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# Hands on Deck

2015

**Quarterly Insight into the  
Happenings at Crosby**

4<sup>th</sup>  
Quarter



## **A Tribute to our Co-founder, Vinton Crosby**

Vinton Crosby began his career in the Marine Industry at the young age of twelve when he decided to quit school to work on tugboats. This described his personality perfectly because he would not let anything get in the way once his mind was made up.

In 1977, Vinton approached Kurt and asked what type of career path he was heading towards. He asked Kurt if he would like to go into the tugboat business and Crosby Tugs was founded. From the humble beginnings of the one boat, the Paddy Crosby, Crosby Tugs has become one of the leaders in the Marine Transportation Industry. At the beginning, Vinton and Kurt operated the boats themselves, with Vinton teaching Kurt how to operate and handle the vessel. They took job after job with very little time off. "My Dad really displayed a lot of hard work and dedication to the business and really showed us what this can result into," says Kurt. Due to the hard work, a little luck and most importantly wonderful blessings from the Lord, they were able to purchase more and more vessels. When the industry took a dive during the 1980's, Kurt and Vinton took the risk of purchasing several vessels. "He had a vision for this company to grow and service our clients in the proper way. He was very proud of the tugs and most importantly, he was very proud of the employees of Crosby Tugs," says Kurt. By purchasing the tugs during these hard times, they were able to provide more service for customers when the industry began to flourish.

In 2002, Vinton suffered from a heart attack and then a few weeks later he suffered a stroke. The doctor said that he would not have much more time to live. With many prayers, his unwavering perseverance, and his passion for life, God blessed him with an additional thirteen wonderful years. Then in 2014, he battled lymphoma and beat the odds once again.

When Vinton left school at the age of 12, never could he have imagined that Crosby Tugs would be where it is today. He will be greatly missed by his family, friends and employees. God gave him the gift of perseverance and eagerness that was constantly reflected on those around him. His generosity and kindness led him to help those in need because money was not what he longed for but for long lasting friendships. His life journey was one of joy and blessings, and he truly lived every day to its fullest. May he rest in peace with the Lord.



## JOB SAFETY ANALYSIS

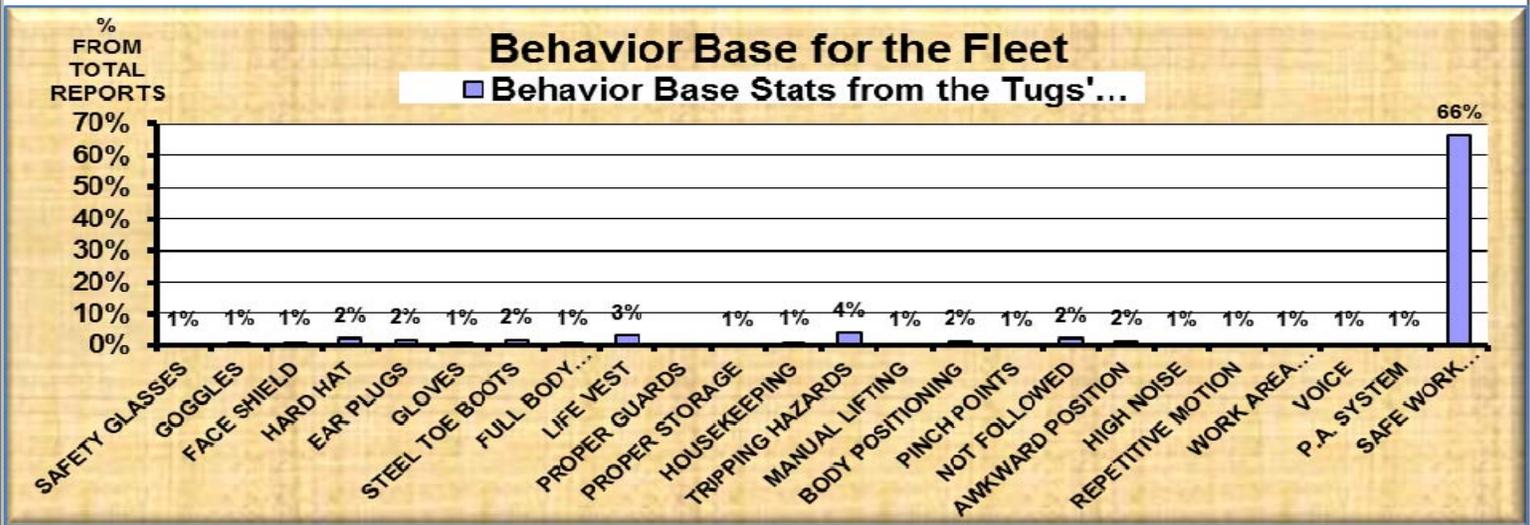
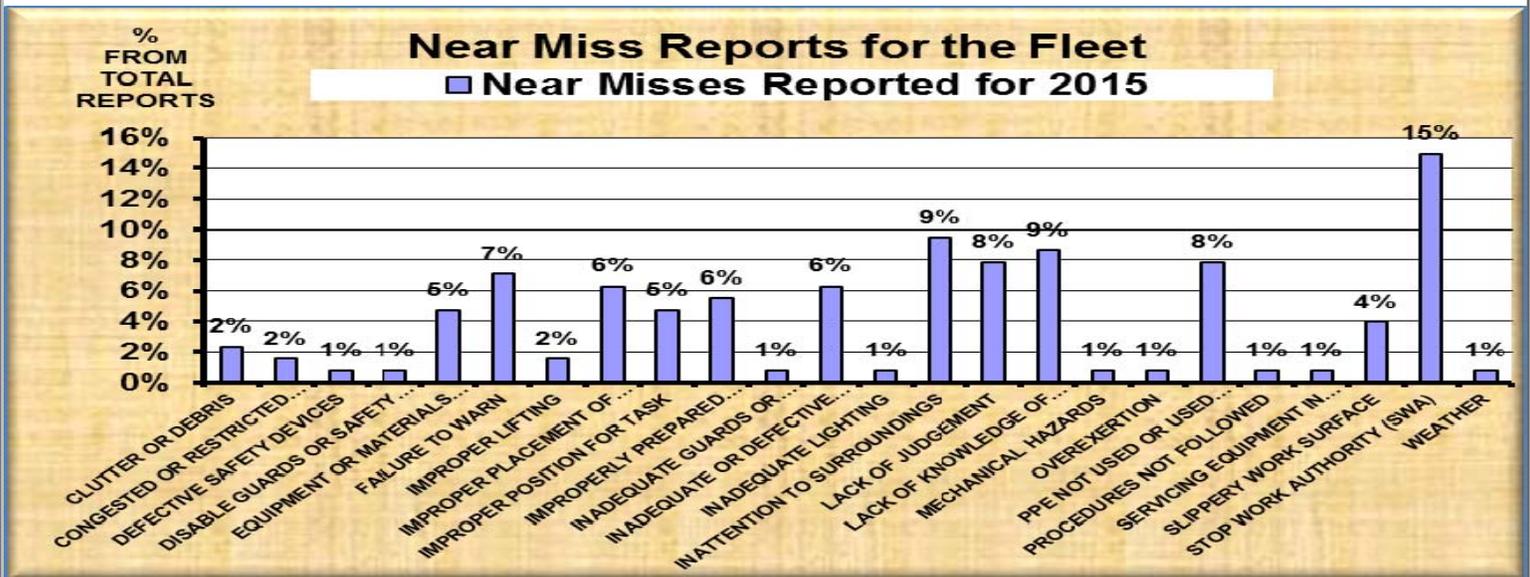
Job Safety Analysis (JSA) is a safety tool in which the risks or hazards of a specific job in the workplace are identified, and then measures to eliminate or control those hazards or determined and implemented. More specifically, a job safety analysis is a process of evaluating certain jobs, tasks, processes or procedures, and eliminating or reducing the risks of hazards to as low as reasonably practical in order to protect workers from injury or illness. The JSA process is documented, and the JSA document is used in the workplace or on the vessels to guide workers in safe job performance. The JSA document is also a living document that is adjusted as work conditions change.

The JSA process begins with identification of the potential hazards or risks associated with a particular job. Once the hazards are understood, the consequences of those hazards are then identified, followed by control measures to eliminate or mitigate the hazards. The end result of a JSA is an easy to understand document that can be shared with workers as part of pre-job and safety meetings, and/or included as part of worker job descriptions. The JSA process can be used to help refine safe work procedures described in safety manuals or standard operating procedures, and the JSA document can serve as a useful tool in training new employees.

It is a Crosby Tugs policy that a Job Safety Analysis work sheet must be completed before each task that is to be performed by the crew daily! Examples of sample JSA tasks are making tow, breaking tow, putting on chafing board, chipping and painting, mooring operations, hipping a barge, embarking/disembarking a barge, putting on face wires, any type of fuel/oil transfer, etc. It is also important to have a JSA completed when a mechanic or welder comes onboard to perform any sort of work on the vessel. A JSA (Form CT-208) needs to be done when the following forms are completed:

- Confined Space Entry Permits (Form CT-210)
- LOTO (Form CT-211)
- Hot Work Permits (Form CT-212)
- Working at Heights Permits (Form CT-213)

It is very important that all crew members are involved in the JSA process so that each crewmember understands their responsibility for this JSA. The JSA program helps each crewmember plan their work before it actually begins, and ensures that it is followed.



# A Memo from Personnel

It has been a difficult past couple months, as you are aware, we have had to stack some vessels in order to make Crosby Tugs more efficient and competitive. With this downturn in the market, we realize that every job that we're granted, we need to provide the highest quality service in the safest and most efficient manner. By working as a team, we can accomplish this goal.

People often ask, "What is teamwork?"

Teamwork is defined in Webster's Dictionary as "a joint action by a group of people, in which each person subordinates his/her individual interests and opinions to the unity and efficiency of the group." This does not mean that the individual is no longer important; however, it does mean that effective and efficient teamwork goes beyond individual accomplishments. The most effective teamwork is produced when all the individuals involved harmonize their contributions and work towards a common goal. Crosby Tugs recognizes every individual as a team member. Please note the below stated suggestions to becoming a better team member:

1. Members work interdependently and work towards both personal and team goals, and they understand these goals are accomplished best by mutual support
2. Members feel a sense of ownership towards their role in the group because they committed themselves to goals they helped create
3. Members collaborate together and use their talent and experience to contribute to the success of the team's objectives
4. Members base their success on trust and encourage all members to express their opinions, varying views and questions
5. Members make a conscious effort to be honest, respectful, and listen to every person's point of view
6. Members are encouraged to offer their skills and knowledge, and in turn each member is able to contribute to the group's success
7. Members see conflict as a part of human nature and they react to it by treating it as an opportunity to hear about new ideas and opinions. Everybody wants to resolve problems constructively
8. Members participate in decision-making, but each member understands that the leader needs to make the final decision if the team cannot come to agreement

As Vince Lombardi stated, "The achievements of an organization are the results of the combined efforts of each individual."

Crosby Tugs is always looking to improve as a company. Please, if you have any suggestions or comments call the office or come by to discuss it, because our door is always open.

Best Regards,  
Spence Guidry  
Personnel Director

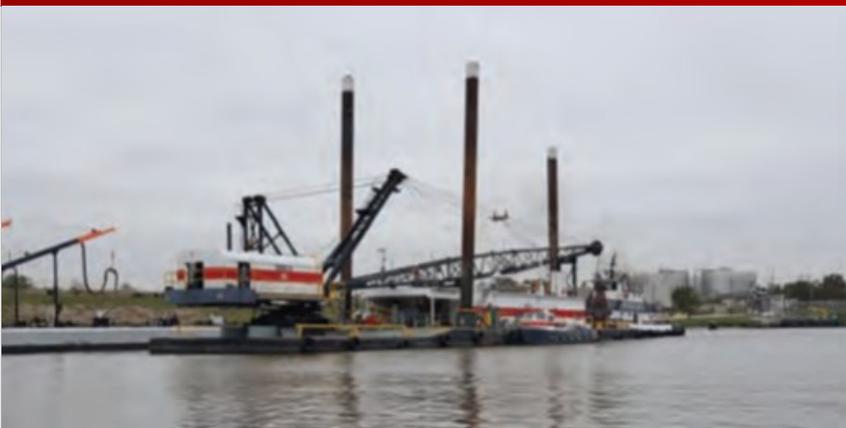
**If you plan on fishing on the Crosby Lodge property, please let Brent Vizier know a day in advance. You can contact him at [bvizier@crosbytugs.com](mailto:bvizier@crosbytugs.com) or call him at (985)696-4942.**

Wearing PPE on the job is a very important part of keeping our employees safe. All Crosby Tug employees are responsible for wearing long pants and steel toe slip resistant shoes when in the engine room, on the deck of the vessel, at any dock facility, or on watch. The use of crocks, flip flops, and open toed shoes while on watch or outside the house of the vessel is prohibited. This existing rule will become enforced by shore side staff. Employees failing to follow company policy will be subjected to disciplinary action, as well as losing your quarterly bonus for the entire crew onboard at the time seen. Please take note that the companies' policies and procedures were created to protect each and every one of our employees from harm. Vessel Captains should enforce these policies and report to the office any employee not willing to comply. We thank you for all your help in this matter.

# Crosby Dredging, LLC.

Crosby Dredging, LLC is a very new and exciting part of our company. The bucket and hydraulic dredges have been staying busy for the past year. The new equipment seems to be a good complement to Crosby Tugs by helping the tugs to stay busy during this time. The Beau Caroline, Crosby Dredge 2, Tara Elizabeth, and the Crosby Lady have been working on a Hydraulic Dredging Project in the Houston Ship Channel. The Crosby Dredge 1 worked with Bertucci Construction, which is another company that was purchased by the Crosby family to add more diversification. The project took place in Donaldsonville, LA in Bayou Lafourche. The Crosby Dredge 7 worked in Fourchon in the Flotation Canal creating a new boat slip. Our newest hydraulic dredge, Caroline Frances, has worked in Fourchon and Houma. The article, which can be found in *Marine News*, talks about our purchase of the Beau Caroline and the Caroline Frances from Ellicott Dredges, LLC that is located in Baltimore, Maryland. In November, Crosby Dredging and Construction was created to add more services to Crosby Dredging. The first job for the construction company took place in Belle River in which pipeline was removed. This new division of the company has added diversification to the Crosby Family Company and has created opportunities to work on interesting projects.

## Crosby Expands with Modern Dredging Equipment



Crosby Dredging LLC is a fairly new company, looking to expand further into the dredging markets. The firm owns four bucket dredges and four hydraulic dredges. Notably, two of the hydraulic dredges – 18 and 20 foot respectively – were recently built by Ellicott Dredges LLC. The

dredges are supported by Crosby Tugs LLC vessels. Beyond this, Crosby intends to build new dredges with Ellicott Dredges LLC, as well as looking to purchase existing equipment in the industry.

-(2016). Crosby Expands with Modern Dredging Equipment. *Marine News*, 27(2), 50.

## **Bertucci Contracting>>>**

We would also like to welcome Bertucci Contracting to the Crosby Family

## **Qualifying Events and Benefit Changes>>>**

Qualifying events are:

- Marriage
- Birth
- Adoption
- Divorce
- Losing other coverage
- Death of a dependent
- Dependent getting own health plan

We are having issues with employees not notifying the correct person of qualifying events. If you get married, divorced, have a baby, lose your medical coverage through your spouse, have a death of a covered dependent, lose Medicaid, etc. ***I need to be notified immediately.***

- If you are divorced, you cannot keep your spouse or step-children covered. If you do not report this to Ashley, then any cost of claims on a dependent that should not be covered will become your responsibility.
- If you have a child or get married and do not notify Ashley within 30 days, that dependent will not be able to be covered until open enrollment the following year.
- If your spouse or child loses other insurance (for example, Medicaid) Ashley needs to be notified within 30 days of losing their other coverage. If Ashley is not notified, this dependent also has to wait until open enrollment to be added. This will cause a lapse in insurance for your dependent.

*With most of these qualifying events I need some sort of documentation. You should not wait until the day before to notify me of the changes.*

This is the way our plans are written and have to be administered. Only the benefits administrator can make these changes. They need to be reported to Ashley Rodrigue at 985-632-7575 or via e-mail at [arodrigue@crosbytugs.com](mailto:arodrigue@crosbytugs.com)



# Congratulations!

## **Births**

**Darryl and Michelle Dufrene** welcomed a grandson, Owen, on June 6, 2015  
Grandson to **David Dufrene**

**Grant Summers and Barrett** welcomed a daughter, Tinlee, on November 19, 2015

**Ryan and Courtney Clement** welcomed a daughter, Reese, on December 7, 2015

## **Marriages**

**Randy and Mary Dufren** were married on October 25, 2015

**Elliott and Amanda Lee** were married on November 28, 2015

# 4th Qtr Service Milestones

## 5 YEARS

Barry Ledet  
Benjamin Dugas  
Freddie Rodrigue  
Gary Guillory  
Jason Pitre  
Jody Cheramie  
Jody Marie  
Julie St. Pierre  
Michael Collins  
Pamela Doucet  
Raymond Cheramie  
Ronald Griffin Jr.  
Wendy Leblanc

## 10 YEARS

Roy Dantin Jr.  
Rusty Billiot



## *Purchasing Dept.*

All vessels are required to have gang planks with rails and steps. If you do not have the following, please put it on your supply requisition so we can order.

Thanks



If you would like a copy of this newsletter sent to your home or emailed to you each quarter, please contact **Angela** to sign up.



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Crosby Tugs, LLC

If there is anything you would like to share with the rest of the Crosby Tugs family, whether personal or work related, please contact **Angela or Hope**.