

GENERAL DYNAMICS

Bath Iron Works

BIW NEWS

July
2013



*Bath
Heritage
Days
Parade*

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Bath Iron Works



From the Helm

Jeff Geiger, President, Bath Iron Works

In this space last month I discussed the importance of meeting our commitments and driving costs out of the ships we are building today as well as those we will be constructing in the future.

Shipbuilding is a “team sport.” Regardless of the job someone is doing, someone else at BIW is depending on it to be done right so that a follow-on activity will be positioned to succeed. The best thing we can do to ensure we meet our “big” commitments is for each of us to live up to our daily individual commitments. Performing our jobs every day to the best of our ability and continually searching for better ways to do our work will enable us to meet the challenge of the future. What’s more, how well we perform our jobs is directly tied to how safe we stay while doing them. Said another way, a safe shipyard will be an efficient and productive shipyard.

I truly believe there is no better shipbuilding team in the world than the one that gathers each day here in Bath, Maine. When all of us commit to stay safe and work to the best of our ability in pursuit of team success, this team will win. The total commitment of all those on the team to do what must be done is the stuff of champions.

All of us have the opportunity to make an important contribution in the pursuit of our own “championship” and it all starts with safety. Ensuring the safety of everyone who comes into this shipyard is a core organizational value, and as such takes priority over all other goals. It is up to each of us to behave in a way consistent with this value. No one comes to work seeking to be hurt and none of us want to see our co-workers get hurt. By accepting individual responsibility for the safety of ourselves and for those around us we will become a championship safety team.

There is no grand solution that will drive our injury rates to zero. It will take 5,500 Maine shipbuilders who have each decided to make safety a habit – on and off the job – to get us there.



L to r: Joshua Mitchell, Jack Newell, Jeff Geiger, Mike Seigars and Allan Deane.

Think for a minute about how your individual safety behavior can have a positive impact on those around you. If you are rigorous about wearing your own PPE and encourage others to do the same for their own good, your consistent example will help others to make the right decision and avoid injury.

Recently I've spent some time with our Safety Steering Committee and the leaders of some of the CREST Committees. I am very impressed with the passion, ideas, and efforts these groups have made to improve our safety. It's clear that those individuals performing the work know best how to eliminate a hazard and work more safely. I encourage everyone to become involved in an activity that will promote and improve safety in your area.

Our strength, as always, is working together.

TOGETHER WE CAN MAKE A DIFFERENCE.

A handwritten signature in black ink, appearing to be 'JG'.

On the cover: A portion of BIW's float in the Bath Heritage Days Parade on the Fourth of July. A number of BIW people volunteered to walk with the float. See more photos on page 3.

Heritage Days Parade

BIW's float in this year's Heritage Days Parade portrayed a wellness theme and the many ways in which people choose to be active as a means of achieving and maintaining their health-related goals. A BIW truck, driven by **Neil Marquis (D69)**, carried banners with a nod to the various ways that people are active year-round, but the real message was the 50 or so people who walked with the group, representing BIW's Fit for Life Team and some of the activities that BIW people have participated in during the past year, including the Trek Across Maine, NAMI Walk, Race the Runways, and the Beach to Beacon 10K.

Anthony Anderson, BIW's Fit for Life Program Manager, organized the walkers/riders/bikers and many participants were accompanied by family members. One of the bike riders, **Jim Hamilton (D86)**, began riding regularly when he signed on to the Health Passport program in 2010. Jim was the first BIW employee to complete his passport and he continues to ride every day, parade or no parade. He was joined by his son, **Sam Aseltine**, age 14, on a unicycle. Sam learned his skills as a member of Woodside One Wheelers in Topsham and is a parade veteran, having performed twice in Washington, DC. 

Shown top to bottom: Bill Schumaker, Jim Hamilton and Sam Aseltine; Terry Smith with his granddaughter; and two views of walkers behind the float.



LS6 in the Parade

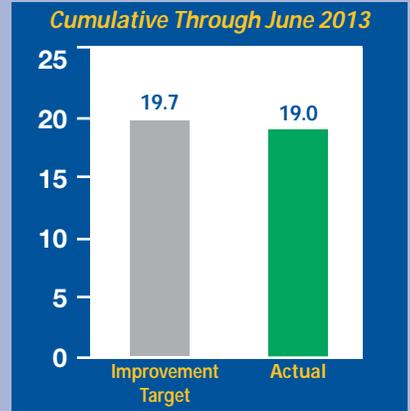


During the Heritage Days parade, members of LS6 celebrated a variety of classic Rosie the Riveter looks while reinforcing the fact that women have long been part of Maine's shipbuilding heritage.

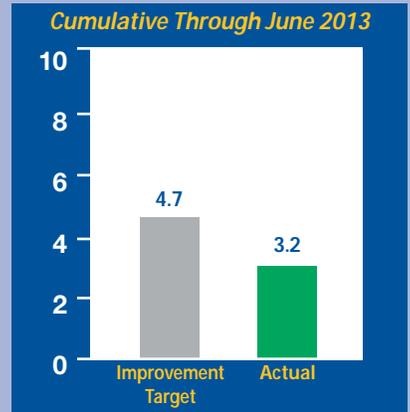
Performance Safety

June 2013

RECORDABLE INJURY RATE



LOST-TIME INJURY RATE



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

Safety Walks the Talk

BIW NEWS

BIW NEWS is published monthly by the Communications Department (D94) 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.

Information Call Lines

Facility/Shift

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

1-866-630-BATH

(1-866-630-2284)

Auto Messenger

Sign up at the address below to receive automatic messages regarding emergent information, including facility closures
<https://asp.schoolmessenger.com/biworks/subscriber>

Main Gate Security (24/7)

207-442-2266

Ambulance-Fire-Police

Bath, Main Yard: **ext. 2222**
Hardings, CW, EBMF: **ext. 1222**
Bissons, CROF, James: **911**; then call **ext. 1222**

Medical

207-442-2231

BIW Recreation Association

For questions or suggestions regarding BIWRA programs
207-442-1310



As part of the Joint Safety and Health Steering Committee's focus on emphasizing safety with new hires, newly hired employees are invited on a safety tour about a month after starting work. With a few weeks on the job, most are in a good position to review the safety information covered during orientation and in a better position to ask questions.

Recognizing that employees are often assigned outside of their primary work areas, the tours flow throughout manufacturing to point out specific safety-related aspects of major facilities as well as safety concerns unique to key trades. Most tours are given by a LS6 member of the Steering Committee which sends a strong message to new employees that the company and the union consider safety a core value.

Another enhancement of these talks is new headsets which ensure that everyone in the group can hear the



Shawn Randall from the Joint Safety and Health Steering Committee co-leads a new employee safety tour in June.

speaker and use the embedded microphones to ask questions. The headsets accommodate a hard hat and provide the required level of hearing protection.

Shawn Randall (D30), a frequent tour guide, said, "We want to make sure that all of our employees know how to work safely, understand what is expected of them when they see an unsafe situation, and know where to go to for help or questions. **Dave Demers (D5205)** agreed, "It's important to repeatedly talk about safety—it can't be overdone." 

Retirees

June 2013

Dept.	Name	Dept.	Name
27-00	Stephen K. Dill 24 Years, 2 Months <i>Preservation Tech III</i>	27-00	Stephen K. Dill 24 Years, 2 Months <i>Preservation Tech III</i>
07-00	Randy W. Bryant 31 Years, 1 Month <i>Machinist III</i>	40-00	Alden L. Sproul 25 Years, 4 Months <i>Principal, Engineering</i>
10-00	David C. Gray 26 Years, 9 Months <i>Leadperson II</i>	45-05	Laurie L. Field 26 Years, 3 Months <i>Administrative Technician</i>
15-00	Gilbert C. Bond 34 Years, 10 Months <i>Pipefitter III</i>	50-00	Christopher A. Henry 14 Years, 11 Months <i>Shipfitter III</i>
15-00	Darrell E. Wiers 38 Years, 3 Months <i>Pipefitter III</i>	82-00	Wayne R. Westleigh 35 Years, 5 Months <i>Technical Clerk, 1st Class</i>
19-00	Dennis J. Farrington 31 Years, 11 Months <i>Electrician III</i>	86-00	Richard E. Graffam 26 Years, 8 Months <i>Designer, 1st Class</i>
19-00	Cindy M. Merry 25 Years, 1 Month <i>Electrician III</i>	87-00	Richard R. Cloutier 30 Years, 9 Months <i>Supervisor</i>
26-01	Larry J. Laprise 29 Years, 10 Months <i>Shift Sergeant</i>	87-00	Louis G. Dumont 31 Years, 1 Month <i>Designer, 1st Class</i>

Wellness and Benefits Success In Their Own Words

Here's a few stories from BIW people who participated in a health screening and then met with an onsite health coach. As you will read below, a health screening is often the first step toward making positive changes. Health screenings are scheduled throughout the year in a variety of locations. If you'd rather not wait for a screening in your area, you can call and set up an appointment for the next available event. For more information, talk to Anthony Anderson at ext. 2915.

Mark Mitchell (D20).

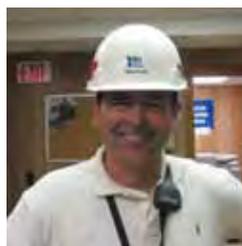
I was at my heaviest weight of 255 pounds and knew I needed to do something before it got further out of control. I



Mark

always ate fairly healthy but was not exercising. I decided to go to the health screening which confirmed what I knew - I was obese. I started seeing a health coach, and he gave me workouts that were simple, effective and not time consuming.

I set a goal to run a 5K and to finish in 30 minutes. I was able to finish my first in 27 minutes, so I did another and ran it in 25 minutes, give or take. Since starting the program, my goal has been to get down to 200 pounds. I am currently at 209 and still dropping, and my body fat percentage is down from 38 to 25. I am currently training for a 10K for next year. I never liked running, but now get bummed when I can't. The coaching program is well worth the time. It got me on the right track and helps me maintain focus and stay on the right path.



Bob

Bob Dundas (D10).

I had my first screening in May 2012. Ahead of that, I had been exercising more and lost some weight but

couldn't lose more. I met with my health coach and we discussed my typical weekly diet which identified some questionable choices. She recommended a few other options to try and

gave me some facts about how our bodies crave food.

My results: I lost nearly 30 pounds, reduced body fat by 8 percent, and reduced my cholesterol by 50 points. And I recently ran a 5K personal record of 20.56 minutes. I feel better and can exert more effort for longer durations with less fatigue. It all started with that first conversation and my coach made that easy.

Bill White (D40).

I took the health screening in April 2013 and discovered that I had an issue. Since then, with the education, help and guidance that was offered, I have lost 25 pounds and have brought my blood sugar in line with what it should be. I still have a ways to go but I'm excited by how far I've come.



Bill

The program offered to the employees here at BIW is a great program. They offer all the education, material and assistance that anyone could ask for. Since working with the health coach, I have seen a tremendous change in my health. I am going to continue to work with them and encourage anyone else who might be interested in this program to give them a call. They are a pleasure to work with.

Upcoming Screenings: In August, health screenings are scheduled on August 13-14 at EBMF. In September, screenings will be held on September 17-18 for Planning and IT, and on September 24-25 for PO2 and Ultra. 



401(k) Q&A Session

This 30 minute session is designed to get to those 401(k) questions we did not get a chance to answer before running out of time during previous Financial Education classes. Bring your questions on retirement plans, interest rates, credit, investing and other financial topics, or come and learn from the questions others ask.

Tuesday, August 13, 2013

11:30 AM-Noon

MSC – Shipway Conference Room

Medicare

Understanding how Medicare works is critical in determining a retirement budget. A representative from Southern Maine Agency on Aging will provide information on Medicare coverage, choices, and costs. We will also discuss the costs of healthcare for retirees who retire before becoming Medicare eligible.

Tuesday, August 13, 2013

3:45 PM-5:30 PM

Employee Development Center (EDC) – Rm 3

Investing Basics and the 401(k)

This course is designed for those with little or no investment background who want to learn the basics for investing in things like 401(k) or an individual account. An outside investment professional will cover how investments work, factors to consider when choosing an investment, monitoring your investment, how to consider risk, and interest rate basics.

Wednesday, August 14, 2013

3:45 PM-5:30 PM

Employee Development Center (EDC) – Rm 3

Stay tuned for more topics and sessions throughout the year. Watch for announcements of upcoming classes through ESAs, gate handouts, and posts on the BIW Facebook page. 

Helping an Historical Ship Stay Afloat

In 2012, BIW donated a load of scrap steel plate remnants to the *Cassin Young* (DD 793), a Fletcher-class WWII destroyer which is now a museum ship in Boston Harbor. The ship was moved from its berth alongside a pier close to USS *Constitution* to drydock in the Charlestown Shipyard where steel was replaced, port and starboard, in the area of the waterline where corrosion had severely deteriorated the integrity of the ship.

Cassin Young is owned by the US Navy while the National Park Service (NPS) oversees its management and utilization as an educational asset. Unable to fully fund the necessary repairs to keep the ship afloat, the Navy had begun the process to scrap the ship. NPS faced significant financial constraints with a project of this magnitude, yet it credits these repairs with saving the ship.

In July, supporters of DD 793 visited Maine to thank BIW for its donations, including **Rose Fennell**, Deputy Superintendent NPS, **Captain G. David Fenderson**, USNR (Ret.), a former Commanding Officer of USS *Cassin Young* and a current NPS volunteer, **Dan MacMunn**, Facility Manager/ Chief of Maintenance for NPS, and **Bill Lowell**, former BIW Chief Operating Engineer, who reached out to BIW.

Recent Contract Award

LCS 2 PSA 2

On July 19, 2013, BIW received a \$7.5M contract mod for engineering and management services in support of LCS 2 PSA 2. The PSA event will take place at NASSCO in San Diego, California and is scheduled to begin in September 2013 and conclude in December. This award represents additional funding of the planning portion of the job and includes activities such as material ordering and engineering requirements. 



Peter Barrett (D11) is shown helping to load steel remnants for transportation to Boston in mid-2012 to support restoration of the *Cassin Young*.

As described in a BIW News story in December 2012, Bill Lowell contacted BIW and **Pat Thomas (D0130)**, VP Materials and Quality, who in turn asked **Paul Rossignol (D24)** to look into steel availability. Over time, a sufficient amount of scrap carbon steel was assembled and turned over to NPS.

The BIW portion of the story might have ended there except that Paul Rossignol stayed in touch with the repair activity. Paul was a likely choice to serve as liaison with NPS because he is familiar with BIW's steel inventory, but he also was familiar with some of the ship's history. He said, "It was an honor and privilege to be part of saving such a significant piece of history."

Captain Cassin Young, the ship's namesake, was in command of USS *Vestal* (AR-4) when it came under fire during the attack on Pearl Harbor in 1941. Capt. Young was wounded and blown overboard by the explosion of USS *Arizona's* magazines but he swam back to his ship and got it underway and beyond danger of collateral damage. He received the Medal of Honor for his actions, and a year later, was killed in the Battle of Guadalcanal.

When visiting Bath, Capt. Fenderson expressed gratitude for BIW's donation and explained how close they were to losing the ship for lack of the necessary steel. Ms. Fennell reinforced those statements, saying that NPS' resources are limited. Their volunteer group does a great deal by performing much of the necessary maintenance. In this case, they were responsible for reaching out to Bill Lowell.

The ship repairs are now complete and DD 793 will soon return to its home in Boston Harbor. A welcome home ceremony is planned and the grandson of Captain Cassin Young is expected to be part of the celebration. Paul Rossignol plans to attend, as well, and encourages BIW employees and their families to visit the *Cassin Young* once it is re-established in Boston Harbor.

Cassin Young is one of 14 Fletcher-class destroyers built in the Charlestown Navy Yard during roughly the same period that BIW was building 31 ships of the same class. Now, it carries an even stronger BIW connection. 

Mainer Preps for Tour on DDG 1000

When LTJG Jesse Packard arrives for duty with the rest of DDG 1000's prospective crew in September, it won't be his first time on the ship—far from it. Packard, 31, a native of Union, Maine, visited *Zumwalt* in late June and before that in 2010, just before beginning Officer Candidate School in Rhode Island. "I got to touch some of the deck-plates and steel going into the *Zumwalt*," said Packard. "That was a huge privilege."

He knew, if the opportunity arose, he wanted to serve on that ship—the first of a new, highly advanced class. There's an attraction to being a part of the first ship of a class, he said, to having input into what works well, what doesn't, how to implement procedures, how to make the ship work at top levels. "A lot of people shy away from challenges," he said, "but in a challenging environment, you have the opportunity to learn the most."

Packard got his associates degree at Ohio Technical College and graduated in 2006 from the University of Maine with a bachelor's degree in mechanical engineering technology. He worked for several years at area heavy equipment dealers, using his technical background to interface between equipment companies and his customers. He found the work largely unfulfilling, and as he had no wife or children, he considered joining the Navy.

His father, **Bill Packard**, had been a Navy Seabee, and was part of the effort to turn the Diego Garcia atoll into a Naval Support Facility. "That kind of resonated with me," said Packard.

In February 2010, he started at the Navy's Officer Candidate School. As his commissioning date approached, he had to list his first choices for the ship on which he wished to serve. "When the list of ships was presented to me, the first thing I did was go to BIW's web page and highlighted them (BIW-built ships) on the list," Packard said. "If I could go the rest of my career on Bath ships, that would be great."

His first ship was the Bath-built *Winston Churchill* (DDG 81) where he deployed twice, first as First Lieutenant and then as the main propulsion division officer. Both deployments took them around the Horn of Africa. In one mission, the ship steamed at 27-plus knots for more than three days to respond to a medical emergency. "The ship ran beautifully," said Packard. "We never



LTJG Jesse Packard, right, met Peter Keniston (D19) onboard DDG 1000 in June.

experienced a critical failure."

On *Zumwalt*, Packard will be responsible for anchors, rigging and other such systems. On his recent visit to BIW, he toured the ship to get a first-hand look at the areas he and his crew will be working in, met with a number of shipbuilders and spoke at a "lunchtime show" in OST 2.

Right now, the prospective crew is in Norfolk, said Packard, making sure every member has all the baseline skills and training needed so they can concentrate on *Zumwalt* when they arrive in September. "We want to make sure we're setting ourselves up for success," he said. "Our focus will be on the ship and bringing it to life." 

BIW Family Day Coming Soon



BIW Family Day

will be held on Saturday,
September 7, 2013 at Funtown /
Splashtown USA in Saco, Maine
from 10 am—6 pm
Rain date is Sunday, September 8

- ♥ Tickets: \$15 per person, includes admission to Funtown/Splashtown, all rides, and lunch
- ♥ Children under 2 are free
- ♥ Lunch served from 11:30 am—1:30 pm
- ♥ Tickets on sale at Employee Store locations from August 5 to August 30, 2013

USS Momsen (DDG 92)

The Bath-built USS *Momsen* (DDG 92) is shown right in mid-July as a Sea Hawk helicopter prepares to land on the flight deck. This exercise took place in the Coral Sea during Talisman Saber 2013, a biennial training exercise in support of US and Australian combat readiness and interoperability. 

Text and photo courtesy US Navy.



EDP Class of 2015

Engineering recently announced the members of the next Engineering Development Program (EDP) class. The Class of 2015 includes **Edward W. Davis, Jr. (D86)**, **Dru Khaira** and **Cameron L. Shuck (both D40)** who will begin their first job rotations in the fall.

As a BIW summer intern in 2008, Ed worked on corrosion control issues and learned to do ship checks and review technical documentation. Since completing his undergraduate degree in mechanical engineering and signing on full time in 2009, he has worked on a number of DDG 51 class systems and various aspects of LCS 2 design while completing an MBA degree.

Ed also managed the LCS Life Cycle Corrosion Control program and database and wrote the 40 Year Service Life Corrosion Control report which included recommendations to extend the service life of DDG 51 class destroyers to 40 years. He said, "The EDP is a great opportunity to gain a fuller understanding of BIW as a whole, obtaining contacts and skills that will ultimately make me a more valuable asset to the company."

Dru joined BIW in 2009. With a degree in Computer Engineering, he has served as an electrical engineer in the Low Voltage Power, Lighting and Design group and provides liaison support



The EDP Class of 2015 consists of, l to r: Ed Davis, Jr., Dru Khaira and Cameron Shuck.

between engineering and manufacturing. He plans to use his EDP experience to build contacts and expand his knowledge of shipyard processes to become a more valuable asset to the Engineering team and further contribute to the success of BIW.

Cameron is currently working as Change Coordinator and Systems Engineer on the LCS Program. As an undergraduate, he specialized in industrial organization psychology and later added a masters in Educational Leadership. This preparation led to a career in project management and to BIW in 2006 as a Human Systems engineer on the DDG 1000 HSI Program. He

earned Six Sigma Black Belt certification in 2013 and has served as lead engineer for Engineering Lean Six Sigma Projects. Cameron said, "The Engineering Development Program affords a rare opportunity to develop hands-on experience learning from the finest shipbuilders in the industry, while establishing meaningful working relationships."

Mark Poitras (D40), EDP Program Coordinator, said, "We are very happy to welcome these three gentlemen with their backgrounds and enthusiasm to the ranks of the EDP Program and look forward to their future participation." 

Camp to BIW

Kids, camp, summer and BIW. Usually BIW would not fit in that list of things that are alike, but one day in July, it did. BIW recently hosted a group of campers from Camp Susan Curtis in Stoneham, Maine. The camp's mission is to build the character, self-confidence and self-esteem of economically disadvantaged Maine children through tuition-free, high-quality educational, camping and social experiences.

One of their programs, Camp to Campus, takes campers on a daylong tour of local college campuses to introduce them to college opportunities in Maine. Because many of these students may not think college is an option for them, the program is designed to show that they can and should be considering higher education.

Lisa Read (D79) met the Executive Director of the Susan Curtis Foundation through the 2012 Leadership Maine program and they talked about adding BIW to the Camp to Campus agenda to show campers an example of the kind

of demanding, high quality jobs which are available in Maine.

A total of 14 high school juniors and seniors visited, along with several counselors. Lisa, accompanied by **Mike Ross (D49)**, who described BIW's Apprenticeship and Intern programs, gave the group a van tour of the shipyard, showed videos of BIW employees at work and answered questions.

Lisa said, "Many were not sure what they wanted to do after high school but one in particular was interested in underwater welding and asked good questions about the processes and tools



Lisa Read, far right, talking with students from Camp Susan Curtis during a recent visit to BIW.

we use. Most of the students previously had no idea about what we do at BIW, but we suggested some great opportunities here that none of them knew about before and in that sense, helped open their eyes a little further regarding their own futures." 

From Reel to Reality

Alex Reed expressed a desire to see a big Navy ship after seeing the movie, *Battleship*, which featured the Bath-built USS *John Paul Jones* (DDG 53) and USS *Sampson* (DDG 102). His dad, **Charlie Reed (D86)**, a BMDA designer and Planning Yard Onsite Tech Rep in our Norfolk office, thought there might be a way to make that happen. He already had an interest in taking his son onboard a BIW-built ship and Alex's wishful thinking out loud suggested that the time might be right.

Charlie had a good working relationship with the Ship's Force of USS *Jason Dunham* (DDG 109), homeported in Norfolk, and he was aware of the crew's pride in their ship and its heritage. BIW's Home Port Rep, **Michael O'Brien (D86)**, contacted the ship and **LTJG Roger Robitaille**, who knew Charlie from work-related visits to the ship, invited Alex and his family aboard, including Charlie and his wife, Cheryl. LTJG Robitaille and **LTJG Julia Kranz** were their private tour guides on a

Sunday in late June.

Walking the ship from top to bottom, Alex got to sit in the captain's chair, peer through a site glass, stretch out on a bunk and dance a few steps on the deck of the ship. Did he have a good time? "He loved it," said Charlie, "especially the site glass, he would have spent a lot more time in that spot had it been possible."

Alex turned 9 over the summer and begins the fourth grade in the fall.



Alex Reed, center, with his DDG 109 tour guides, LTJG Robert Robitaille and LTJG Julia Kranz.

Likely he'll have something special to write about if asked to describe what he did on his summer's vacation. 

Playing Rosie

Ayanna Main, the daughter of **Everett Main, Jr. (D9105)**, recently finished her seventh grade year at Wiscasset Middle School. Everett relates that Ayanna was in a class play at the end of the year where she played the part of Rosie the Riveter, representative of the thousands of women who worked in defense industries during World War II.



She told her parents she wanted to look “exactly the way Rosie did” and she wanted to play the part “exactly like Rosie.”

To that end, Everett remembered a Rosie the Riveter article published in a previous issue of BIW News, resurrected it, and took it home to give Ayanna a little background. And here is a photo of Ayanna getting into character. 

Modern Rosies



Modern Rosies as well as sisters, **Heather Randall**, left, who previously worked at BIW, and **Ashley Summers (D15)**, portrayed the iconic

Rosie the Riveter while representing LS6, BIW’s largest union, in the Bath Heritage Days Parade on July 4. 

Thank-You

Russ Pepler (D09) and family wish to extend their appreciation for all of the support and generosity from Russ’ friends and co-workers at BIW on the loss of their beloved daughter, **Laura Lee Pepler Hall**.



In Remembrance

June 2013

David E. Fairfield (R)
June 16, 2013
7 Years
Electrician

Legend
A = Active
R = Retired
Years = Years of Service

Memorial Information is reported one month in arrears; notifications after that period will be included in the month received.

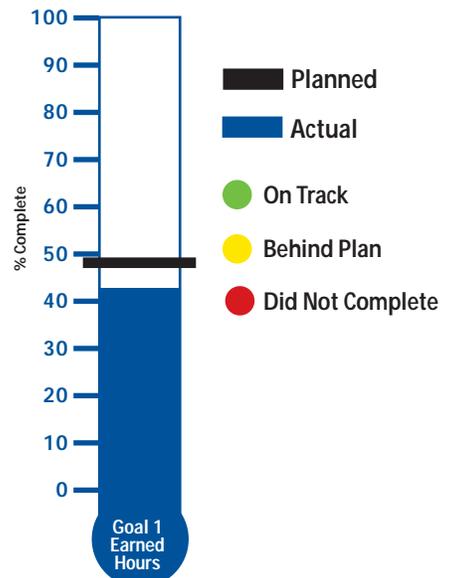
Performance Incentive

Performance Period

April 1, 2013–September 29, 2013

PERIOD GOALS

Status as of June 30, 2013



- 1 **Achieve either 2,422,000 manufacturing earned hours by September 29, 2013 or the following earned hours by area by September 29, 2013:**

Area	Hours
● Fabrication	341,000
● Preoutfit	717,000
● Ultra	652,000
● Ship Completion	468,000

- 2 **Reduce the cost of consumable supplies** (such as welding tips, grinding disks, ear plugs, etc.) within the shipyard by 20% relative to 2012 performance by August 25, 2013.
- 3 **Preoutfit:** Complete a total of 235 products on DDG 115, 116 and DDG 1002 by September 29, 2013.
- 4 **Achieve a cumulative Cost Performance Index (CPI)** of .90 on DDG 1001 in OBS 1400 Ultra by September 29, 2013.
- 5 **Achieve a total hull cumulative Cost Performance Index (CPI)** (Manufacturing, Engineering, and Support) of .90 on DDG 115 by September 29, 2013.
- 6 **Issue all design** for DDG 68 HM&E modernization availability by July 14, 2013 and DDG 51 AMOD availability by September 1, 2013.



Welcome

The following employees recently joined BIW. Please welcome them.

Name	Dept.	Name	Dept.	Name	Dept.	Name	Dept.
Abbott, Donald Edward	2700	Denson, Samuel Fred *	1900	Justice, Joshua Brooks	2700	Raymond, Ethan Joseph	2400
Ackley, Joshua Daniel	5000	Devine, Jason Stoddard	4300	Kane, Paul Andre *	8700	Robert, Steven Lloyd	1700
Bakeman, Michael Bruno	5000	DiPaolo, Melissa Ann *	8700	Karlberg, Margot E *	8700	Rousseau, Davis James	1100
Ballinger, Jacob Robert	1000	Dodge Jr, Carl Adams	5000	Kittle, Steven Paul *	8700	Roux Jr, Gilbert Emil *	8700
Bechard, Jericho James	6600	Dow, Ainslie David	6200	Lawrence, Kimberly		Roy, Daniel Edward *	8700
Bell, Steven Gerard *	8700	Duguay, David James	6600	Anitagrace	1100	Salmon, Nicholas Jon	5000
Bissonnette, Nicholas Christopher	6600	Duguay, Kurt David	5000	Locke, Wayne David	1500	Sherburne, David Norman *	8700
Boice, Robert Guy	1700	Dunn, Matthew Sean *	8700	Lundevall, Kevin Arthur	1700	Shorey, Crystal Ann	2400
Brouillet, Zachery Michael	6600	Dupont, Dylan Raymond	1100	Lyons, Nathan Stephen	1900	Small, Dustin Lee	1500
Brown, Anthony Raymond	1700	Fant, Emily Rebecca *	8700	Lyons, Thomas Joseph	1900	Smith, Jamie Dolor	1700
Bull, Peter Robert	1100	Field, Steven Robert	5000	Maccio, Domenic Peter	2602	Smith, Shane Lawrence	1700
Burnis, Rick David *	9105	Franklin, Joseph Ezra	2700	Malloy, Christopher Michael	0606	Soule, Geoff	3000
Burpee, Michael Stephen *	2700	French, Gary Lee	1900	Marks, Ashley Marie *	2400	Spear, Nathan Robert *	8700
Burton, Andrew Derrick	1100	French, John Austin	1900	Marquis, Eric King	2000	St Pierre II, Robert Joseph *	8700
Callan, Logan McKay	2700	Fugere, Charles Robert	0600	McConnell, Mark Edward *	8700	St Pierre, Matthew Allan	1900
Chamberlain, Shawn Thomas	5000	Gagne, Wesley Wellington	5000	McFadden, Kevin Theodore	6200	Stickney, Ramsey Cote	1500
Chapman, Andrew Mark *	8700	Gerow, Shawn Wilson *	8700	Milliken, Eric Harry *	0606	Sweatt, Spencer Keith	1900
Charest, Joshua Ryan	1100	Goddard, Tanya Snell *	8700	Morgan, Matthew Richard	2400	Taylor Jr, Stanwood Brown *	0700
Chubbuck, Jessica Mae	1100	Gosse, Palmer David	1700	Muccino, Christian Paul *	1900	Therrien, Jacob Matthew	1700
Clukey, David James	1900	Hall, Christopher Walter Leonard	1900	Nickless, Matthew John	1900	Thibault, William James *	8700
Collins, Michael Anthony	1900	Hall, James Gregory	5000	Nordone, Kathi Ellen *	8700	Tibbetts, Dylan Christopher	1500
Colucci, Christopher Anthony	1500	Hart Jr, Daniel Paul *	1900	Orne, Bruce Michael	1100	Tomm, Karen Michelle *	8700
Cooper, Matthew Ryan *	6600	Hebert, William Paul	1700	Pelletier, Brandon James	5000	Twigg, William Denton *	9105
Cosgrove, Shawn David	2000	Henry, Steven Douglas *	8700	Pelletier, Joshua Buck	1700	Wallace, Allan Joseph *	8700
Costigan, Dylan Michael	1900	Hertel, Richard Dudley	1700	Perkins, Danette Lois	1100	Waters, Matthew Thomas	3000
Courbon, Jason Charest	0606	Hodgdon, Heather Colby	1100	Pieprzyk, Todd Allan	0700	Weatherbee, Jason Lee	6600
Cressey, Lorraine Brenda	9105	Hopper, Michael Charles	1900	Pierce, Jeremy Percy	1500	Whitman, Mark Craig	1900
Cropley, Sonya Ann	1900	Howell, Michael James	3000	Pinette, Craig Ronald	1700	Willigar, Justin Noel	1700
Cunningham, David William	1700	Hujara III, Thomas Martin	1700	Poisson, Jamie David	0700	Winn, John Thomas	1900
Davidson, Charles Benson	1900	Johnson, Kimbley Kay *	9105	Pomerleau, Christopher Lee	1900	Woodward, Brandon Joseph	1500*
Dawkins, Orville Dale	3000	Jordan, Gary Michael	5000	Powers, Randi Jane *	8700		
				Pushard Jr, Richard Loring *	1700		

* Returning employees



Service Anniversaries June 2013

Dept.	Name	Dept.	Name	Dept.	Name	Dept.	Name
	45 Years		25 Years	86	Daskoski, Raymond Scott	20	Gelineau, Seth Daniel
86	Atkinson, Gerald Edward	05	Pelletier Jr, Donald Richard	86	Umberhind, George Erlon	20	Riddle, Stephen Matthews
	40 Years	10	O'Neal, Michael Edward	87	Cournoyer, Paul Bernard	43	Anderson, Thomas Elliot
43	Chaney, Peter Lee	15	Chateauvert, Glenn Evan	89	Dailey, Dale Winston	43	D'Amour, Charles David
81	Wallace, Blaine Francis	15	Halpin, Timothy Frank	97	Parsons, Kimberly Jayne	43	McKay III, Robert Carrol
	35 Years	15	Poissant, Robert Andre			43	Moser Jr, Peter Howard
10	Masse, Robert Gerard	15	Young, William Blair		20 Years	43	Pottle, Jeffrey Carl
10	Richardson, Kenneth Lee	17	Chapman, Scott Anthony	10	White, Steve Arthur	43	Wiers, Christopher Lou
19	Parker Jr, Harold Francis	17	King Jr, Robert Buzzwood			50	Roglitz, David W
20	Edwards, Richard Bruce	17	Lynch, Kevin Brian		15 Years	86	Ackley, Benjamin William
20	Gray, Vaughn Merle	17	Sharples, Kurt Lewis	02	Locke, Paul Gregory	86	Bragdon, Jamie Michael
20	Terstegen, Paul William	19	Benner, Nathan Winston	10	Lozano, Luis C	86	Reynolds, Stephen Edward
43	Brochu, Gerald Valere	19	Gagne, Richard Donald	40	Schubert, William Everett	97	Kenney, Mark William
50	Jamison, Daniel Roger	19	LaPointe, David Robert	40	Toppan, Andrew Clark		5 Years
50	Murphy, Daniel Kenneth	19	Poulin, Glenn Scott	40	Weiblen, Shawn Aaron	05	Cohen, Stephen Mark
52	Graziano, Frank Mario	19	Whittier, Daniel Preston	43	Blair, Douglas William	08	Miller, Jeffrey John
86	Libby, Barry Malcolm	27	Denonville, Gary Maurice	43	Havlicek, Gary Francis	10	Stevens, Thomas Christian
91	Poppish, David James	27	Holsomback, David Wayne	43	Welsh, Timothy Joseph	20	Murray, Brandi Joanne
	30 Years	29	Goldmann, Edward Patrick	50	Chaney III, Merle Lowell	24	Douglass, Ashley Erin
20	McLaughlin Jr, Clayton Earl	40	Taylor, William John	50	Lovell, Phillip MacKay	24	Dunlap, Kyan James
81	Fournier, Terry Gabrielle	50	Hoskins, Bradley Peter	50	Welner, Richard Dana	40	Maalouf, Georges Hanna
86	Colucci, Angela Jean	50	Labonte, Maurice Clem	84	Andrew, Frederick Morgen	84	Ostermann, Keith William
97	West, Brent William	50	Nolon Jr, Richard Austin	86	Chen, Julie Y	86	Sanoski, James George
		50	Pinard Jr, Leo Rosiro			86	Weisheit, John Joseph
		81	Chadbourne Jr, Philip Larry		10 Years		
		84	Stevens, Robert Bruce	19	Andresen, Douglas Walter		
		86	Burkhardt, Gerald David	19	Irish, Mark Richard		

GENERAL DYNAMICS

Bath Iron Works

700 Washington Street
Bath, ME 04530



5 Star Compliance

July 09, 2013 Area					
Shop Complex	●	●	★	★	★
ABC Plat (upper)	★	★	★	★	★
Building 18, 19, and MERG	★	★	★	★	★
Low Bay	★	★	★	★	★
Assembly Building	●	●	●	●	●
Panel Line	●	●	●	★	★
5 Skids	●	★	★	●	●
Alum Shop	●	●	★	★	●
Carpenter Shop	★	★	★	★	★
Blast 1	★	★	★	★	★
Blast 2	★	★	★	★	★
Blast 3	★	★	★	★	★
Hyde South	★	★	★	★	★
Hazardous Waste Building	★	★	★	★	★
ACE/CW/Bissons	★	★	★	★	★
EBMF	★	★	★	★	★
Hardings	★	★	★	★	★
Facilities Building	★	★	★	★	★
A&B Plats (lower)	★	★	★	★	★
Metals Recycling	★	★	★	★	★
Maintenance Garage (Old)	n/a	★	★	★	★
Maintenance Garage (New)	n/a	n/a	n/a	n/a	★
Dry Dock	★	★	★	★	★
H 601 (DDG 1000)	★	★	★	★	★
H 603 (DDG 1001)	●	●	●	●	●
MSC Warehouse/Service Shops	★	★	★	★	★
LLTF Pump House	★	★	★	★	★
LLTF	●	★	●	●	●
All OST's	★	★	★	★	★
Preoutfit II	★	★	★	★	★
Ultra Hall	★	★	●	●	★
South Central Receiving	★	★	★	★	★

	Electrical
	Fall Protection
	Housekeeping
	Machine Guarding
	Fire, Health, Safety

Legend	
★	Compliant (Star awarded 2011)
★	Compliant (Star awarded 2012)
●	Lost Star
●	Preparing for Assessment