

**GENERAL DYNAMICS**  
Bath Iron Works

# BIW NEWS

Volume 2  
2019

## *Daniel Inouye (DDG 118) Christened... Hawaiian Style*

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# We're Hiring!

As many of you are aware, we're in the middle of a tremendous hiring effort. We thought it would be interesting and helpful for you to understand why we are hiring, how many people we need, the hiring efforts we currently have underway, and what you can do to help.

## Why are we hiring?

We need to deliver 12 ships in the next 8 years. We are lucky to have so much work to do and may even get more if we're successful in competing on the FFG(X) Program. That's great news. But in order to perform on our current backlog, we need to build ships faster. Increasing our build rate will also improve our competitive position for winning more ship contracts. How do we go faster? It has to be a combination of performance improvement and increasing the size of our manufacturing team and support staff.

## How many people do we need?

The quick answer is we need to hire a lot of people. We are looking to increase manufacturing staffing by about 1,000 people this year. Because some folks on our team are reaching retirement, we need to hire more than that to grow by the amount we need. Other Divisions are hiring as well, so our total hiring plan for 2019 is almost 2,000 new people!

## So what have we been doing to work towards this goal?

- In the first half of 2019, we've filled over 1,000 positions; almost 800 of which were external hires.
- Also in the first half of 2019, we've conducted almost 3,500 job interviews!
- We've launched a more aggressive advertising and social media presence to increase awareness of our hiring need and recruiting events.
- We've held showcase events at community college campuses throughout the state to inform job seekers of opportunities at BIW.

- We've formed partnerships with the Maine Community College System to offer manufacturing certificate and welding programs. These programs are grant funded and are free to participants. BIW guarantees that everyone graduating from this program will get an interview.

- Earlier this year we also visited all 27 Career and Technical Education (VocTech) schools in the state and spoke to over 5,000 students and faculty about opportunities at BIW.

- We've significantly expanded our BIW Training Academy at Brunswick Landing (Orion Street). We're now running a 2-shift operation of all new hire training for Shipfitters, Pipefitters, Insulators, Tinsmiths, and General Laborers. We've also added additional safety/condo training and the ability to complete welding qualifications. We've even carved out part of the building for Southern Maine Community College to use for the programs noted above.

## What can you do to help?

Do you have a friend or family member that's looking for a career (or a career change)? Tell them to check out our job postings at [www.gdbiw.com/careers](http://www.gdbiw.com/careers). Stay up to date with us by liking General Dynamics Bath Iron Works on Facebook or following @gd\_bathironworks on Instagram and @GDBIW on Twitter. We're constantly posting information about openings, job fairs, and training opportunities that you can share with your friends.

We wrote this column together for a very specific reason. Hiring, training and putting our next generation of shipbuilders to work is not just an HR effort or an Operations effort or an Engineering effort. It's a BIW effort. As Directors in the Operations and HR Divisions, we and the people on our teams are working together every day to pursue this company goal. Teamwork makes all the difference. Thanks for what you do every day.

— Evan Gilman — Jon Mason



**Evan Gilman** has been Director of Trades since 2016. He came to BIW 16 years ago as an Engineer and joined Operations in 2012. Evan lives in Brunswick with his wife Bonnie and daughter Ellie.

**Jon Mason** is Director of Human Resources Services. Born and raised in Augusta, Jon started at BIW in 2004 as a Financial Analyst. He enjoys boating, ice fishing, snowmobiling and hunting.

# SAFETY HUB



By Ron Lessard

*Learning about safety is part of the job.*

## SAFETY CHATTER

Safety words and abbreviations heard in the shipyard:

### Total Safety Culture

A culture where safety is a value held by all employees that does not change no matter what other pressures are present. Employees feel responsible for coworker safety and need to speak up and take action if a coworker is at risk



A group of new employees receive safety training at orientation.

## Moving Forward Together... Toward Total Safety Culture

Continuous safety improvement requires us to change our safety attitudes and culture and the BIW Safety Roadmap is leading the way.

With a new generation of shipbuilders starting their career here, the Roadmap is as important as ever for guiding these new employees to develop safe work habits and a safety mindset.

Over the past 20 years, BIW has achieved a 75% reduction in our recordable injury rate and a 65% reduction in our lost-time injury rate. Realizing that further improvements in safety performance will get more difficult as we approach our goal of zero workplace injuries, BIW developed the Safety Roadmap in 2014 to guide us on our journey toward safety excellence. The Roadmap is a strategic plan based on the principles of behavior-based safety and is designed to develop a Total Safety Culture at BIW. Our Total Safety Culture will in turn drive and sustain continuous safety performance improvement.

The Environmental Health and Safety Steering Committee guides Roadmap implementation and there are 13 Safety Action Teams (SATs) throughout the shipyard responsible for implementing the Roadmap within their areas. Each level of the Roadmap builds on the previous level. It culminates at level 5 when working safely becomes habit. Most SATs are currently implementing level 4.

Our data shows that employees with less than five years of seniority are injured at greater rates than more senior employees. Over the past year, we have significantly increased the amount of safety training that employees receive during New Employee Orientation and Trade Training. These new

employees will adopt the culture to which they are introduced but will depend on experienced mechanics and the SATs to reinforce their ongoing safe behaviors.

There is evidence that we are developing safer work habits as a result of the Roadmap. For example, our LS6 Safety Inspectors document between 500 and 1,000 personal protective equipment (PPE) compliance observations every week. The Inspectors' observations show that we have maintained at least 97% PPE compliance each week over the past 36 weeks and the trend line is heading upward.

The Roadmap wasn't intended to be a quick fix but rather a long-term, deliberate effort to achieve a significant, enduring change in our safety culture. Vince Dickinson, the EHS Director during the early days of the Roadmap, said of the process, "first we'll roll over, then we'll sit up, then stand, walk, and then we'll run."

Let's all work together to keep moving forward.

### Safety Roadmap Categories:

- Management Involvement (MI)
- Employee Involvement (EI)
- Training and Education (T&E)
- Housekeeping (HK)
- Personal Protective Equipment (PPE)

### Example of Level 4 Elements:

- MI 4.3: A safety briefing occurs every day at crew muster
- EI 4.1: Employees demonstrate a commitment to positively impact the safety environment through good job set-up

# BIW NEWS

BIW News is published quarterly by the Communications Department (D94) of Bath Iron Works and is produced internally in the BIW Print Shop.

## COMMENTS AND SUGGESTIONS ARE WELCOME

Forward to David Hench at Mail Stop 1210 or by email at david.hench@gdbiw.com.

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General Dynamics Bath Iron Works

# EMPLOYEE SPOTLIGHT

## TELL US A LITTLE ABOUT YOURSELF?

I grew up in the Bath area and went to high school in Bath and Wiscasset. I served in the US Army as a paratrooper. After my tour in the Army I was uncertain of my career direction. Both my grandfathers worked at BIW, one as a welder and one as a Marine Chemist. My mother, stepfather and various other family members had worked here as well, so I decided to apply. I was hired as a pipefitter. In 2009, I took a position in Labor Relations and in 2015, I joined the Training Department.

## DESCRIBE YOUR ROLE AT BIW?

I co-manage and instruct courses in New Employee Orientation and Basics of Supervision. Outside of the classroom, I ensure day-to-day activities at the Employee Development Center run smoothly.

## WHAT IS THE BEST PART OF YOUR JOB AND WHY?

Building the best ships in the world for the brave men and women in the Navy. (It doesn't get any better than that!) I love what I do and part of that is due to working with my teammates and our leadership team. They are very supportive and fantastic to work with. Our team is a very tight knit group. My job provides me an amazing opportunity to have a positive impact on people as they enter their roles here.

## WHAT IS THE TOP CHALLENGE THAT YOU FACE IN YOUR JOB?

Planning, setting up and performing orientation every week. There are many moving parts and things that need to happen behind the scenes in order to pull off a successful orientation. The job is very

## MURLYN GREENLEAF



Title: **Senior Trainer**

Years with BIW: **since Jan 1989**

Department: **46**

rewarding, however, maintaining positive energy and staying "on" in front of the new employees all week can sometimes be draining.

## DESCRIBE YOUR HOBBIES?

My pets and music.

## WHAT IS YOUR FAVORITE AUTHOR OR MOVIE?

Colonel Leonard B. Scott, my commander in the Army, is a very impressive man with an equally impressive talent for writing stories about combat. One of my favorite movies would have to be Band of Brothers. It's a miniseries about WWII paratroopers. (They're paratroopers, what's not to like?)

## ANYTHING ELSE YOU WOULD LIKE TO SHARE?

We are all part of something bigger than ourselves here at BIW. The brave men and women in the US Navy depend on our ships when they go into harm's way. Throughout BIW's history, shipbuilders here delivered ships that earned our motto, "Bath Built Is Best Built." We need to continue that tradition. I believe the secret is simple. We need to focus all of our energy on building these ships and maintaining a positive outlook on what we do every day.

**NOMINATE** our next employee spotlight today by emailing [rebecca.volent@gdbiw.com](mailto:rebecca.volent@gdbiw.com)

# Building Boxes that Hold a Ship's Spirit

The Navy's Mast Stepping ceremony has evolved into an elaborate ritual, with tokens of significance to the namesake and to the crew sealed into a box that is then welded to the base of the mast.

**Leo Leclair** recently retired from his job as a Planner in the Tin Shop where he was involved in working with the Navy to design the mast stepping box which the fabrication team would ultimately assemble. When he started planning out construction of the boxes, they were a much less extravagant affair.

"Years ago it was a pretty simple thing – a small aluminum box, and they would put in coins equal to the number on the ship," said Leclair. The tradition has evolved from when sailors, for good luck, would place coins beneath a new sailing vessel's mast as it was erected. In ancient Rome, when seafaring was more dangerous, the coins were so sailors could pay to cross the river Styx into the afterlife.

When planning for the mast stepping for Rafael Peralta, the commander wanted something more glitzy – a chrome box polished to the point where its surface reflects as clearly as a mirror. It's a lot of attention to detail for something that gets welded out of sight near the base of the mast.

"Even though it is beautiful, it gets encapsulated for the life of the ship," Leclair said. The box basically won't be seen until the ship is decommissioned many



years from now. However, at that point, the box will likely find its way to a place of honor in a naval museum.

Quality is important because of the namesake being honored.

"A lot of these guys they're naming the ships after, they're modern day heroes," Leclair said - Rafael Peralta, Thomas Hudner, Michael Monsoor, Daniel Inouye.

On USS Zumwalt (DDG 1000), there is no mast and so the box was bonded to part of the composite superstructure. With Michael Monsoor (DDG 1001), the executive officer arranged to have wood from the USS Constitution incorporated into the mast stepping box and then had the box encased in glass. Unlike on a DDG 51, it is clearly visible where it is attached within the bridge wing.

Lyndon B. Johnson had a box adorned with a bronze ship's crest. Leclair suspects that mast stepping box will end up some day in Johnson's presidential library in Texas.

The box also is important for what it holds, items that speak to the spirit, life and career of the ship's namesake and others.

At the mast stepping for Daniel Inouye, the family of the longtime Hawaii senator and Medal of Honor recipient placed the family bible inside the box as well as some of his medals. Cdr. **DonAnn Gilmore** placed her father's U.S. Army Silver Oak



Leaf inside as well as her letter to the commanding officer who will be charged with the ship's decommissioning, decades from now.

In keeping with tradition, the crew also put in coins totaling \$1.18 for DDG 118.

Leclair said it was an honor to help build the boxes that hold such an important place for the ship and its crew.

"Of all the projects I've worked on at BIW, the mast stepping has always been the most satisfying and rewarding," he said. "It's just cool to be part of that process."

## Marine Group Leadership at BIW

**John Casey**, who until July 1 was Executive Vice President Marine Systems, and **Robert E. Smith**, who took over the position, visited BIW in June.

The visit included the main shipyard, DDG 118 and East Brunswick sites.

Casey's career began as an Electric Boat welder.

"John Casey has had a long and distinguished career in shipbuilding, starting in welding school, rising through the ranks to become president of Electric Boat for nine years and ultimately executive vice president of Marine Systems," said **Phebe N. Novakovic**, chairman and chief executive officer of

General Dynamics, in announcing Casey's retirement. "His superb understanding of shipbuilding has helped General Dynamics design and build the most complex submarines and ships for decades. We will all miss him."

Smith had been president of Jet Aviation and before that worked within the Marine Group. He served as vice president and CFO of General Dynamics NASSCO and started his GD career at Electric Boat in 1989.

"Rob Smith's expertise in Navy submarine and surface ship programs will serve us well as we continue to grow our shipbuilding business," Novakovic said.

BIW wishes John Casey fair winds and fol-



Chief Superintendent Allie Milligan discusses DDG 118 with Executive Vice President, Marine Group, Robert Smith.

lowing seas, and welcomes Rob Smith to his new position.

# Bowl for Kids' Sake Rocks Yankee Lanes

At least 25 bowling teams totaling about 100 Bath Iron Works employees, their families and friends banded together at Yankee Lanes, Brunswick for Bowl For Kids' Sake 2019.

BIW participants collectively raised over \$12,000 in support of one-to-one mentoring programs for youth facing adversity throughout the communities of Sagadahoc County, Brunswick and Harpswell. A couple of standout fundraising teams from the group included **Roger St. Amand's** team the "Quality Strikers" that raised \$1,250 and **Eric London's** team, "Morse High Alumni" with \$1,215 raised.

"Bowl for Kid's Sake is a great charity and always sure to be a fun time for everyone!" said **Michael Alberico**, Senior Engineer.

Through donations and sponsors, Bowl For Kids' Sake raised \$76,000!

"Big Brothers Big Sisters sets an ambitious goal each year for this fundraiser and the employees of Bath Iron Works have become an important part of our



From left, **Gordon Blatt**, Manager, **Mike Alberico**, Senior Engineer and **William Guertler**, Principal, Engineering, with young **Vincent Alberico** leading the cheers at Bowl for Kids Sake at Yankee Lanes, Brunswick. Photo courtesy of Jill Ventry of Jillie V Photography.

success," said **Lindsay MacDonald**, executive director of Big Brothers Big Sisters of Bath/Brunswick. "It is amazing that BIW employees raised about 16% of the total fundraising goal. We truly could not do this important work without you."

"I would like to extend a very special thank you to **Tom Stevens**, an Advisory Board member who serves on our planning committee for the event. This fundraiser has grown significantly under Tom's leadership over the last few years, which we appreciate very much!"

## Two Billion Steps...

General Dynamics employees participating in the spring Race to Wellness step challenge logged more than two billion – that's billion with a 'b' – steps, equal to walking across the U.S. 427 times.

More than 8,000 employees banded together in teams and competed to be first to cross the finish line. The top finishing BIW team – eighth overall with 2,788,797 steps – was **toomuchawesome**, consisting of **Ashley Douglass** and **Eric Kruger**, Strategic Planning; **Drew Marshall**, **Kelly Lebel** and **Daniel Bessey**, Supply Chain, and Dan's wife **Pamela Bessey**.

Not everyone took it that seriously. Of the 1,863 teams across 11 business units only 467 completed the challenge.

Some of the most fun of the competition is coming up with creative team names. Here are some of the favorites: The Old and the Breathless; Step Brothers; Tator Trots; Pace Makers; Chasing Ice Cream Trucks; Highway to Well; NoUbersinSight; Legs Miserable; Cirque De Sore Legs.

Among the BIW teams, some of the most popular were: Insane Bolt, Chili Steppers, Sole-Mates, Game of Soles and Lost in Pace.



# PO2 Moves Sonar Dome Work to LLTF to Help Aegis Team

A team of PO2 employees with an assist from some Assembly Building shipfitters completed their work on the Hull 520 sonar dome on Land Level so that it was in place for cable pulling ahead of Aegis Light Off.

The maneuver was a challenge for the welders and shipfitters assigned to the task but resulted in recovering weeks of schedule.

“Given where we were with completion of the dome, we saw an opportunity to recover time off ALO schedule by moving the dome out earlier and allowing guys to bring cable into the dome,” said Director of Ground Assembly **Dan Nadeau**.

The sonar dome - part of Daniel Inouye (DDG 118) - was about 70 percent complete when it moved to Land level.

“We wanted to make sure we weren’t holding them up,” said PO2 Building Manager **Kervyn Willett** referring to the next stage of construction. “We had to erect the unit onto the ship before

installing closing plates around rubber areas.”

That job - done under the close scrutiny of the Navy’s Supervisor of Shipbuilding - had to be accomplished outdoors in the tight, awkward space between the ground and the dome, rather than in PO2 where the ergonomics are less challenging.

“In less than ideal conditions, they got the scope of the work completed,” said Chief Superintendent **Allie Milligan**.

The Welders and Shipfitters worked with small sawhorses, specially configured seats and ‘creepers.’ “We had a lot of really good support from the stagebuilding group,” said Front Line Supervisor **John Suga**.

The nine welders and three shipfitters working the sonar dome project got help



from five young shipfitters from the AB. “They sent us a lot of really good guys with a lot of energy,” said Front Line Supervisor **Adam Boucher**. The project gave the AB good experience and helped them see what happens next with their finished product.

The shipbuilders kept a stiff pace, with crews starting work at 4 a.m., seven days a week, throughout the winter and early spring. “And the off shift welding support really knocked it out of the park for us,” Boucher said.

“It was a team effort,” said Area Supervisor **David Twist**. “They rallied the troops and made it all work.”

## Namesake of DDG 120 Visits BIW

Longtime Michigan Sen. **Carl Levin**, namesake of DDG 120, visited the shipyard July 1 to meet some of the shipbuilders assembling the future USS Carl M. Levin and to check on the progress of his ship.

The ship has made a significant transformation since Levin and his three daughters, who are the ship sponsors, attended the keel laying on Feb. 1. The ceremony was held inside Ultra Hall because the 2000 unit had not yet moved out onto Land Level.

Principal Program Manager **James Webster** said the ship has made remarkable progress just in the month of June and was poised to continue making dramatic progress in July.

Joining Levin on the tour was his wife Barbara, his daughter and a ship sponsor Kate Levin Markel and two of Levin’s



granddaughters.

Levin, who retired from the Senate in 2015, was a longtime member and former chairman of the Senate Armed Services

Committee, which played a major role in shaping defense priorities - including approving the original Arleigh Burke class of destroyers

## Health Improvements Salad Success!

Salads can be such a great tool for feeling better and meeting your individual health goals.

In the fall of 2018, Fit for Life introduced a salad bar concept to employees at BIW. Three employees in Department 10 got together to each bring two to three ingredients of a plant based salad to work to share with the others in the group. This salad bar team has been doing this for several months now and they have all lost weight and are feeling great.

"I always thought that a salad was something you eat on the side. I never knew how good it could taste and that it would be so filling. I have lost 45 lbs. so far!" **Kevin Taylor**.

**Dan Fraser**, Assistant Foreman is also on Kevin's salad bar team and says, "I have lost a lot of weight, I feel better and I have more energy. My doctor says my blood pressure is going in the right direction and that I don't

have to go onto any medication."

Kevin and Dan are joined on their salad bar team by **Doug Murphy**, Superintendent of Pipe Shop. Murphy offers his office to be the space where they set up the

salad and eat their meals together. "It's so easy; it takes us about three minutes to get the food put out and to start eating," he said. "I used to eat from the food trucks and I always knew that was not healthy but it also isn't cheap. I bet I was spending \$50-\$60 weekly. Now I just purchase a few things to share with the guys and I don't have to worry about lunch all week. We do this every day and I will never go back."



One of the BIW salad bar teams, from left, Assistant Foreman Kevin Taylor, Superintendent of Pipe Shop Doug Murphy and Assistant Foreman Dan Fraser.

"Without question eating healthy can help us prevent, reverse and treat many of our chronic diseases. And a mostly plant-based diet should be the cornerstone of a healthy lifestyle," said **Anthony Anderson**, Fit for Life program manager.

For more information about the daily salad bar in your area please call Fit for Life at 442-3145.

## Collins Earns Shipbuilders Council of America Award

The Shipbuilders Council of America honored Sen. **Susan Collins** this spring with its prestigious Maritime Leadership Award.

"Sen. Collins is recognized as an exemplary leader in Congress who has demonstrated outstanding dedication and support of the U.S. shipbuilding and repair industry," the council said in a news release.

"America's shipyard industry is vital to our national and economic security, and I am proud to represent a state with a longstanding shipbuilding tradition," said Sen. Collins. "The thousands of hard-working employees at Bath Iron Works and other shipyards demonstrate their commitment to excellence in every ship they build, and I am committed to supporting them by securing the resources

needed to grow and maintain our fleet.

"As a senior member of the Appropriations Committee, I will continue to fight for shipbuilding and acquisition policies to keep the United States Navy pre-eminent, our shipyards strong, and our skilled workers building the best ships in the world. I am grateful for this recognition and for the Council's efforts to advance America's shipbuilding industry."

The American maritime industry, including shipbuilding and repair, creates more than 650,000 jobs nationwide, and contributes more than \$150 bil-



Sen. Susan Collins with Insulator Tony Bart at the keel laying ceremony for Carl M. Levin (DDG 120).

lion annually to the nation's economy.

The award was presented during the SCA annual meeting in Washington, D.C. on May 16, 2019.

# LBJ's Daughters Christen DDG 1002

With dual bottle breaks on a white star which represented the lone star state of Texas, Lyndon B. Johnson's daughters christened DDG 1002, formally naming the Navy's newest destroyer for the 36th president.

"For the United States of America, we christen thee Lyndon B. Johnson. May God bless this ship and all who sail in her," sisters **Lynda Johnson Robb** and **Luci Baines Johnson**, the ship sponsors, said before close to 2,000 people at the Land Level Transfer Facility at the April 27 ceremony.

BIW President Dirk Lesko told the gathering that DDG 1002 represents the strongest ship-over-ship learning of any BIW program.

"When DDG 1002, Lyndon B. Johnson joins the US Navy fleet, it will do so with the promise of Maine's shipbuilders that Bath Built is Best Built," he told the crowd.

"That promise is a responsibility we take seriously, and it is a challenge taken up each and every day by the people who pass under the sign as they enter the shipyard that says simply "through these gates pass the best shipbuilders in the world," he said.

Sens. **Susan Collins** and **Angus King**

and Reps. **Chellie Pingree** and **Jared Golden** described Johnson's career and achievements, including the Civil Rights Act, the Voting Rights Act, Medicare and Head Start – all part of what he called the "Great Society."

In a statement released earlier, Navy Secretary **Richard V. Spencer** said: "The future USS Lyndon B. Johnson will serve for decades as a reminder of President Johnson's service to our nation and support of a strong Navy and Marine Corps team. This ship honors not only President Johnson's service, but also the service of our industry partners who are vital in making the Navy the nation needs."

Lynda Robb was the day's featured speaker.

"This ship goes to its mission . . . not just as a part of our nation's stealth defense. It goes out as a vessel prepared to support and represent the strength, the purpose and vitality of alliances such as



NATO," she said. "It goes out in support of important ideas – the idea of a community of free nations."

Preparations the day of the ceremony began in a driving rain, which knocked over signs and left inches of water beneath the audience seats. The crews working to get ready for the event were remarkably undeterred and were able to raise tents and clear the standing water in time for the ceremony.

By the time the ceremony began, the rain had stopped, though a raw wind continued, leading more than one in the audience to declare it a "fine Navy day."





## Hot Rods and Classics at Annual Cruise In

There was a little more muscle showing at this year's Cruise In, held outside the Church Road Office Facility on June 26.

Interspersed between retired Designer **Tim Tetu's** MG T3 Midget and Principal Engineering Technician **Tom Webb's** 1957 Chevrolet Bel Air were cars like retired Planner **Glen Stewart's** 1967 Challenger Supersport and retired Ship Superintendent **Dana McIntyre's** 2016 Dodge Charger.

"I keep it spotless, just like it was my



own ship," McIntyre said. "It's never been out in the rain," he added, eyeing the overcast sky.

Stewart said his Challenger is the same model he had in high school when he was 17, though it didn't draw the looks then like it does now. "Back then it was just your car," he said.

Webb, who organizes the annual event, said this year's Cruise In was a great success despite a last minute date change because of rain.

"We had 26 cruisers and two motorcycles, plus, we raised \$400 to support our homeless veterans at Togus," he said. "This was the highest amount we have collected to date from any of the past cruise-ins."

Bittersweet story of the day goes to **John Labrecque**, Planning Technician, who set out for the show in his buffed out, two-tone copper 1952 Chevrolet hot rod pickup - only to have a deer run out in front of him in Raymond and dent his fender.



"If it was my daily driving vehicle I'd say 'Oh well' but I can't ignore this," he said, of the car he and his son Jake spent eight years building "from the ground up."

## LM2500 MMP Team Earns "Job well done!"

The team that helped the Navy incorporate a composite gas turbine module for future DDG 51s – one that weighs 6,000 pounds less than the previous design – received a well-deserved shout out from the Navy.

"The culmination of your efforts, from September 2014 to February 2019, ultimately resulted in the design development, manufacturing, and testing of . . . an innovative composite module, which reduced the overall weight of the entire system," said Capt. Seth Miller, DDG 51 Program Manager on behalf of Program Executive Office Ships.

Members of the LM2500 Module Modernization Program included BIW,



Navy and General Electric personnel, many of whom were honored at a June 4 Fitzgerald Conference Center ceremony. Honorees included **Michael Alberico, Lisa Banks, Matthew Driscoll, Lee Fuglestad, Charles Gryseels, Dave Hartshorne, Randy Johnson, Brian Linnemann, Steve Linnemann, Michael Poporad, Patrick Potter, Justin Rao, Gary Snell, Gregory Stevens,**

**Daniell Tarpley and Cdr. Scott Williams.**

An Arleigh Burke is powered by four of the General Electric LM2500 gas turbines. The new lightweight modules are also being incorporated into future Littoral Combat Ships.

In addition to weight reduction, the new modules also offer acoustic and thermal improvements, according to GE.

# EB Awarded \$2 Billion for Virginia Class Subs

The U.S. Navy in March awarded General Dynamics Electric Boat a \$2 billion contract modification for long lead time material to support construction of Block V Virginia-class submarines.

The award modifies a contract awarded in 2017 that provides funding for long lead time material for steam and electrical plant components, main propulsion unit and ship service turbine generator efforts and miscellaneous hull, mechanical and electrical system components. This modification brings the overall contract value to approximately \$3.2 billion.

“This award allows Electric Boat and the submarine industrial base to continue to make preparations for construction of Block V, which will bring additional payload capacity to the Navy. Our team will continue to produce the world’s most technologically advanced



submarines, safely and efficiently,” said Electric Boat President Jeffrey S. Geiger.

Electric Boat employs about 17,000 people in Groton and New London,

Connecticut; and Quonset Point, Rhode Island.

## Gulfstream Alternative Jet Fuel Cuts Carbon Footprint

Gulfstream Aerospace Corp in March announced the first sale of its environmentally friendly fuel.

The GD business unit’s Long Beach, California facility sold 20,000 pounds of sustainable alternative jet fuel (SAJF) to a Gulfstream operator. The customer, a U.S.-based multinational corporation, purchased the fuel for its Gulfstream G550.

“This sale is a direct result of our efforts to increase the visibility and availability of sustainable alternative jet fuel for our customers,” said **Mark Burns**, president, Gulfstream Aerospace Corp. “We’ve been using the fuel since 2016 with our corporate, demonstration and Flight Test fleets, and we’re now proud to offer it to operators as well. We look forward to the day this

fuel is commonplace in our industry and we are all doing our part to reduce emissions worldwide.”

Gulfstream has used a 30/70 blend of low-carbon, drop-in SAJF and Jet-A in operations at its Savannah headquarters since 2012. California-based World Energy, which has a refinery approximately 10 miles from Long Beach Airport, produces the SAJF Gulfstream uses.

Sustainable alternative fuel is available earlier than expected. Also, Gulfstream will start using it on large-cabin aircraft completion flights departing from Long Beach Airport.

The Federal Aviation Administration has confirmed SAJF is safe to use. It meets the same fuel specifications as conven-



tional aviation fuel and offers equivalent performance. Each gallon of SAJF burned achieves more than a 50 percent reduction in greenhouse gas emissions, relative to petroleum-based jet fuel, on a life cycle basis.

Gulfstream’s sustainability strategy helps support the business aviation industry goals of carbon-neutral growth by 2020. Industry-wide targets also include an improvement in fuel-efficiency and reduction in total carbon dioxide emissions.

**A**s **Irene Hirano Inouye** smashed a bottle of sparkling wine at the bow of DDG 118, she was surrounded by tropical flowers and sunshine – appropriate for a ship named for Hawaii’s favorite and most influential son. Distinguished guests wore flower garlands around their neck and even the ship itself was sporting a 70-foot lei made of *ti* leaves, orchids and ginger torch flowers.

The future Daniel Inouye (DDG 118) was christened Saturday, June 22, in honor of long-time senator and Medal of Honor recipient Daniel Inouye by his wife, Ms. Hirano Inouye. Close to 100 BIW volunteers, all wearing floral print shirts, helped guests – including hundreds of employees and their families as well as Navy and government dignitaries – enjoy the celebration and learn about the remarkable life of Sen. Inouye.

Gov. **Janet Mills**, Sen. **Susan Collins**, Sen. **Angus King** and Hawaii Sen. **Mazie Hirono** – the principal speaker – spoke of Inouye’s remarkable blend of bravery and sense of duty to his fellow veterans and to his country. Similar sentiments were expressed by Navy representatives Vice Admiral **Johnny Wolfe** and Deputy Assistant Navy Secretary **Frederick J. Stephany III**.

During World War II, Sen. Inouye served in the Japanese-American 442nd combat regiment. Despite severe racial prejudice in the U.S., the soldiers served with distinction, earning more commendations than any other unit of its size during the war. Inouye, then a lieutenant, earned the Medal of Honor for an attack on several German machine gun positions in which he lost his right arm.

Ms. Hirano Inouye told of how her late husband, after he was first elected to represent Hawaii, walked amid the gravestones of his fellow soldiers. He explained: “I wanted to assure them that I would not let them down and that I would never dishonor the cause and the country that they had given so much for.”

Having seen the horrors of war, Sen. Inouye remained steadfastly opposed to it and believed a strong military was the key to avoiding war. “Let us hope the ship that will carry his name will serve as an inspiration,” she said, moments before she christened the Arleigh Burke class destroyer.

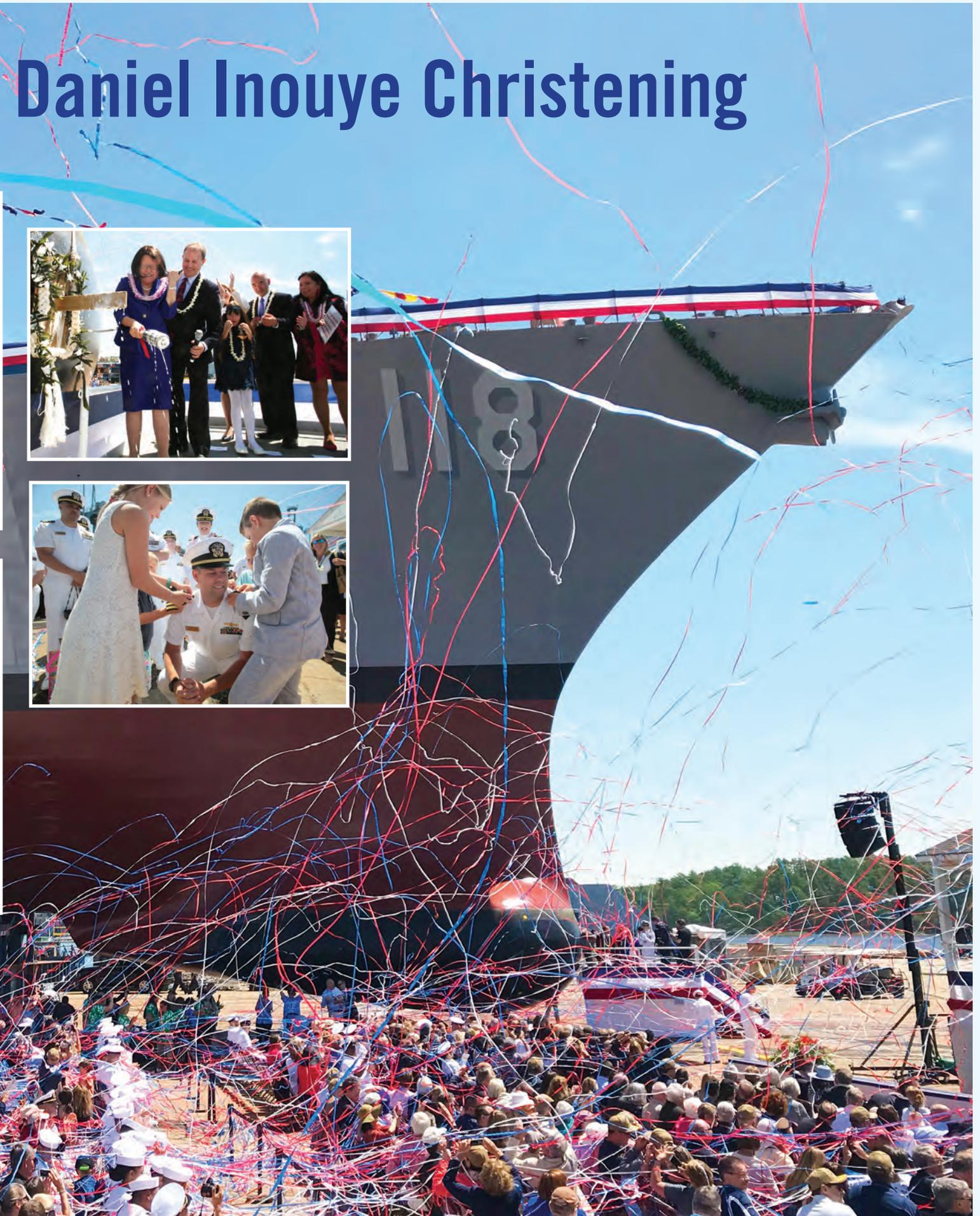
BIW President **Dirk Lesko** praised Sen. Inouye’s dedication and willingness to sacrifice for his country and applauded the people who built the ship that bears the senator’s name. “That sense of duty and commitment to a cause greater than oneself is honored today in the remarkable ship you see here,” he said. “As we gather for this profound occasion, we can all feel a great sense of pride in both the impressive ship that towers over us, and in contributions made by a team of thousands inside and outside the shipyard that created her.”



# BIW Says Aloha for

*Clockwise from top left: President Dirk Lesko and Sponsor Irene Inouye; Joint Color Guard of the 442nd and DDG 118 PCU; Bottle break; Great day for a promotion ceremony; Senate Chaplain Barry C. Black with Ken and Maggie Inouye; Volunteers embrace the aloha spirit.*

# Daniel Inouye Christening



## From the Fleet *Formidable Shield*



Seaman Recruit Tyrone Eugene, from Honolulu, stands watch aboard USS Carney (DDG 64) during Formidable Shield.

**S**hips from nine NATO countries took part in live-fire air and missile defense drills off the coast of Scotland from May 7-19 at the United Kingdom's Hebrides training range, in the Western Isles of Scotland. The drills were part of Formidable Shield, a training exercise



designed to improve allied interoperability in a live-fire integrated air and missile defense environment, using

NATO command and control reporting structures.

# USS Daniel Inouye (DDG 118) Crest

**Daniel K. Inouye served as a U.S. Senator, U.S. Representative and an infantryman with the U.S. Army's 442nd Regiment, whose battlefield valor earned him the Medal of Honor.**

**D**uring fighting in Italy in World War II, Inouye was shot leading his platoon against a German position. He continued to fight until an exploding grenade shattered his right arm. He refused evacuation and directed his platoon until enemy resistance was broken.

When Hawaii became a state in 1959, he was elected to the U.S. House of Representatives. He was elected to the U.S. Senate in 1962 and served until his death in 2012.

**SHIELD:** The dark blue rising from the shield's base represents Diamond Head, Hawaii's most recognized monument, located in Honolulu, birthplace of Daniel Inouye. Present on the Hawaii state seal, the sun is emblematic of a new day and the birth of the new state of Hawaii in 1959. Forming the sun, green triangles are the Hawaiian symbol for `Aina or land. They reflect Inouye's commitment to indigenous peoples. Two sugar cane plants at base highlight the fact that Inouye's father and grandparents came to the U.S. as laborers in the sugar cane fields and reflect the gratitude Inouye expressed for living in a democracy with boundless opportunities. The red border suggests Inouye's Japanese ancestry.



**CREST:** The eagle is adapted from the U.S. Senate seal and is indicative of Inouye's tenure as a Senator where he rose to become President Pro Tem, third in succession to the presidency. The lightning bolts are expressive of the speed and sophistication of the warship. Their arched position is an allusion to the flanking maneuver Inouye led his platoon in during the assault on Colle Musatello in 1945. Near the top of the crest, a light blue rectangle with white stars represents the Medal of Honor awarded to Inouye, the nation's highest honor for valor in combat. Torches represent guidance and leadership through strength and are derived from the insignia of the 442nd Infantry Regiment where Inouye was a member during World War II. The ship's motto, "Go for Broke," was the motto of the 442nd.

# Snapshot of BIW History by Andy Toppan

## *USS Timmerman (DD 828)*

USS Timmerman played a brief but important role in the development of post-WWII technology.

**T**he future USS Timmerman, BIW Hull 272, was the second BIW destroyer left incomplete at the end of World War II. With construction suspended at 46% complete, the destroyer languished on the ways into 1946 as the Navy, BIW, and engineering firm Gibbs & Cox considered plans to install an experimental 100,000 horsepower propulsion plant in the ship.

Where a typical Gearing class destroyer was powered by a 60,000 horsepower steam turbine plant, with four boilers operating at 600 psi, Timmerman received a pair of experimental plants. The starboard shaft was powered by two 875 psi boilers, driving steam turbines and two separate reduction gears. The port shaft, in contrast, was powered by two 2,000 psi boilers, powering steam turbines and a more conventional double-reduction gear.

The result was a horsepower output roughly equivalent to today's Burke class destroyers, on a ship of approximately one-third the displacement, with a top speed estimated in excess of 40 knots. As a testament to the complexity of the propulsion plant, it is reported that Timmerman only achieved full power a few times during BIW sea trials, and never during her Navy career.

Experimentation aboard the Timmerman extended beyond propulsion



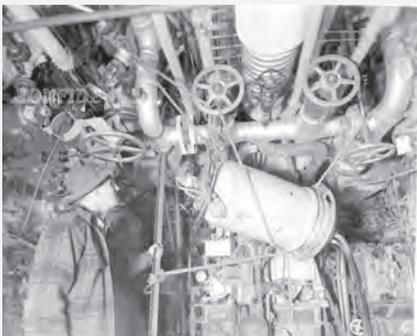
to include a new electrical system operating at 1000 volts instead of the conventional 450 volts, new ventilation systems, and even experimental steel alloys in the hull plating. Her aluminum superstructure, a feature common to many subsequent ships, was installed in an unusual three-crane lift, using the relatively small, 25-ton cranes available at BIW at the time. In contrast, she was armed with a very conventional outfit of 5 inch guns, leaving the role of weapons experimentation to other ships.

As might be expected, Timmerman's construction and testing was slow and painstaking, as huge amounts of new equipment were fitted into an already cramped hull. In contrast to years of wartime efficiency and standardization, construction of the experimental destroyer dragged on, and she was finally

launched in the spring of 1951.

At the conclusion of a lengthy period of trials and tests, BIW delivered Timmerman at Boston Navy Yard on September 23, 1952. Formally designated an experimental destroyer, EDD-828, and commissioned a few days later, Timmerman remained at Boston as part of the Operational Development Force, a group of ships assigned to test new technology and tactics. She continued in this role for several years, being re-designated as an auxiliary ship, AG-152, in 1954.

Not surprisingly, given her complex and experimental nature, Timmerman's career was short. She was decommissioned at Boston in 1956, stricken from the Navy list in 1958, and sold for scrapping a year later.



# CW Delivery Commitment Builds Efficiency

Two and a half days. That's the most it should take from the time material or equipment arrives at Consolidated Warehouse to the time it is ready to be delivered to the downstream customer.

"The faster we can get it put in the system, the faster Bath can get the orders and the faster the whole company can get singing," said **Shawn Perkins** Warehousing Manager. "We're building two ships per year. This is the lifeblood," he said, gesturing to the orderly rows of inventory on the CW loading dock, "this is where it all starts."

Putting away material in inventory is the first step in ensuring CW can meet its customers' needs. Before the downstream customer can ask for material to be delivered they need to know it is available. The longer it takes CW to put material in inventory the longer it will take for the customer to receive what they need. This leads to a lack of organizational trust.

When the customer doesn't trust that the material will be available or will be delivered when needed, the customer expedites that material. That takes more time, focus and energy to handle than if the customer knew CW could deliver material in a guaranteed timeframe. The more times a customer sees material is available the less that customer will feel the need to expedite material.

"It can create a longer lead time to get the other material processed if you're always expediting," said **Cynthia Deschene**, a Front Line Supervisor at the warehouse. "It creates disturbance in the flow, and adds time to everything else we're trying to process."

CW employees brainstormed better systems for each area of the warehouse.

Different plans were then compared to come up with the best one.

"It's a collaboration," said Perkins. "We've taken mechanics off the floor to get their ideas. Their ideas are put into a design and we all vote on them. There are no surprises." Involvement by the people doing the work also creates a culture of shared responsibility, which helps sustain the improvements into the future.

As an example, plans on how to improve the "PutAway Process" for incoming material were scored on 10 criteria including impact on safety and ergonomics, material flow, use of floor space, ease and efficiency and forklift mobility. The plan that scored highest in each category was implemented.

Instead of material being processed in no particular order, now that area of the warehouse is clearly organized so it's immediately apparent what material needs to be shelved next.

Improvements to several areas of the warehouse are paying off for the operation as a whole. The monthly average time between when an item arrives on the CW dock and when it is available for a customer to request it dropped from about 11 days at the end of January to about 3 days at the end of June, with some weeks beating the 2.5-day goal.

"There are several reasons this is important," said **Chris Ouellette**, Director of Strategic Planning and Continuous Process Improvement, "but one of the most is the organizational trust that can be built from showing CW customers that CW can deliver to their customers in an agreed to amount of time. Think Amazon and two day deliveries."

## QA - Delivering Results

The Quality Assurance area where freight waits for inspection to make sure it meets Navy specifications is an example of CW improvements.

"Before this was kind of a dumping ground," said Quality Assurance Engineer **Greg Lozier**. Boxes piled on top of each other were waiting to be cleared for acceptance into inventory, while Lozier was being peppered with priority requests.

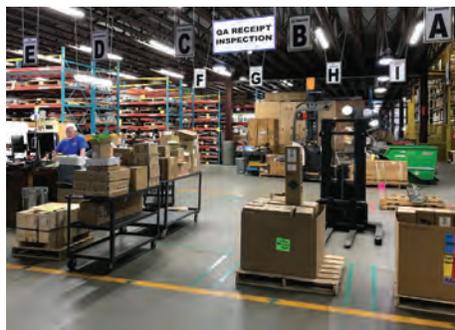
"In the 13 years I've been here it hadn't changed," he said. There was material that had sat in that area for years. "Material would get dropped off in the middle of the night."

The QA process was impacting CW's ability to put material away in 2.5 days. There was no order to what needed to be worked next. Expediting was normal and no one knew how long it would take material to be released from the QA process. That sent ripples through the put away process. Now the "QA" area is a model of efficiency. Clutter is gone, incoming material is organized, it's safer and material can be easily accessed.

"Instead of him stopping in the middle of what he's doing (for each request), he's working his FIFO (first in first out) lanes and can visibly see what needs to be done," said Front Line Supervisor Cynthia Deschene.

That's in large part because Lozier helped design the new process. He's not about to let it return to the old way.

"It's a tremendous improvement," Lozier said. "I can walk in any day and take a quick visual scan and see if anything has changed...The quality of this job has increased. Everything about it has gotten better."



*The QA area before the process improvements (left) and after (right.)*



## Retirees

### February

- |       |  |       |  |       |  |       |  |
|-------|--|-------|--|-------|--|-------|--|
| 07-00 | <b>Alan J. Edwards</b><br>40 Years, 11 Months<br><i>Machinist III</i>      | 20-00 | <b>Barbara J. Ladd</b><br>5 Years, 10 Months<br><i>Maintenance Custodian III</i> | 27-00 | <b>Stephen L. Morrell</b><br>7 Years, 4 Months<br><i>Preservation Tech III</i> | 87-00 | <b>Gerard T. Brosnan</b><br>10 Years, 11 Months<br><i>Supervisor</i> |
| 07-00 | <b>Steve F. Schneidewind</b><br>36 Years, 8 Months<br><i>Machinist III</i> | 27-00 | <b>Dale R. Drapeau</b><br>30 Years, 6 Months<br><i>Preservation Tech III</i>     | 50-00 | <b>Daniel K. Murphy</b><br>40 Years, 8 Months<br><i>Shipfitter III</i>         | 87-00 | <b>James P. Garneau</b><br>44 Years<br><i>Designer, 1st Class</i>    |
| 17-00 | <b>Michael R. Shorette</b><br>38 Years, 11 Months<br><i>Tinsmith III</i>   |       |  | 81-00 | <b>Daniel F. Moore</b><br>45 Years, 6 Months<br><i>Material Handler III</i>    |       |  |

### March

- |       |  |       |  |       |  |       |  |
|-------|--|-------|--|-------|--|-------|--|
| 05-00 | <b>Stephen M. Cohen</b><br>10 Years, 9 Months<br><i>Analyst II, Estimating</i> | 25-00 | <b>Robert L. Young</b><br>37 Years, 2 Months<br><i>Carpenter III</i>               | 86-00 | <b>Jeffrey M. Cottle</b><br>40 Years, 7 Months<br><i>Sr Design Supv</i>    | 94-00 | <b>Michael C. Nutter</b><br>35 Years, 5 Months<br><i>Sr Specialist, Communications</i> |
| 20-00 | <b>Larry W. Chase</b><br>45 Years, 6 Months<br><i>Maintenance Mechanic III</i> | 50-00 | <b>Kenneth R. Feero</b><br>29 Years, 9 Months<br><i>Shipfitter III</i>             | 86-00 | <b>Harvey L. Gagne</b><br>38 Years, 11 Months<br><i>Associate Engineer</i> |       |  |
| 20-01 | <b>John D. Parker</b><br>36 Years, 8 Months<br><i>Manager</i>                  | 82-00 | <b>Deborah S. Gross</b><br>12 Years, 7 Months<br><i>Technical Clerk, 1st Class</i> | 86-00 | <b>Joseph J. McKinnon</b><br>12 Years<br><i>Designer, 1st Class</i>        |       |  |

### April

- |       |  |       |   |       |   |       |  |
|-------|--|-------|---|-------|---|-------|--|
| 09-00 | <b>Stephen D. Donahue</b><br>37 Years<br><i>Outside Machinist III</i>                      | 19-00 | <b>Lorna J. Degroot</b><br>18 Years, 1 Month<br><i>Electrician II</i>                       | 43-00 | <b>David M. Douglass</b><br>37 Years, 2 Months<br><i>Welder III</i>               | 69-00 | <b>George C. Perry Jr.</b><br>31 Years, 2 Months<br><i>Stagebuilder III</i>  |
| 10-00 | <b>Jeffrey B. Desrosiers</b><br>40 Years, 3 Months<br><i>Assistant Foreman II</i>          | 20-00 | <b>Raymond R. Henry</b><br>32 Years, 8 Months<br><i>Maintenance Electric &amp; HVAC III</i> | 43-00 | <b>Roy G. Magee</b><br>23 Years, 6 Months<br><i>Welder III</i>                    | 80-00 | <b>Michael L. Biron</b><br>43 Years, 8 Months<br><i>Crane Operator III</i>   |
| 10-00 | <b>James A. Favreau</b><br>40 Years, 7 Months<br><i>Manager</i>                            | 20-00 | <b>Albion J. Wright</b><br>45 Years, 6 Months<br><i>Maintenance Mechanic III</i>            | 43-00 | <b>Danny M. Paradis</b><br>40 Years, 2 Months<br><i>Welder III</i>                | 80-00 | <b>Lionel R. Biron Jr</b><br>45 Years, 4 Months<br><i>Crane Operator III</i> |
| 01-10 | <b>Scott T. Blackburn</b><br>42 Years, 9 Months<br><i>VP Supply Chain Mgmt and Quality</i> | 24-00 | <b>Dale R. Clay</b><br>32 Years, 8 Months<br><i>Senior Buyer</i>                            | 43-00 | <b>Carleton H. Siegars Jr</b><br>45 Years, 3 Months<br><i>Welder III</i>          | 81-00 | <b>David R. Kwantz</b><br>39 Years, 6 Months<br><i>Material Handlers III</i> |
| 15-00 | <b>Marc A. Jeffrey</b><br>31 Years, 6 Months<br><i>Pipefitter III</i>                      | 27-00 | <b>Edward W. Arsenault</b><br>43 Years, 7 Months<br><i>Preservation Tech III</i>            | 45-05 | <b>Carrie L. Mackie</b><br>30 Years, 9 Months<br><i>Administrative Technician</i> | 82-00 | <b>James E. Perry</b><br>29 Years<br><i>Sr Tech, Engineering</i>             |
| 15-00 | <b>John B. Kantolak</b><br>31 Years, 6 Months<br><i>Pipefitter III</i>                     | 27-00 | <b>James M. Grover</b><br>30 Years, 9 Months<br><i>Preservation Tech III</i>                | 45-05 | <b>Judith E. Rumery</b><br>40 Years, 3 Months<br><i>Administrative Technician</i> | 84-00 | <b>Keith W. Ostermann</b><br>10 Years, 10 Months<br><i>Sr Planner</i>        |
| 15-00 | <b>Laurence A. Stretton</b><br>30 Years, 11 Months<br><i>Pipefitter III</i>                | 27-00 | <b>Edwin S. Harrington</b><br>39 Years, 2 Months<br><i>Preservation Tech III</i>            | 50-00 | <b>John Freitas Jr.</b><br>30 Years, 8 Months<br><i>Shipfitter III</i>            | 86-00 | <b>Melinda L. Strout</b><br>30 Years<br><i>Designer, 1st Class</i>           |
| 17-00 | <b>Gilbert B. Inman</b><br>30 Years, 8 Months<br><i>Tinsmith III</i>                       | 27-00 | <b>Patricia M. McAdam</b><br>30 Years, 8 Months<br><i>Preservation Tech III</i>             | 50-00 | <b>Steven B. Parsons</b><br>32 Years, 8 Months<br><i>Shipfitter III</i>           | 43-00 | <b>Jerome S. Bailey</b><br>46 Years<br><i>Welder III</i>                     |
| 19-00 | <b>Mark A. Colfer</b><br>36 Years, 9 Months<br><i>Electrician III</i>                      | 40-00 | <b>Todd H. Logan</b><br>28 Years, 4 Months<br><i>Sr Tech, Engineering</i>                   | 52-05 | <b>Rodney L. Michaud</b><br>40 Years, 9 Months<br><i>Safety Inspector III</i>     | 91-05 | <b>James E. York Jr.</b><br>39 Years, 7 Months<br><i>Planning Tech</i>       |



# Service Anniversaries

## February

Dept	Name	Dept	Name	Dept	Name	Dept	Name
	<b>55 Years</b>						
81	Waltz, Leslie Leroy	87	Lane, Reginald Allen	40	Finn, Gregory Phillip	84	Watkins Jr, Philip Allen
	<b>45 Years</b>			50	Morissette, Lee Raymond	99	Peterson, David Wayne
17	Dodge, F Munro		<b>30 Years</b>	66	Levesque, Randy Alan	52	Perkins, Darlene Rae
20	Allen, Marc Andre	08	Pearson, Mark Andrew	81	London, Cathy Ann		<b>10 Years</b>
	<b>40 Years</b>	10	Gosse, Bryan David	82	Barnes, Lisa Marie	08	Buzzell, Arleigh James
10	Butler, Drew Wade	15	Ferrante, Christopher	87	Oliver, Deborah Ann		<b>5 Years</b>
10	Card, Danny Dean	15	Ouellette, John Leo			10	Romatowski, Randy Paul
15	Butterworth, James Jared	15	Wall II, Edward John	17	Piche, Jean Paul	19	Hudson, Peter Edward
19	Bailey, Glen Ellsworth	15	Bujold, Paul Robert			19	Lewis, Albert William
25	Saucier, Brian Richard	15	Upham Jr, Albion Leslie		<b>20 Years</b>	19	Deschaine, Daniel Joseph
25	Cardali, Robert Edward	19	Jellerson, Jonathan Paul	06	Bernard, Russell Peter	19	Dearborn, Dean Walter
50	Pinette, Fulton Joseph	19	Wade, Clarence Michael	19	Shorette Jr, Lawrence Joseph	19	Gardiner, Robert Alan
66	Danforth, Kenneth Richard	19	St Amant, Joseph Lindsay	40	Schuyler, Eric Kemble	45	McGuiggan, Alexandra Grace
		24	Zerega, Mark Philips	40	Camp IV, George Hayward		
		24	O'Dare, Susan Laroche	40	Hamelin, Jason Roger		
		27	Costa, Troy Leroy				

## March

Dept	Name	Dept	Name	Dept	Name	Dept	Name
	<b>45 Years</b>						
27	Cray, Raymond Paul	10	Grant, Stephen Scott		<b>20 Years</b>	19	Bissonnette, Nicholas Christopher
43	Lamarre, Maurice Norman	15	Bujold, Donald Leo	10	Saxby, Chris David	19	Tenney, Nickolas Allen
81	Fairfield, Eugene David	15	Harvey Jr, Richard Charles	28	Shafer, David Adair	19	Gowen, Benjamin James Taylor
	<b>40 Years</b>	15	Cooper III, Fred George	32	Ayub, Rashid Tiya	19	Fonseca, Michael Dale
17	Raymond, Dean John	15	Mullen, Bruce Robert	40	Selian, Peter John	19	Lessard, Michael Anthony
17	Doak, Warren Frederick	15	Crosman, Jeffrey Alan			19	Jipson, Timothy Allen
19	Knight, James Bell	15	Malesiewski, Daniel Francis		<b>15 Years</b>	19	Desrochers, Joseph Lee
19	Coro, Darrell Richard	15	Darling, David Charles	86	Whittemore, Frank Allen	20	Anderson, Matthew Frederick
20	Sirois, Richard Dennis	19	Rogers Jr, Robert Henry			20	Brusseau, Cheryl Lynn
25	Landry, Guy Raymond	19	Jordan, Mark Todd		<b>10 Years</b>	25	Walker, Robert John
27	Brannigan, Craig Thomas	19	Belanger, Denis Roger	01	Skelton, Amy Lynn	27	Hooper, Travis James
27	Hall, Dana Roy	20	Martel, Jean Claude			50	Lawrence, Kimberly Anitagrace
81	Leeman, Mark Wayne	27	Demers, Marc Andrew		<b>5 Years</b>	66	Brown, Heidi Jo
86	Crosby, Stephen John	50	Wilson, Donald Lee	10	Turcotte, Joshua David	66	Graham, Tyler Mark
86	Campbell, Michael Harry	86	Moore, Ronald Forrest	15	Bechard, Jericho James	45	Frank, Robin Elaine
		97	Taylor, George Austin	15	Frechette Jr, Aldee Julian	91	Beaulieu, Michael Eugene
			<b>25 Years</b>	15	Constanty, Thomas Alexander		
		40	Johnson, William Russell	15	Walsh, Shawn Edward		
				19	Eastman, Christopher Lee		

## April

Dept	Name	Dept	Name	Dept	Name	Dept	Name
	<b>40 Years</b>						
09	Alderman, David Michael	32	Morissette, Maurice Rene	10	Crawford, Jon Chester	27	Hamilton Jr, Wayne Michael
10	Bruce, Kelly Wayne	43	Michaud, John Keith	10	Redding, Charles Richard	27	Emond, Daniel Marcel
15	Alho, James Michael	43	Simmonds Jr, Parker Allen	15	Stevenson, Corey Wayne	30	Wakefield, Alexander Scott
19	Berry, Michael Roy	50	Moline, Paul Jonathan	17	Dill, Daniel Howard	40	Doten Jr, Michael Leonard
20	King, Stephen Scott	50	Buzzell, Dick Alan	17	Farrell, Brad Daniel	43	Ready, Aaron Paul
32	Dionne, Randy Gerard	50	Anair, Michael Wayne	17	Wallace, Blaine Jason	43	Clark, Jared Louis
66	Gallagher, Earl Felhman	51	Carter, Edward Wayne	17	Pushard, Ryan Allan	43	Wright, Kenneth Edward
86	Bishop, Randy Miller	69	Kuchinski, Jeffrey Louis	17	Oliver, Daniel Patrick	43	Chamberlain, John Robert
86	Alho Jr, Daniel Martin	81	Dumont, Ronnie Clarence	17	Torrey, Joshua Andrew	66	Galipeau, Gina Ann
91	Dery, Robert Alexis	86	Therriault, Michelle Patrece	17	Douglas, Dexter Dean	66	Fogleman, Jareth Allan
91	Pratt, Craig Allen	86	Compagna, Liane Marie	19	Snyder, Daniel Wayne	66	Therrien, Matthew Conner
	<b>30 Years</b>	86	Freeman, Bruce Allan	19	Bernier, Andrew Scott	66	Merrill, Jesse Michael
09	Dee, Timothy Matthew	87	Strout, Lee Grant	19	Withee, John Joseph	66	Peck, Travis Lewis
09	Woodcock, Russell Karl	87	Farabee III, William Lloyd	19	Beaulieu, Jonathan Charles	66	Levesque, Justin Lee
10	Masse, Timothy Miles		<b>20 Years</b>	19	Beaulieu, Thomas Philip	66	Hinkley, Nicholas James
10	Ladd, Stephen David	87	Jaramillo Jr, Orlando Luis	19	Pooler, Sean Matthew	66	Pelletier, Russell William
10	Boisvert, Bertrand Herbert	92	Nelson, Douglas Codet	19	Levasseur, David Adam	66	Perry, Jacoby Matthew
10	Geary Jr, Richard Lewis		<b>15 Years</b>	19	Mason, Edward Michael	66	Hawkes, Ashley Nicole
15	Cadotte, Robert Patrick	40	Thiele, Brian Thomas	19	Herrick, Heath W	66	Rogers, Michael Ernest
15	Murdoch, Glenn Anderson		<b>10 Years</b>	19	Sears, Ryan Joseph	81	Hamel, David Lee
19	Page, Jeffery Bruce	06	Olehowski, Nate Scott	19	Peddle, Nicholas Roy	81	Verrill, Cody James
19	Given II, Clifton Henry	10	Gadaree, Bruce Michael	19	Hodgkins, Joshua Ryan	82	Haynes, Jill Heather
20	Hartley, Steven Joseph	24	Dostie, Aric Matthew	19	Fortier, Alan Francis	84	Knudtson, Andrew Paul
20	Niemeyer, Matthew Scott	82	Curtis, Diane Allison	19	Champagne, Donald Roland	86	Zehring, Jeremiah Donald
24	Erskine, Linda Rose		<b>5 Years</b>	19	Meador, Michael Lonnie	86	Phillips, Jamal Durand
24	Richards-Mace, Kimberly Jean	05	Bodkin, Michael Anthony	19	Francis, Shelley Ann	86	Zayac, Angela Marie
24	Spivey, Bryan Keith	09	Tessier, Eric M	19	Pike, Scott William	87	Teague, Shawn Garver
27	Smith, David Carmon	10	Leeman, Scott Andrew	19	Williams, Jacob David	87	Gendron, Samuel Mark
27	Bryant, Melissa Kay	10	Peil, Robert Casey	20	Mason, Michael Gary	87	Charrette, Matthew J
27	Thibodeau, Gary Paul	10	Brooks, Blaine Ezra	27	Jimino, Nicholas Allen	87	Titcomb, Charles Adam
27	St Amand, James Alfred	10	Schreiber, Matthew Dean	27	Bishop, Benjamin Troy	87	Leopon, Casey Peter
27	Emery, Mark Devon	10	Henning, Jacob Henry	27	Sweeney, Christopher	87	Poirier, Anthony John
27	Price, William Alan				Laurance	87	Jacques, Matthew David
				27	Bailey, Heather Lynn	87	Marlowe, Benjamin James
				27	Burke, Andrew Frank	87	Cote, Joseph Andrew
				27	Ciarfella, Michael Vincent	45	Gray, Christine Elysia

# Employee Open House July 27!

Come celebrate our 40-year Master Shipbuilders on Saturday, July 27.

All employees are welcome to attend and to bring their family and friends. Guests must have tickets and be with a badged employee.



In addition to the Master Shipbuilder recognition ceremony, there will be educational booths from different areas and trades, tours of Lyndon B. Johnson DDG 1002, a barbecue lunch and kid-friendly activities.

This year features an expanded Geiger Cup. The races will include the traditional “Classic” competition where teams design and build a ship that can negotiate obstacles on its way down a water-filled trough finally firing a ping-pong ball at a target.

In addition, there will be the “No Prep” class, where on the day of the races, ship construction will use provided foam hulls. There also will be simple kits for kids to



build and compete with by using lung power to blow their boat toward the finish line.

Join us from 10 a.m. to 2 p.m. July 27. Go to [gdbiw.com/ForEmployees](http://gdbiw.com/ForEmployees) for more information.

# DDG 1001 Turbine Replacement Honored

The crew that safely replaced a main turbine on DDG 1001 was recognized recently as having achieved one of the best manufacturing projects at a General Dynamics business unit.

The project was showcased at the annual General Dynamics Manufacturing Symposium held in Tampa, Florida, which highlights the best projects from each business unit.

Last year, a problem with the 36 megawatt turbine led the Navy to replace it with a new one so that the original could be repaired.

The replacement required developing and implementing a plan to use a system of rails, hoists and a cart that glides on a cushion of air to remove the eight-ton piece of equipment. The large generator had to follow a narrow, serpentine course and had barely an inch of clearance in some locations.

Working across multiple shifts, the team held regular progress meetings and hazard risk assessments to make sure everyone knew what different people were doing and to maximize safety. The project also was done on a tight time frame to

meet the Navy's sail away schedule for Michael Monsoor (DDG 1001).

"BIW lead the effort to develop the detailed removal plan and facilitate replacement on an aggressive schedule to support the ship's sail away date," said **Daniel Heath**, Senior Mechanical Engineer. "Within five months, the BIW lead team successfully completed the turbine replacement. Two months later, integration was complete and the new MT30 was tested and fully commissioned."



## In Remembrance

**Larry S. Castner**  
February 6, 2019  
40 Years  
*Tinsmith*

**Leon L. Morse**  
February 7, 2019  
39 Years  
*Shipfitter III*

**Gene D. Perry**  
February 8, 2019  
38 Years  
*Designer, 1st Class*

**John S. McDonald**  
February 9, 2019  
37 Years  
*Project Engineer II*

**John J. Wasson**  
February 12, 2019  
36 Years  
*Preservation Tech III*

**Michael J. Diamond**  
February 16, 2019  
35 Years  
*Front Line Supervisor*

**Mark S. Stupinski**  
March 7, 2019  
34 Years  
*Sr. Planner*

**Raymond D. Lucas**  
March 10, 2019  
33 Years  
*Chief Industrial Security*

**William H. Brooks**  
March 12, 2019  
32 Years  
*Technical Clerk, 1st Class*

**Bertrand A. Martin**  
March 22, 2019  
30 Years  
*Tinsmith*

**David C. Staples**  
March 22, 2019  
31 Years  
*Welder III*

**Jimmie L. Harper**  
March 23, 2019  
29 Years  
*Designer, 1st Class*

**Richard P. Tomko**  
March 25, 2019  
28 Years  
*Preservation Tech III*

**Leslie R. Craig Jr.**  
March 28, 2019  
27 Years  
*Leadperson III*

**Alexander R. Murray**  
April 3, 2019  
26 Years  
*Structure Fitter*

**Barry L. Pendleton**  
April 7, 2019  
25 Years  
*Outside Machinist*

**Gary L. Chapman**  
April 10, 2019  
23 Years  
*Surveyor*

**Daniel A. Morales**  
April 10, 2019  
24 Years  
*Designer, 1st Class*

**Gary A. Jones**  
April 15, 2019  
22 Years  
*Electrician, Double Craft*

**Arthur L. Grayson**  
April 16, 2019  
21 Years  
*Sr. Homeport Rep F/S*

**Michael L. Mann**  
April 18, 2019  
22 Years  
*Insulator III*

**David G. Kittredge**  
April 19, 2019  
22 Years  
*Pipefitter III*

**Ardenne S. Haines II**  
April 20, 2019  
41 Years  
*Material Handler III*

**Clarence E. Hinkley Jr.**  
April 21, 2019  
37 Years  
*Designer, 1st Class*

**William. Zrioka**  
April 24, 2019  
6 Years  
*Machinist*

**Michael. Burnham**  
May 5, 2019  
3 Months  
*Shipfitter II*

**Linda A. Steadman**  
May 8, 2019  
7 Years  
*Maintenance Custodian*

# Hire-A-Vet Recognizes BIW

Maine's Hire-A-Vet campaign 2018 set out to encourage 100 employers to hire 100 veterans in 100 days. The project was a resounding success because of employers like BIW which have worked to help veterans make the transition from military to civilian careers.

The Maine Hire-A-Vet program honored BIW for its efforts during its Employer Recognition luncheon in Augusta on April 18. Debbie Kelly, representing the Maine Department of Labor and Chief Warrant Officer 4 David F. Cheney of the Maine Army National Guard presented a plaque to **Ed Kenyon**, BIW's Director, New Construction Programs, and a former Navy officer.

Since its inception in 2015, the campaign has connected nearly 500 employers with over 900 veteran-hires and has been recognized as a best practice by the United States Department of Labor and the National Association of State Workforce Agencies. The average wage for veteran hires in Maine was \$17.43 in 2015 and increased to \$23.05 in 2018.



As BIW works to hire more than 1,000 new employees this year, it is working hard to attract veterans who already have a natural affinity for the work we do.

BIW is also partnering with the Maine Chamber of Commerce to establish a training program for veterans that will yield a certificate of achievement and an

interview with the shipyard.

“Supporting our Vets is extremely important to GD and BIW,” said **Jon Mason**, Director of Human Resources Services for BIW. The partnership will provide our veterans with additional skills and helps with the transition from active duty to civilian life and gainful employment.

# “Rosie” Returns for a Visit

**Jean LaCourse Croteau**, who spent a year building destroyers at BIW during World War II, stopped by the shipyard to get a glimpse of her old stomping ground.

Croteau, 94, was a welder during a time when many of the men who would have typically worked in the shipyard had been deployed to fight the Axis in Europe or the Pacific.

She doesn't recall all the vessels she worked on but she does remember the launching of USS Purdy, a Sumner class destroyer. The ship's keel was laid on Dec. 22, 1943 and she launched May 7, 1944, eventually joining in the battle of Okinawa.

Croteau and women like her paved the way for many of the hundreds of women now working at the shipyard.

“It's really exciting to meet one of the original ‘Rosie the Riveters.’ Jean and women like her meant so much to our shipyard and to our country,” said Preservation Technician **Arlene Taylor**, an organizer with BIW's Rosie the Riveter

group, which every year honors the wartime contribution of women in manufacturing. “They opened the door for many of our current shipbuilders by showing everybody we could do this work.”

Croteau, who started at BIW when she was 17, remembers working in an area that had many female workers. “We had a lot of fun,” she said, with a strong French accent despite living on the West Coast in recent years.

Told that BIW is working hard to hire new employees Croteau quipped: “Maybe I should apply.”



# Interns Build Relationships

**B**IW's 29 summer interns kicked off their experience this year with activities and exercises at a teambuilding/leadership camp.

In addition to learning about and contributing to shipbuilding, interns are encouraged to grow their network throughout the company. This began in earnest on their final day of orientation at Camp Kieve in the woods of Nobleboro.

Here, the interns went through a series of increasingly difficult tasks which had to be accomplished as a team. Other learning objectives covered the importance of communication and asking questions, understanding how to value new ideas and opinions, and simply learning how to be successful when working in diverse groups.

The interns got to know each other at Camp Kieve creating relationships in each department and contacts throughout the organization. These positive relationships are what brings many high-quality interns back to BIW for permanent positions.

The BIW Summer Internship Program is designed to recruit promising individuals and provide them with first-hand experience in the shipbuilding industry. The program is a win-win: BIW provides work experience and the interns use their academic knowledge and fresh eyes to make meaningful contributions in their departments.

Be on the lookout for interns this summer and remember to say hello!

## Interesting and unusual facts about some of our interns...



**Jacob Larsen,**  
*Maine Maritime Academy, Marine Systems Engineering*  
"I was born in the ice storm of '98."

**Benjamin Quimby,**  
*University of Maine, Mechanical Engineering*  
"I hiked Mount Katahdin in the winter."



**Evan Parsons,**  
*Thomas College, Business*  
"I learned to play golf when I was 4 years old."

**Joshua Farrin,**  
*Rochester Institute of Technology, Electrical Engineering*  
"I can do a back flip on skis."



**Madeline Chernosky,**  
*Ohio State University, Political Science*  
"I am the second oldest of ten siblings."

**Tristan Binette,**  
*Maine Maritime Academy, International Business & Logistics*  
"I have a three legged dog."



**Jillian Berg,**  
*Rensselaer Polytechnic Institute, Mechanical Engineering*

"I am a member of a service fraternity and my favorite place to do service is at Troy Bike Rescue where we fix up old bikes for kids who can't afford them."

# Recruiting Trip Leads to Pony Rescue

**A** group of PDPs were on an employee recruiting mission in Aroostook County over the winter when they had the kind of mini-adventure you don't have on Washington Street in Bath.

The group was headed to a school at 6 a.m. when they saw a woman who was struggling to keep a small pony from getting hit in traffic (and actually trying to get it to climb into the back of her SUV through the hatchback.)

"The woman told us she had found him roaming on Route 1 and thought he lived

at the house about a mile down the road," said **Gregory Milligan**, PDP. They drove down the road and PDP **Josh Mansir** yelled out the window: "You missing a Pony?" to which the frantic owner responded "yes!"

It turns out the snow had gotten so high the pony was able just to walk over his fencing. The group reunited owner and pony and continued on their mission, but not before telling the owner and the woman who tried to rescue it about great career opportunities at BIW.



# United Way Needs Our Help to Fund Critical Services in Our Communities

**B**IW's new United Way volunteer leadership team recently got a glimpse of some of the important work that gets done thanks to the generosity of shipbuilders.

At United Way of Mid Coast Maine's Annual Meeting, campaign volunteers heard from funded agencies on everything from preparing food for the hungry, coaching new parents of babies, mentoring lonely teenagers, and engaging people with dementia.

"It's clear how important our campaign is to United Way," said **Scott Zamer**, Vice President, Finance, who sits on the board of directors for United Way of Mid Coast Maine. "BIW raised nearly one-third of all the Campaign dollars. If we do even better – when we do even better – together we improve many more people's lives."

This fall's BIW employee campaign for United Way is not far away, and a new volunteer leadership team is starting to plan for what we hope will be the best one yet.

The following employees stepped up to a new leadership challenge: **Thomas Durrell**, a Finance Department Analyst; **Kristine Mattei**, a Project Manager at the DDG 51 Planning Yard; **Benjamin Skinner**, Program Manager for the LCS Planning Yard; and **Michael Winn**, Senior Principal Contract Specialist.

"I became involved with the United Way effort to give back to a great community that provides so much to others in the area," Durrell explained.

Winn said he is volunteering to support United Way "because I believe in what the organization does, and I see all of the



*New volunteers joining the United Way campaign, from left, Scott Zamer, Michael Winn, Thomas Durrell, Ben Skinner and Kristine Mattei.*

groups and people that United Way helps."

Returning to the Campaign Manager's team is **Steve Cornish** from Local S6. A long-time United Way campaign leader, Cornish brings great continuity and experience to the team. He has agreed to mentor **Greyson Locke**, Designer, BMDA, to assist on behalf of represented employees throughout BIW.

**Bob Murray**, **Karen Race** and **John Portela**, who led the team with Steve last year, have stepped down after many years in leadership roles; they deserve great thanks.

Durrell, Mattei, Skinner and Winn joined Zamer at the United Way of Mid Coast Maine's Annual Meeting recently and were able to learn more about what they'll be fighting for: United Way's great work in our communities.

"Giving back to our community is so important," said Mattei, who said she is especially passionate about United Way's work to support victims of domestic vio-

lence and to end child hunger.

Skinner said he likes "the organic way that the community helps the community," with United Way stepping up to say, 'we're going to take on these issues,' such as caring for elderly needy people.

How does United Way decide how much to distribute to each program? Some 47 community volunteers in four panels participate in evaluating the programs' importance and effectiveness. The group meticulously reviews every application for contributions, carefully considering where it will do the most good among so many valuable services.

Unfortunately, there is always more need than there are dollars to distribute. The common refrain from these community volunteers is, "We need to raise more money!"

BIW shipbuilders will definitely do their part this fall.

"I know the team members are as eager as I am for a great Campaign!" Zamer said.

## Former Crew Finds CG 58 "Looking Good"

**A**bout 250 former sailors gathered this spring in Mayport, Florida for a "War Dog Reunion" on the 30th anniversary of the commissioning of Bath-built USS Philippine Sea (CG 58).

After touring the ship, **John Hagan**, an original crew member and one of the reunion organizers, wrote: "as she enters her fourth decade of service she looks good and is more capable than ever."

Hagan, who became the Master Chief Petty Officer of the Navy, recalled walking from the Pre-Commissioning building in Bath in the dead of winter, into the teeth of a brutal wind, only to arrive at the ship and find BIW shipbuilders "cheerfully steam lancing ice off fittings and hatches so they could finish the ship."

"It never failed to adjust my attitude and continually strengthen my admira-

tion for BIW standards and shipbuilders," he wrote. "I, along with every member of our crew, sailed away with nothing but positive memories of Bath and BIW and carry them to this day. 'Bath Built is Best Built' is a great motto, and unlike so many industry slogans, ginned up by the PAO crowd, it is spot on, true and accurate!!!"

# GENERAL DYNAMICS

## Bath Iron Works

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# Faces of BIW

