

Addendum to August 2024 Cadet Rules & Regulations Date: April 4, 2025

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This memorandum provides updates to the Cadet Rules & Regulations dated August 2024. This addendum will be uploaded as a PDF to the Cadet Rules & Regulations on Canvas Course and will also be added to the Cal Maritime Corps of Cadets website alongside the current Rules & Regulations.

All cadets are expected to understand and comply with the most current version of the Rules & Regulations, including all addenda.

Mission & Purpose

Addition:

At Cal Maritime, the Corps of Cadets is a leadership development program designed to enhance the character and abilities of each student. In choosing to apply and being accepted by the Academy into the Corps of Cadets, a cadet understands that they are enrolling in a unique and select educational experience that has high standards. The Academy provides a superb education and support structure for a cadet's growth, and standards of conduct are necessarily high. Cadets meet a demand for academic excellence and adhere to rules and regulations designed to develop accountability, responsibility, and self-discipline. The principles of honor, personal integrity, and loyalty have traditionally characterized the professional merchant marine officer. The Academy's requirements, involving fortitude, honor, and integrity, are stringent to prepare our graduates for successful professional careers in a variety of high-demand fields.

Cadet Class Standing

Addition:

Addition of Cadet Class Standing specific leadership focus areas:

- **4/C (First Year):** Active Followership – Focus on learning core values, responsibility, using the chain of command, asking for help, and integrating into Cal Maritime.
- **3/C (Second Year):** Peer Leadership – Emphasis on being a dependable shipmate, building strong teamwork skills, and actively supporting peers.

- **2/C (Third Year):** Designated Leadership – Focus on developing the skills to take on assigned leadership roles, manage teams, and make fair, consistent decisions
- **1/C (Graduating Senior):** Self-Leadership – Lead by example through managing Corps operations, serving as a mentor and role model to the entire Corps, and preparing for post-graduation success with a strong focus on career development.

Corps Organization & Leader Duties and Responsibilities

Revision:

Corps Leaders

Corps leaders are responsible for the welfare, morale, and discipline within the corps. They are trained to recognize cadets' basic needs, respond appropriately to concerns using available resources, and utilize the chain of command effectively. Corps leaders are expected to model Cal Maritime values in word, deed, and appearance, instilling a sense of responsibility and maintaining the highest standards of performance for themselves and those they lead.

Corps Leadership Team

Reporting directly to the Director of CLD, the Corps Leadership Team, comprised of the Corps Commander and Deputy Corps Commander assists, the Office of CLD in overseeing the day-to-day operations, morale, and welfare of the Corps during the academic year. The team also helps formulate achievement plans for the Corps and supervises all corps leadership positions.

The Corps is divided into three Companies designated by major, each headed by Company Leaders:

- Deck
- Engine
- Maritime Policy & Management (MPM)

Company Leaders

Each Company is led by a Company Leader. These leaders serve their respective Deck, Engine, or MPM companies and oversee their divisional leaders. Their primary role is to plan and deliver various corps events and activities, such as engineering-specific job fairs or alumni barbecues, to encourage engagement within the campus community and maritime industry.

Divisional Leaders

Companies may be further divided into four divisions as required and based upon enrollment:

- **Deck:** 1D, 2D, 3D, 4D
- **Engine:** 1E, 2E, 3E, 4E
- **MPM:** 1M, 2M, 3M, 4M

The divisions are overseen by Divisional Commanders. CLD may appoint assistant corps leaders to provide additional accountability as needed. Divisional leadership is often the first point in the chain of command to hear about cadets' successes and concerns. Leaders are encouraged to create informal small-group curricular and co-curricular opportunities to support academic success and foster a strong sense of belonging.

Corps Leadership Auxiliary Positions

Removal:

With the restructuring of the Corps Leadership model, provisions related to "Auxiliary Roles" in the Cadet Rules & Regulations are removed.

Accountability: Watch Assignment

Revision:

At minimum, Deck and Engine cadets must complete 12 four-hour watches per academic year, summing up to 48 four-hour watches over a four-year enrollment period. In addition to the minimum requirements, cadets may be required to complete additional watches, depending on the demands of campus and the ship. These will be determined only by the Director of CLD each semester. Watch is a major component of leadership within a cadet's experience at Cal Maritime and is a mandatory component of the cadet experience.

Addition:

Covering a watch cannot be exchanged for any form of compensation or gain of value. It represents teamwork and the willingness to step up and help others when needed, fostering a positive and supportive culture.

Uniform Standards

Addition:

Upon entering the Academy, all students participating in the Corps of Cadets are required

to purchase and maintain uniforms. Other clothing may be worn only as authorized by the Director of Cadet Leadership & Development. Once issued, uniforms and equipment become the property of the student and may not be returned to the Academy.

Revision:

Wearing a uniform correctly fosters a sense of belonging, equity, pride, and prepares cadets for their profession. Wearing the uniform correctly shows the ability to follow simple directions and pay attention to the small details, which will be critical in their careers.

Uniform of the Day & Proper Wear of the Uniform

Addition:

When in uniform, the full uniform must always be worn correctly, including while transitioning between lower and upper campus, after hours, and on weekends. Cadets are not authorized to wear only parts or certain articles of the uniform. When in uniform, regardless of place, day or hour, the full uniform must be properly worn.

Cal Maritime–Approved Uniforms

Addition:

In addition to the supplied khaki uniform brands from the bookstore, the following are now authorized for wear as an alternative to the supplied khaki uniform:

- Dickies Short Sleeve Work Shirt (Item ID: 1574, Desert Sand color [DS])
- Dickies 874 Work Pants (Item ID: 874, Desert Sand color [DS])
- Dickies Women’s 574 Original Work Shirt (Item ID: FS574, Military Khaki color [KSH])
- Dickies Women’s 874 Work P ants (Item ID: FP874, Military Khaki color [KSH])

Addition:

Coveralls:

With the Two-Piece Working Uniform being phased out SP25 and the Overalls Working Uniform being phased out SP26, the only authorized working uniform moving forward will be coveralls. In addition to the Dickies coveralls (65% polyester, 35% cotton) supplied by the bookstore, cadets may opt to purchase one of the navy-colored coveralls made with a higher cotton content or FR material for safety reasons listed below.

Coverall Requirements include:

- Must include supplied nametape sewn on.
- Must be free of any designs or logos, with the exception of a small manufacturer's brand logo.
- Must be of the same Navy color as the supplied Dickies Coveralls.
- Approved alternative coveralls not currently supplied by the bookstore include:
 - Dickies 100% Cotton Coveralls – Navy
 - Red Kap CC14 100% Cotton Snap-Front Coveralls – Navy
 - ULINE Flame-Resistant Coveralls ARC Flash CAT 2 – Navy
 - Nomex FR Premium Coverall - Navy

Revision:

The wearing of overalls as a working uniform will no longer be approved following the conclusion of the 2026 SST. Carhartt overalls, supplied to cadets entering Cal Maritime in 2021/2022, are being phased out. Coveralls will be the only authorized working uniform starting Fall 2026. References to overalls will be removed where applicable in the Cadet Rules & Regulations starting Fall 2026.

Physical Training Wear

Removal:

PT gear will no longer be supplied and will be removed where applicable in the Cadet Rules & Regulations.

Footwear Guidelines in Uniform

Addition:

PPE Requirement - Black leather work boots are required for classrooms, labs, and all shipboard settings. Work boots must meet the following requirements:

- Slip-resistant (oil and water)
- Oil-resistant (resistant to petroleum products)
- Heat-resistant (100% leather upper, no nylon or polyester)
- Puncture-resistant sole – recommended, but not required
- Steel or composite toe
- Electrical hazard compliant

Uniform Insignia: Collar Devices

Revision:

- Corps leaders wear collar insignia devices to signify their rank in addition to their academic major. The Corps Commander and Deputy Corps Commander are required to wear rank insignia devices on both collars.

Only cadets holding corps leadership positions within the Corps of Cadets are authorized to wear insignia rank devices, except for 1/C Cadets, who are authorized to wear a single bar (1-Bar).

Rank assignments are determined by the Director of CLD and are subject to change.

- **6-Bar:** Corps Commander
- **5-Bar:** Deputy Corps Commander, Cadet Chief Mate, Cadet Chief Engineer, Company Commanders.
- **4-Bar:** Cadet 2nd Mate, Cadet 1st Assistant Engineer, Division Commanders.
- **3-Bar:** Cadet 3rd Mate, Cadet 2nd Assistant Engineer, Cadet 3rd Assistant Engineer.
- **2-Bar:** N/A
- **1-Bar:** 1/C Cadets.
- **Squad Leader Device:** Assistant Corps Leaders.

Grooming Standards & Accessories

Addition:

Cadets with facial hair must be clean-shaven at the start of each day when the wearing of a cadet uniform is required unless they have a current chit from the Director of CLD, providing an exception. There is no requirement to shave when not in uniform.

Lower Campus Grass Policy

Addition:

Cadets are required to avoid walking on the grass on lower campus.