

GENERAL DYNAMICS
Bath Iron Works

BIW NEWS

January

2011

Snow Clean-Up

See story, pg. 6



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From the Helm

Jeff Geiger, President, Bath Iron Works

I recently attended the annual meeting of the Surface Navy Association (SNA) in Washington, DC, an event which brings together key players from the military, business and academic communities who share a common interest in Naval Surface Warfare. It's an excellent setting for exchanging information on virtually every aspect of surface warfare.

Key speakers at the meeting included **Congressman Todd Akin** of Missouri, the new Chairman of the House Armed Services Subcommittee on Seapower and Projection Forces, and several top Navy leaders including our principal customer, **RDML Dave Lewis**, USN, Program Executive Officer for Ships. The consistent theme throughout the speeches, panel discussions and informal exchanges was today's challenge of delivering and maintaining needed warfighting capability at an affordable price.

The message from the top down couldn't have been any clearer. Our Navy is faced with increasing demands, decreasing budgets and the requirement to do more with less. The implications for BIW and the entire shipbuilding industry are also crystal clear. The Navy will continue to build ships but at a rate less than we have seen in a long time. The competition to build those ships will be increasingly more intense and the requirement to drive down ship costs to a level the Navy can afford will be increasingly more important. For us at BIW, these circumstances dictate that we heighten our efforts to innovate and improve across all areas of the shipyard. Today's challenge comes as no surprise; we anticipated these circumstances a number of years ago and have been taking actions to move us in the right direction. We must continue to act in order to meet the needs of the Navy and our nation.

The Navy's plan for buying surface combatants suggests a DDG 51 competition later this year. When this competition comes to pass, our bid has to be based on the performance we demonstrate on DDGs 111 and 112. As I have said before, we've made great strides in reducing our costs, but we have more to do to be able to offer an affordable ship to the Navy. I cannot overstate the importance of excellent performance on the ships we currently have under construction. It's as straightforward as this – what we do today will determine what opportunities we will have tomorrow.

An important part of that excellent performance revolves around safety and, as we did last year, we've reset the 5 Star Program back to zero and are adjusting our approach based on



Don Joyner (D15 – photo taken while on loan)

lessons learned throughout 2010. In addition to focusing on physical surroundings and conditions that detract from a safe working environment, we will increase our emphasis on personal behavior and the responsibility we have to ourselves and our co-workers to act when we observe unsafe conditions. A safe working environment is a prerequisite for a highly competitive shipyard and we all have a role to play. Look for more details in the weeks to come.

In closing, I know what happens when BIW shipbuilders set their minds to a task. Amid all the dynamics of our business, we need to embrace the byline of a well known athletic company and “just do it.” It's our future and it's up to us.

TOGETHER WE CAN MAKE A DIFFERENCE.

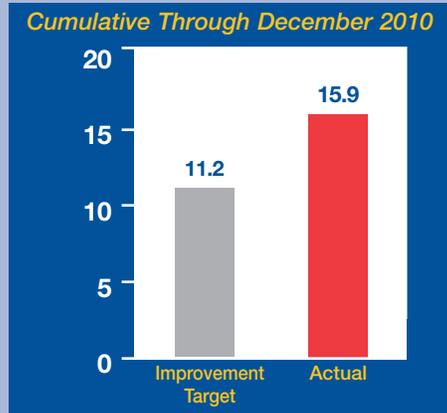
A handwritten signature in black ink, appearing to read 'JG', located below the 'TOGETHER WE CAN MAKE A DIFFERENCE.' text.

Performance

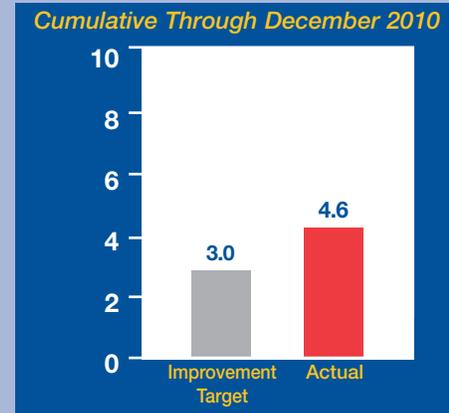
December 2010

Safety

RECORDABLE INJURIES



LOST-TIME INJURIES



Environmental

Year to date (YTD) progress toward achieving our environmental performance goals under the **Maine DEP STEP UP** and other environmental programs is displayed as follows:

- Equal to or better than YTD goal
- Above YTD goal; improved from prior year
- Above YTD goal; not improved from prior year

Cumulative Through December 2010

Solid Waste	
Hazardous Waste	
Energy Costs	

BIW NEWS

BIW NEWS is published monthly by the Communications Department (D53) of Bath Iron Works and is produced internally in the BIW Print Shop.

The primary objectives of *BIW NEWS* are to recognize the service, accomplishments, innovation and contributions of our employees and to provide information on matters that are of interest to our workforce.

Comments and suggestions are welcome and should be forwarded to Dixie Stedman at Mail Stop 1210 or by e-mail at dixie.stedman@biw.com.

Facility/Shift Information Call Line

Toll free information on facility status, work shift delays, and cancellations

1-866-630-BATH

(1-866-630-2284)

GENERAL DYNAMICS
Bath Iron Works

The Ethics Corner . . . Introducing The Ethics Helpline

By the end of January, BIW will have transitioned from an Ethics Hotline to an Ethics "Helpline" that will offer a broader range of tools and resources. The Helpline will provide all employees with a secure, confidential way to ask questions, get advice, report ethics concerns or follow up on the status of ongoing matters.

The new Ethics Helpline provides two avenues of contact. First, calls to report an ethics matter can still be made to our existing toll-free number at 1-800-433-8442. As before, employees can call to report ethics concerns with the option of making reports anonymously and confidentially.

Ethics Helpline

1-800-433-8442

Ethics Department (DIRECT)

442-4216

Ethics Secure Web Site

www.gd.ethicspoint.com

The Helpline now has an enhancement that permits callers to ask questions and seek advice. This added feature also provides the opportunity to submit inquiries or report concerns in written format via a secure website at www.gd.ethicspoint.com.

Remember—when in doubt, ASK! The Ethics Department direct line is 442-4216.

NACE Training for DDG 1000

The DDG 1000 specification requires that our Paint Shop Front Line Supervisors be NACE (formerly known as National Association of Corrosion Engineers) Coating Inspector Program (CIP) Level 1 trained to sign-off checkpoints during the blast and paint process. NACE International is a recognized leader in the corrosion engineering and science community for corrosion control certifications.

In December, two NACE instructors led 13 BIW employees through an intensive, 60-hour program of instruction and practice regarding the technical and practical fundamentals for structural steel coating inspections. The sixth day included a written exam as well as practical testing.

Pete Lockwood (D10), Process Control Section Manager, said, "The course was a significant commitment of time and effort by those involved and included long days, some of it on their own time, homework each night and a comprehensive test on the final day."

BIW has utilized NACE training in



NACE CIP Level I training class included, Front row, l to r: Peter Englebort (Instructor), Lester Blake, Rob Roy (Instructor), and Pete Lockwood. Middle row: David Corriveau, Bill Collins, Mark Carrothers, Ed Doyle, Ryan Flanagan and Brian Thiele. Back row: Bob Cloutier, Ed Davis, Jr., Travis Clark, Charlie Hallet, Walton Murray, Noah Whitt and Ben Burden.

the past to prepare Front Line Supervisors to monitor the complex coating processes that we employ on Navy ships. Surface preparation and coating systems have become more complex and checkpoints more numerous in response to the Navy's commitment to reduce maintenance and

total ownership costs throughout the fleet.

With NACE certification required by the DDG 1000 contract, however, the majority of these supervisors will be familiar with the NACE evaluation system and trained to achieve consistent inspection results across the program. 

5 Star Performance

At the end of 2010, the 5 Star Program had achieved nearly 100% compliance across all manufacturing areas, a significant achievement which contributed to safety throughout the shipyard.

On January 1, 2011, the program was reset to zero and recertification of all areas will be required with senior management involved in inspections. The purpose is to once again take a fresh look across these areas of major concern with the added requirement that inspections incorporate employee engagement. In other words, where we have achieved success in clearing many of the physical hazards that contribute to unsafe conditions, going forward, we will include employee engagement as yet another method to reduce injuries. 

Safety is everyone's business.



DECEMBER 6, 2010	Electrical	Machine Guarding	Fall Protection	Fire, Health, Safety	House-keeping
5-Skids	★	★	★	★	★
Assembly Building	★	★	★	★	★
ABC Plat	★	★	★	★	★
ACE/CW/Bissons	★	★	★	★	★
Aluminum Shop	★	★	★	★	★
MSC Warehouse/Service Shop	★	★	★	★	★
Blast I	★	★	★	★	★
Blast II	★	★	★	★	★
Blast III	★	★	★	★	★
Boiler Shop	★	★	★	★	★
Buildings 18 and 19	★	★	★	★	★
Carpenter Shop	★	★	★	★	★
Dry Dock	★	★	★	★	★
EBMF	★	★	★	★	★
Facilities	★	★	★	★	★
H 504 (DDG 109)	★	★	★	★	★
H 505 (DDG 111)	★	★	★	★	★
H506 (DDG 112)	★	★	★	★	★
Hardings	★	★	★	★	★
Hyde South	★	★	★	★	★
LLTF	★	★	★	★	●
Machine Shop	★	★	★	★	★
Panel Line	★	★	★	★	★
POII/Ultra Hall	★	★	★	★	★
South Central Receiving	★	★	★	★	★

Wellness and Benefits

Starting Soon—Patient Centered Medical Home Project

Healthcare quality and cost are major topics in Maine and throughout the United States, especially given the debate over healthcare reform. This is not a new issue at BIW. Since 2000, the Joint Committee on Healthcare Costs & Quality (initially a collective initiative between BIW and LS6 which now includes representatives from LS7, BMDA and IGA) has pursued a common goal to address the quality, safety and affordability of the healthcare received by BIW employees and family members.

Today, the Joint Committee continues to explore approaches to ensure that your medical insurance plan is providing healthcare that is efficient, high quality and accessible to you and your family. This is no easy task considering the size and complexity of the healthcare system.

Past Joint Committee initiatives included healthcare decision tools and resources such as the PCP Score Card and the Hospital Report Card. The Joint Committee is currently undertaking a different type of project, a Patient-Centered Medical Home (PCMH) demonstration project. PCMH is not a physical location; it is an approach to primary care delivery which means better care, access and coordination of healthcare for the patient and a more engaged partner (the patient) for the healthcare provider.

In a medical home, the primary care practice is at the center of your care and working with you to manage your health. When you experience care in a medical home, you should feel like the providers know and understand you and that you are getting the help you need. Some basic components of a high-quality, efficient medical home include:

- Easier access to appointments. Who you see (a doctor, nurse or health coach) is based on need so your appointment may not always be with your doctor. This team approach to care means you get to see the right person when you need them.
- The use of electronic medical records to more effectively manage your care.

- Outreach from your provider's office to discuss the results of necessary labs or tests.
- Partnering with your provider in decisions about your care and treatment options.
- Follow up from your provider to ensure you are following the treatment plan.
- Effective partnering with high quality specialists when necessary (providing expert support to you as a patient).

A key aspect of a medical home is shared responsibility between patient and provider. Providers expect patients to:

- Provide their PCP with complete information about all matters relating to their health and report any changes in their health.
- Follow treatment plans and instructions as agreed to with their healthcare provider (such as taking medication as prescribed).
- Ask questions until they understand diagnoses and treatment options, fully discuss treatment options and, when appropriate, choosing a specialist.
- Participate in programs or educational opportunities that support their care plan.

The Joint Committee expects the project to launch early this year in the Lewiston/Auburn/Topsham area with partner providers from within the Central Maine Healthcare system. If located in this area, your PCP may be asked to participate. The goal is to create a win-win situation where BIW employees and their family members experience improved care and providers receive a pay structure that recognizes the value of primary care and primary care services. It is important to note that this arrangement with Central Maine Healthcare does not impact premiums or in-plan costs.

Experts believe that primary care is the cornerstone of a high-quality, efficient healthcare delivery system. A project such as PCMH is a step towards strengthening that foundation.



Retirees December 2010

Dept.	Name
01-10	Roland T. Bowler III 13 Years, 6 Months <i>VP Programs</i>
01-10	Kevin P. Gildart 37 Years, 6 Months <i>VP Human Resources</i>
01-26	Ruth W. Behring 33 Years, 11 Months <i>Senior Supervisor</i>
10-00	Leon R. Francoeur 41 Years <i>Area Supervisor II</i>
15-00	Robert C. Pierce 34 Years, 5 Months <i>Pipefitter III</i>
19-00	Timothy D. Green 28 Years, 8 Months <i>Electrician III</i>
24-00	Richard J. Hart 37 Years, 1 Month <i>Senior Buyer</i>
40-00	Jon V. Norris 28 Years, 5 Months <i>Sr Engineer, Project</i>
80-00	Paul A. Wright 39 Years, 4 Months <i>Crane Operator III</i>
81-00	Blaine T. Carter 36 Years, 11 Months <i>Material Clerk III</i>
86-00	Judy M. Crowley 22 Years, 4 Months <i>Designer, 1st Class</i>

Perspectives On Our Future

Senior leadership turnovers due to 2010 retirements and other factors are now complete and **Dirk Lesko**, **John McCarthy** and **Jerry Stergio** have undertaken new responsibilities, supported by employees at all levels of their organizations. During 2011, we expect to profile many of BIW's senior leaders regarding their views on how their area in particular, and the company as a whole, can achieve our primary goals of schedule, affordability and future contracts. First, Lesko, McCarthy and Stergio offer their perspective on three areas which are central to our ability to maintain a position of leadership within the surface combatant shipbuilding industry.

Lesko on Competition. Dirk Lesko was named VP Surface Combatants in December 2010 with responsibility for all aspects of the DDG 51 and DDG 1000 programs as well as Communications and Public Affairs. ***Dirk, is it your belief that future ship programs will likely be competed?***

"For the Navy and really all branches of government and the armed services, competition 'is the law of the land.' With fewer resources available and more demands on those resources than ever, the Navy will continue to look for opportunities to reduce cost and competition will be part of that equation. The Navy needs us to affordably deliver the capability they contracted for. That isn't always easy when things beyond our control change but it is the key to keeping our customer happy and the key to adding new customers for all of the things we do at BIW. Even in the most difficult of times, there will always be opportunity if you can find a way to be affordable."

McCarthy on Performance. John McCarthy became VP Planning and Information Technology in March 2010. It is repeatedly emphasized that performance is the single most important thing that each of us can do to impact future work. ***John, what do you see as areas where we can improve performance?***

"As we have consistently stated over the past few years, our performance on the backlog ships is the key to any

future opportunities. On the DDG 51 program we need to meet the performance incentives on DDG 111 and 112, get 111 to Assessment Trials with all of the GI's complete, and achieve ALO on DDG 112 by April 3, 2011. On DDG 112, I see a lot of opportunity to drive improved cost performance post-ALO as we take advantage of the work we completed in the Ultra Hall. It is absolutely critical to our future bids that we deliver DDG 112 as the lowest cost ship ever built at BIW. Another area where we can improve our overall performance is reducing the total cycle time it takes to build a DDG 51 or a DDG 1000 ship."

He continued, "DDG 1000 is a story unfolding right now and all of the work flowing through Fabrication, Preoutfit and the Ultra Hall is supporting this program at this point. We are building a new ship with units that look different and come together differently than DDG 51s, yet we have planned for every step. We have the design, planning, material and the people in place to perform to our goals, but the work we do every day matters. We need to work together across all areas of the company to support Manufacturing on DDG 1000 and demonstrate to the Navy that we can build a lead ship on budget. This is a tremendous opportunity for us. When the Navy wants a lead ship, we want BIW to be the clear choice."

Stergio on Safety. Jerry Stergio has served as Director Labor Relations for seven years and in November, assumed the responsibilities of a combined role of VP Human Resources and Labor Relations. ***Jerry, Human Resources provides oversight to the 5 Star Safety program. How do you impact safety?***

"Safety is supremely important because it affects our ability to work, take care of our families and enjoy life. Our employees are highly qualified to perform their jobs, technical, skilled or otherwise. But if they cannot or do not work safely, or if we place them in an unsafe condition, they and everyone around them are in jeopardy. Through the 5 Star Program, wall-to-wall audits, and Joint Labor-Management Safety Committees, we have developed effective means to identify and correct work place issues that could affect a safe working environment; and once corrected, these programs work in an integrative manner to help ensure that these instances do not recur."



John McCarthy (left) and Jerry Stergio.

Jerry continued, "As the cornerstone of our safety initiatives, 5 Star methodology is important work that we will not stop doing. However, we have not closed the gap to the extent necessary and we must now tackle the issue of how our behavior affects safety. Call it personal responsibility, self-awareness or something else, but I believe that anytime someone notices an unsafe situation, if their first thought is, *someone ought to do something about that*, in effect assuming that someone else is looking after their safety, they are in a precarious position. It is our behavior regarding issues of safety that we intend to pay more attention to across the board to further reduce our rates of recorded and lost time injuries. We have to, for BIW to be successful in this current business environment."

In summary, Lesko, McCarthy and Stergio share many goals. Regarding support to others, Lesko said, "It's up to each of us to understand the needs of our customer and continue to find ways to improve how we deliver on our commitments. There will always be a need for us to improve what we do and how we do it." McCarthy mentioned, "We need to continue to work as a team across all departments and areas within the shipyard to reduce the total cost of building ships at BIW. In my mind, there is no stronger shipbuilding team in the country than the men and women of BIW." And Stergio said, "There is a sense of stewardship within this company at all levels and in all areas. We hold in our hands more than 120 years of BIW's shipbuilding legacy and together, we'll write the next chapter. In the end, I think we'll succeed because we know how to work together."



Snow Clean-Up

Roger Letendre (D20) is shown on the cover clearing snow from the roadway behind the main building during the January 12, 2011 snowstorm.

A frequently asked question by shipyard visitors with little exposure to winter conditions is, “What do you do when it snows?” and the usual answer is that we move it and keep working. Facilities keeps a close eye on developing conditions and draws on resources as needed to plow, shovel, de-ice and spread sand to maintain safe working conditions.

Occasionally, a severe storm which impacts the ability of employees to travel to work or return home causes some modification to the hours of one or more shifts. To check on facility status during bad weather year-round, call the Facility/Shift Information Call Line at 1-866-630-BATH or 1-866-630-2284. While similar information may appear on radio/television message boards, the only reliable source of shift



DDG 1000 support towers during the early January snowstorm.

status information is this call-in line.

Shift interruptions, if they occur, are usually brief. Once a storm winds down, road conditions soon return to passable and motorists typically apply caution rather than risk a longer delay in a snowbank beside the road. Inside the shipyard,

Facilities will be doing whatever it takes to have the next shift operational.

Weather-related shift impacts are few. For the most part, we maintain normal hours and get by in the face of what Mother Nature throws at us. It is winter and we are Maine people. 

Ever Generous

On December, 20, 2010, the Electric Department presented the Good Shepherd Food Bank with a check for \$2,054 and fifty 20-lb. turkey vouchers donated by D19 mechanics and supervisors.

Last year, the group raised about \$1,400 for Good Shepherd so foreman **Dennis Litalien (D10)** challenged them to see if they could make it \$1,500 this year. They did that and more, and fifty people also contributed their turkey vouchers to the cause. Dennis said, “We have a great bunch of people who can always be counted on.”

Accepting the gift on behalf of Good Shepherd, Executive Director **Rick Small** thanked D19 and said, “These gifts are helping us distribute over 10,000 holiday meals and will help brighten the holidays for many families, including thousands of senior citizens and children.” He continued, “Every penny we receive is needed to



In December, Dennis Litalien, far left, Greg Niva and Matthew Moore traveled to Auburn to present a check on behalf of Department 19 to Rick Small, far right, Executive Director of the Good Shepherd Food Bank.

help fulfill the mission of feeding hungry people throughout the state of Maine. Each day my staff works diligently to procure and distribute more food as efficiently as possi-

ble, as more and more individuals are seeking assistance from our over 600 partner agencies.” 

A Plan Comes Together

In early January, the high quality work of hundreds of people who contributed to the design and fabrication of the DDG 1000 Advanced Gun System (AGS) Magazine and Auxiliary Machinery Room (AMR) #1 was on display. The magazine was lifted by overhead cranes in the south bay of the Ultra Hall and positioned over the heavily outfitted pipe rack which is the overhead of AMR #1. The magazine hovered while inspections and measurements were taken and it was subsequently joined with the AMR #1 overhead structure. Later, the lower portion of AMR #1 will be added and all will become part of one of four DDG 1000 ultra units.

Because of the complexity of the confined AMR #1 space, it was necessary to maximize piping installation before the space is enclosed. The design/build activity which guided the designers work several years previously, the planning and procurement activities which readied the work for production, and its execution by the supervisors and pipefitters in **Bill Jackson's (D10)** group contributed to the successful results.

Brad Totten (D40), the engineer responsible for AGS integration, called the effort impressive. He said, "The magazine requirements for flatness must be maintained and tolerances for location and inclination are very tight. The magazine was built and aligned to precise tolerances before being joined to the several tons of mocked-up piping beneath it. Everyone whose efforts led us to this event should be very proud." 



Above: The AGS Magazine preparing to be lifted over the AMR #1 pipe rack, lower right. **Middle left:** Bill Jackson observing the lift sequence. **Middle right:** Roger Fortin (left) and Larry Hodgkins supporting the lift procedure. **Bottom:** l to r: Jeremy Gardner (SupShip), Brad Totten, Dave Flipo (BAE), Mark Schools, Paul Turgeon, Bob Young and Dustin Carter confer during the lift sequence.





Service Anniversaries

December 2010

Dept. Name

40 Years

20 Dersham, Milton Irving
50 Shaw, Larry Joseph

35 Years

15 Cloutier, Gerard Joseph
19 Chapman, Gary Dana
20 Knight, Richard Lang
29 Czemerys, Victor
80 Hart Jr, Richard Francis

30 Years

07 Gamache, Richard Louis
17 Asselin, Roger Claude
40 Burke, Lorraine Agnes
43 Despres, Richard Albert
43 Elliott, Wayne David
82 Duval, Iris Carmen

25 Years

24 Gower, Cynthia L
40 Chute, Nathan Dee
77 Lamarre, Mark John
82 Blais, Norma Fay
87 Chabot, Irene Florence

10 Years

87 Drouin, Terry Gene

5 Years

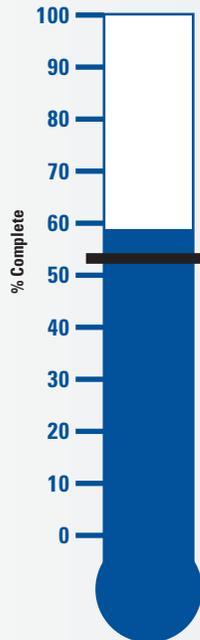
40 Marshall, Bruce Ellsworth
40 Niemann, Mark Edward
40 Peaslee, Barrett Lloyd
40 Steenstra, Clark Edward
40 White, William Leonard
84 Reed, Brian Michael
84 Whitcomb, Shelley Suzanne
87 Crowley, Stephen Wayne
87 Dalton, Eddie Dean
87 Dill, Jo Anne

87 Fagan, John Randolph
87 Favreau, Gerald Edgar
87 Gates, William Theodore
87 Hersom, Conrad Douglas
87 Mulderig, Craig Stephen
87 Riley, Jason Jon
87 Robinson, Albert L
87 Welch, Edwin John Charles
90 Spaulding, Myron Leonard

Performance Incentive

Period 2 Goals are shown to the right. Status through December 2010 coincides with the halfway point of this 6-month Performance Period which will end on April 3, 2011.

The first Phase II goal is related to earned hours and goals 2 through 6 are performance-related. Initial progress is stated on a green/yellow/red basis as defined at the base of the chart.



Performance Period October 1, 2010–April 3, 2011

Period 2 Goals Status: As of January 9, 2011

- 1. Achieve 4,024,808 earned hours by April 3, 2011
- 2. Complete all GI Inspections on DDG 11 Hull 505 by February 15, 2011
- 3. Achieve AEGIS Light-Off (ALO) on DDG 112 Hull 505 by April 3, 2011
- 4. Attain 80% complete on DDG 1000 in Fabrication by April 3, 2011
- 5. Erect 10 DDG 1000 units in the 1400 Ultra and 6 DDG 1000 units in the 2200 Ultra and complete Blast & Paint on the 3160 and 3170 units by April 3, 2011
- 6a. Complete all design scope identified on or before October 3, 2010 in the 1100 and 3200 Ultra units by December 31, 2010
- 6b. Complete 90% of cable routing in the 1400 and 2200 Ultra units by March 31, 2011

- Plan
- Actual
- On Track
- Behind Plan
- Did Not Complete

5 Star Engineering Performance

As of January 2011, Engineering had achieved nearly 100% compliance across all areas, as shown to the right. Regarding Engineering efforts to achieve and maintain total compliance, **John Grant (D86)**, said, "Achieving 5-Star compliance required that the Engineering Division establish the current state of safety via targeted audits and data. Analysis of this information provided us with a vision of the future state of safety. We then identified and implemented solutions with the support of Facilities Maintenance, Environmental, Health and Safety (EHS) with particular assistance from **Ben Zavitz (D52)**, BIW Ergonomist, who helped direct many



JANUARY 3, 2011					
	Electrical	Ergonomic	Fall Protection	Fire Health Safety	House-keeping
Main Stores	●	★	★	★	★
North Stores	★	★	★	★	★
BIP	★	★	★	★	★
CROF	★	★	★	★	★
James	★	★	★	★	★
Annex/Main Office	★	★	★	★	★

- ★ Compliant
- Preparing for Assessment
- Lost Star

of the tactical solutions that helped achieve the ergonomic stars in all facilities."

John continued, "Aligning the organization with common rules, tools, and objectives helped us attain 5 Star compliance by

the end of 2010. This achievement means more than green stars on paper—it means that our facilities are safer and our employees are exposed to less risk."

Go Baby

Sebastian Bond, the son of **Andrew (D0130) and Melanie Bond** of Brunswick was born in May 2010 and at less than a month of age, became the 5,000th Maine baby to receive a Harold Alfond College Challenge Grant. Beginning in 2009, every baby born in Maine is eligible to receive a \$500 grant from the Alfond Scholarship Foundation to start a NextGen College Investing Plan® account. The only requirement is that they be a resident of the State of Maine and sign up before their first birthday.

Established by Maine philanthropist Harold Alfond, the fund is administered by the Finance Authority of Maine (FAME). Program Manager **Elizabeth Vanderweide** said that **Harold Alfond**, who died in 2007 several months after completing these arrangements, “wanted to give every Maine baby a head start.”

The NextGen account works similar to a 401(k) retirement plan. Money invested is after tax, but growth of the earnings is tax-free as long as the money is used for higher education. And the grant is given without obligation. Once the account is opened, parents do not have to invest more, but it was the wish of Mr. Alfond that it would prove to be an incentive for Maine parents (and others) to begin saving for their child’s education. That



Sebastian Bond with his parents, Melanie and Andrew Bond. Photo by Tannery Hill Studios.

seems to be working as 26% of the families enrolled are already contributing something to their accounts and many are opening NextGen accounts for siblings of their babies.

Andrew Bond said, “This generous gift from Harold Alfond made us think about saving for college earlier than we might otherwise have done.” He continued, “Elizabeth Vanderweide was very helpful in the process and FAME is eager to enroll as many children as possible.

The program is promoted through posters, pamphlets and word of mouth in birthing classes, maternity wards and pediatrician’s offices. FAME reports that about

40% of Maine babies are being enrolled in the NextGen college saving program, up sharply from the 8% rate before the Alfond program was available.

Even if the child in your family is not eligible for an Alfond grant, FAME has other programs to encourage anyone to save for education and new rules are being written which may result in some level of matching funds. For more information, call 800 228-3734 or go to www.500forbaby.org. For a limited time, brochures will also be available in the BIW Communications Department—call ext. 2432 or 1203.

Ms. Vanderweide said, “Our mandate is to incentivize and promote saving for higher education so that more Maine children receive the educations that will allow them to be successful.”

The Alfond Challenge Grant is the only program like it in the country. One aspect of Harold Alfond’s legacy will be the generations of children who grow up and go on to college or higher education with a leg up from someone who cared about their future success before they were even born.

If your family recently welcomed a baby or is looking forward to a birth, please investigate the Alfond College Challenge Grant program. Opening the account is estimated to take no more than 15 minutes. After that, your child is on the road to higher education. 



Welcome

The following employees joined BIW during December 2010. Please welcome them.

Name	Dept.	Name	Dept.	Name	Dept.	Name	Dept.
Bartlett, Alan Pollard	43	Dourant, Michael Lee	43	Laskey, Matthew James	43	Skelton, Daniel *	26
Berry, Steven Douglas *	10	Ellis, Gregory Scott *	17	Lavoie, Alan Frederick *	26	Smith, Michael Bowen	43
Berube, Timothy Wayne	43	Frye, Brent Eugene *	43	Logan, Chad Albert	43	StPeter, Jeremy David	43
Best Sr, John Foster *	26	Gagne, Paul Alan	43	Lugar, Eric Thomas	43	Turner, Matthew Miles	43
Boyd, Peter Warren	15	Giles, Trevor James *	43	Lyons, Aaron Scott	43	Van Dine, Calvin Albert	43
Burnell, Joshua Robert	43	Goodman, Mark Allen	43	Martin, Richard Patrick	15	Watson, Matthew David	25
Campbell, John Edward	27	Grotton, Matthew Russell	43	Matthews, Benjamin Alexander	43	Watts, Michael James	43
Campbell, John William	43	Haley, Terry Lee	43	McKinley, Dylan Earl	43	Welch, Chris Michael	15
Carter, Dustin James	25	Hartley, Casey James	43	Moore, Adam Quentin	10	Wilcox Jr, Robert Dean	27
Churchill, Dana Charles	43	Holt, Jeremy Everett	43	Murphy, Darin Paul	43		
Clark, Samuel Isiah *	43	Hood, Keith Ernest	43	Nickels, Travis Cade	43	* Returning Employee	
Cohen, David Matthew *	26	Johnson, Michael Joseph	43	Perreault, Chad Jean	43		
Daigle, Scott Lawrence	27	Johnson-Phillips, Malcolm Harlan	43	Perry, Tyler James	43		
Dalton, Lucas Gilbert *	43	King, Andrew Scott	27	Poseno, Thomas Edward	43		
Day, Joseph Michael	43	Laberge, Tyler Joseph	15	Seeley, Joshua Emery	27		
DiCenzo, Mitchell Edward	43	Lane, Robert Arnold	43	Sirois, Christopher Alan	43		

35 Years of Computing at BIW

Larry Lefebvre (formerly D87), retired on January 28, 2011 after 45 years. He joined the company as a Shipfitter Apprentice and spent 16 years as a member of LS6 before transferring to BMDA. As a loftsmen and then designer, he had a front row seat as computers were introduced and evolved to the level that they are used today to design a complete ship system. Before leaving, Larry wrote a history of computers at BIW from his perspective. The following is edited from the original and printed with his permission.

2010 marked the 35th anniversary of the introduction of computers at BIW. Prior to 1975, BIW had *only* adding machines, typewriters, and calculators. In late 1975, dumb computer terminals (remote terminals attached to a server) arrived in the Lofting group, part of Local S6 at that time, for design work on the new fleet of FFG's. These terminals had 13-inch diagonal screens with white text on a black background and were linked to a large main frame. This was before IBM came out with the 286's and video games were still a few years away from being introduced to the public. Remember Pong?

In 1975, AUTOKON, a Norwegian company, introduced a program called ALKON which promised innovative and improved methods for replacing previous, all manual, methods. Thirteen loftsmen (see right) were originally trained in the ALKON program to begin working on these new, state-of-the-art computers. Three drawing room draftsmen also selected for this training dropped out, thinking that this type of work would continue to be done by LS6 loftsmen.

During the early days of designing by computer, it was all visualization, no graphics, and consisted of typing text data code to create the exact size of the part requested and programmed. The data code was submitted to the main frame operator and drawn on a plotter that barely fit inside a 12' by 12' room. Now, it is hard to visualize such an approach.

Leading to 1975, BIW was primarily building commercial tankers, manually developing the design on mylar at 1/10th scale using body plans and calculations (either manually or with a TI-99 or Hewlett Packard calculator) to within 1/32nd to 1/16th of an inch. The mylar was later used

by the telerelex machine at Hardings to burn steel shapes for assembly in the shipyard.

After a part was lofted (programmed) into the computer, it took 1-2 days to receive a plot of the submitted part which was often incorrect. Sometimes it was a small line adjustment and other times, it was way off and would need to be resubmitted to the main frame. Resubmissions were frequent (2-4 times for each part) and depended on the complexity of the part.

ALKON was used on remote terminals from 1975 through approximately 1982 when BIW began the transition to the next generation of AUTOKON programs. These included PARTGEN, used on CG 47 followed by AUTODEF in 1985 to perform DDG 51 structural design, both capable of developing structural parts, drawings, and nesting files to accommodate the Hardings facility. These state-of-the-art programs ran on Prime programmable computer terminals for lofting and lasted well into the late 1990's, at which time these applications migrated to Hewlett-Packard HPUX workstations.

In 1986, BIW started DDG 51 design work using ComputerVision (CV) workstations and the CADD54X application. Around 1990, we transitioned to UNIX servers and the CADD54X application migrated to Sun SPARC (UNIX) workstations. In 1993, we upgraded to CADD55 which is used today. Also during this early period of DDG 51 design, discussions resulted in all of the loftsmen being transferred to BMDA.

Shortly after the UNIX computers arrived, the Systems, Analysis and Development (SAD) group was created to troubleshoot and automate processes for these computers. SAD developed into a network of System Administrators and LAN Techs for each of the various servers at that time. Around 1996, Computer Sciences Corporation (CSC) was brought in to perform all computer-related work and absorbed most of the System Admini-



3 of the "Original 13," l to r: Jim Bragg, Larry Lefebvre and Ray Austin.

strators and LAN Techs, although some moved to other positions within BIW.

By mid 2006, CADD55 DDG 51 work was slowing down as the advanced CATIA program for DDG 1000 was rapidly starting up. In September 2006, DDG 1000 began using both Dassault Systemes V5 CATIA and ENOVIA applications for all design disciplines. Today, the DDG 1000 design is almost finished and with future DDG 51 ships in the works, we are converting DDG 51 data from CADD55 and AUTOKON to CATIA V5.

To put this into perspective, the power of the computers in 1975 was around 1/10,000, of what we work with today. Try typing information into CATIA without any graphics capabilities and see how many times it takes before you can get it right!

These are the "Original Thirteen" loftsmen/designers privileged to have started the first line of computers at BIW in 1975.

Name	Status
Dave Abbott	Retired
Dave Allen	Retired
Ray Austin	D87
Jim Bragg	D87
Stewart Day	Retired
Paul James	Retired
Jimmy Jones	Deceased
Kaye Kidder	Deceased
Larry Lefebvre	Retired
Roger Segars	Retired
Al "Woody" Woodman	Deceased
Chuck Young	Retired
Jimmy Young	Retired



GENERAL DYNAMICS

Bath Iron Works

700 Washington Street
Bath, ME 04530

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Rosie the Riveter Luncheon

The eleventh annual Rosie the Riveter luncheon was held on January 14, 2011. Founder and organizer Ulrike Kemberling (D27) said, "After more than 10 years of holding this event, I think we have proven its value. We laugh, share stories and enjoy spending a couple of hours in the company of the women of BIW."

