms, and fire hoses.
- Log all inspections in the Planned Maintenance System (NS) or fire safety logbook.
- Keep fire doors closed and unblocked—ensure they latch properly.
- Never repurpose firefighting equipment for routine deck use.

### CO<sub>2</sub> System Safety Reminders

- Only release  $CO_2$  when the area is confirmed clear of personnel and sealed.
- Always follow posted procedures—CO<sub>2</sub> is effective, but hazardous if misused.
- $\bullet$  Keep CO<sub>2</sub> release stations secured and accessible only to trained crew.

### **Reporting Fire Incidents**

Even if extinguished quickly, all fires must be reported immediately to the Port Engineer and Shoreside Management.

#### This includes:

- A verbal report
- Follow-up updates every 4-6 hours (if the situation is ongoing)
- A full written report using the Damage to Property Fire report form
- Supporting deck and engine log entries









### AB, MARIE ACOSTA YOSEMITE TRADER

"When assuming watch with a scheduled launch expected, the STBD accommodation ladder was lowered and ABW Acosta noticed that the outboard hand rail line had parted from the ship and went slack no longer offering any safety support. She summoned assistance of her watch partner to re-attach the safety hand rail and held departing crew from boarding the accom ladder until the repair was made and retensioned properly in the lowered position for embarkation and disembarking." - Captain Pearse-Drance

## BOSUN, MARCUS HUGEE YOSEMITE TRADER

"While preparing to receive pilot for Arpa Harbor, Guam, Able Seaman was on the accommodation ladder with a safety harness and retractable retention reel when the Bosun noticed that the harness was tethered with an unauthorized Pendant attaching the fall protection harness and retractable reel.

Bosun reminded him and the whole deck department that only certified fall arrest pendant were to be used with Safety Harnesses. He was directed to get off of the accommodation ladder and put on the proper approved safety gear."
Captain Pearse-Drance







## AB, JULIUS GIMUTAO SHENANDOAH TRADER

"AB Julius has integrated well into the vessel's crew since joining. He continues to make steady progress on the long-term project of chipping and painting the deck steam line, which requires extended periods of work aloft. Julius has consistently demonstrated his ability to perform this task safely and effectively, adhering to the vessel's aloft permit to work procedures."- Chief Mate, Knizewski



## **CREW FEEDBACK SURVEY RESPONSES**

USMMI values our mariners and wishes to retain those sailing for us. We feel that mariner feedback via surveys, ship visits, office visits, etc. is valuable understanding areas for improvement. USMMI is committed to tracking your feedback, making improvements where possible, and communicating our response to that feedback.

Below we outline some of the feedback we received over the last year and how USMMI has addressed those recommendations.

#### Does PPE received overseas meet the U.S. Standard?

USMMI has standardized PPE, a hierarchy has been created within Nautical Systems, and products have been vetted to meet US standards. The PPE is being directly shipped from the supplier to the ships. The Marine Safety and Standards (MSS) department is taking feedback on the comfort of PPE products onboard to update USMMI's PPE hierarchy. PPE feedback can be sent to jdhereaux@usmmi.com.

#### Call for more crew participation during routine safety meetings onboard:

Masters shall include the entire crew with the exception of those on watch at the time of the meeting. We encourage the crew to raise concerns, ask questions and participate in the safety discussions. Further, Masters are encouraged to record the meetings and then share the meeting content with the watchstanders thereafter.

If crew has a safety-related questions they would like covered at a safety meeting onboard, please raise your questions to the Safety Officer or Master onboard prior to or during the safety meeting.

#### Request for educational videos on Safety to be used in safety meetings:

The Marine Safety and Standards Department has created a Safety Training Library in on the company's SharePoint which houses content which can be utilized during the safety meetings. Masters can coordinate with the MSS department for fresh safety meeting content and supporting materials.

#### Why is SASH a topic at each monthly safety meeting?

Like fire and boat drills, the topic of SASH is legal requirement for our monthly safety meetings; reference the Safer Seas Act (section 2101 of title 46) and Every Mariner Builds a Respectful Culture (EMBARC).

For fresh SASH training content ideas, please reach out to our EMBARC liaison, Patti Tutalo (<a href="mailto:ptutalo@usmmi.com">ptutalo@usmmi.com</a>). USMMI is actively reworking the SASH training content for fresh content. Stay tuned for new content rollout in Q3.

If you feel you need to speak to the counselor, just let the Captain know you would like to speak to a counselor at GWMMA.

USMMI will be launching a new crew survey in July 2025 and we look forward to getting the crew's feedback.



## **CREW FEEDBACK SURVEY RESPONSES (CONT.)**

#### Training interest and whether training wages would apply:

USMMI will pay for transportation to/from professional development training at union schools. Please reach out to crewing to put in your request for transportation.

USMMI may support specialized training, such as OEM training. Specialized training requests should go to the ship's Program Manager with crewing in copy.

USMMI will pay wages for MSC contract required training per the CBA.

#### Are coveralls available?

Based on crew feedback, USMMI recently began issuing work shirts instead of coveralls. An inventory of coveralls continues to be maintained for operations/terminals where they will be required. The MSS Department welcomes any feedback on the new work shirts or other improvements that can be made to organizational clothing.

#### What mental health resources are available to crew?

USMMI rolled out Ocean TG Training platform which can be completed onboard. There are two wellness classes available on the platform which may be of interest: Nutrition and Well-being #0224 and Healthy Living at Sea Part 6.

In addition, our P&I club offers a free IMEQ Seafarers App. The App provides mariners easy-to-use mental health and well-being resource designed for seafarers. Accessible anytime, anywhere, this app aims to support seafarers in maintaining their mental resilience and overall well-being while at sea.

#### Download App Here:





George Washington's Maritime Medical Access Goup (GWMMA) can provide onboard counseling consultations. If you feel you need to speak to the counselor, just let the Captain know you would like to speak to a counselor at GWMMA.

USMMI will be launch a new crew survey in July 2025 and we look forward to getting the crew's feedback.

# USMMI Safety Statistics as of 30 June 2025

In June, we recorded 30 near misses, highlighting key areas for improvement in our safety practices. The top three causal factors for these incidents were situational awareness, policy and procedure compliance, and lifeboat operations.

It is critical that we continue strengthening vigilance, enforcing policies, and enhancing operational safety standards to protect both personnel and equipment. By learning from these near misses and addressing their root causes, we reinforce our proactive safety culture and operational readiness.

#### **Key Reflections Based on June Safety Metric**

#### Policy and Procedure Compliance

Some incidents occurred because policies weren't followed as intended.

- Contractors ignored the no-smoking rule and lit cigarettes on the stern.
- The OOW failed to follow cargo loading procedures, continuing to load through discharge lines instead of drop lines.
- Crew started work aloft without a required permit the job had to be stopped until paperwork was completed.

#### **Situational Awareness**

A few near misses revealed the importance of staying alert and mindful of hazards.

- A new washing machine was dropped while being moved, causing damage.
- An air hose was left connected and charged during break, risking injury or compressor damage.
- A garden hose was left charged and piled on a 440-volt power unit, creating an electrical hazard.

#### **Lifeboat Operations**

Recent drills revealed opportunities to strengthen lifeboat readiness.

- The hand brake two-blocked during recovery, causing the lifeboat to move unexpectedly.
- · Lifeboat control stickers were installed backward, potentially causing confusion.
- During an abandon ship drill, a harbor pin failed to release, lowering the davit unevenly.

#### **Improvement Opportunities**

- Double-check before you start. Verify permits, valve positions, and equipment readiness before any job.
- Keep situational awareness front and center. Toolbox talks and JSA reviews are great times to share hazards and reminders.
- Inspect lifeboat systems regularly. Make sure stickers, brakes, and harbor pins are all in top shape.
- Hold contractors to the same standard. Safety policies apply to everyone on board no exceptions.

#### Reflection Questions for Crew

- Are we stopping unsafe work until we have the right permits and procedures in place?
- Are lifeboat systems ready for an emergency, or are we leaving issues for "next time"?
- How can we ensure contractors respect the same safety expectations we follow?

#### BBS Tip for the Monthly Metrics Reflection: "Pause, Point Out, Proceed"

- Pause Take a moment before starting any job. Ask: Do we have the right permit, plan, and tools?
- Point Out If you see a step skipped, an unsafe setup, or a hazard forming, speak up right away. Calling attention to it is not criticism it's teamwork.
- Proceed Only continue once everyone agrees the job is safe, hazards are corrected, and procedures are being followed.

