

GENERAL DYNAMICS

Bath Iron Works

BIW NEWS

JUNE
2013

DDG 1001 Keel Ceremony

See story pg. 3



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From the Helm

Jeff Geiger, President, Bath Iron Works

The first six months of this year passed quickly and we now have a much better picture of our future work. On June 3, the results of the 10-ship DDG 51-class multi-year competition were announced and they were disappointing. The bids submitted by BIW and Ingalls cost more than what the Navy could afford between 2013 and 2017. As a result, only nine ships could be awarded instead of ten. In addition, BIW's bid was higher so we lost the competition and will receive four ships instead of five. Our contract also contains an option for one additional ship in the event the Navy is able to fund it. This is not the result we expected and it adds to the challenge we must overcome so we can successfully compete in the future.

If we are not competitive we cannot bring work into the shipyard. Simply stated, we must pay attention to cost in every part of our business and we must PERFORM.

To perform, we need everyone at work and able to contribute their best. From our newest employee to our longest serving veteran, we must make workplace safety our absolute and uncompromised #1 priority. We're demonstrating encouraging results this year but history tells us that in the coming months injury rates will rise. To break that paradigm, we must each take personal responsibility to think safe, be safe, work safe and stay safe.

Like every part of our government, the Navy is struggling to reduce cost. As a result they're buying fewer ships and, as we've just experienced, competition for those ships is getting tougher. For us to win future work, we'll need to be the low cost provider and honor our performance commitments after

contract award. Unless both conditions are met, opportunities for future work are diminished. I need everyone to use "good old Maine common sense" and find ways to reduce cost in every corner of the shipyard. Working safely and working together to make BIW more affordable are the two best things we can do to secure our future.

I recently had the great pleasure of riding in the Trek Across Maine with our BIW team in support of the important work done by the American Lung Association. I was proud of BIW's strong, visible presence at the event and proud of all our participants who took on the challenge to get in shape to ride the 180 miles. Our riders showed the tenacity and determination I'm counting on from all of the BIW family as we respond to the challenges that are ahead of us. The picture below shows members of our Trek team, with the addition of my daughter's Boston Terrier, Ruby, a tough little dog with her own traits of determination and tenacity that made her an appropriate BIW mascot for this great event.

TOGETHER WE CAN MAKE A DIFFERENCE.



Members of the BIW 2013 Trek Across Maine Team

On the cover: The formal keel laying ceremony for DDG 1001 was held in late May. BIW was honored to host George and Sally Monsoor, the parents of the ship's namesake, Petty Officer Michael Monsoor, USN, a Navy SEAL who was posthumously awarded the Medal of Honor for courageous actions in Iraq in 2006. See story page 3.

DDG 1001 Keel Laying Ceremony



Navy, family and BIW shipbuilders are represented at the DDG 1001 keel laying by, l to r: Captain Jim Downey, USN, NAVSEA DDG 1000 Program Manager; Sally Monsoor, Ship Sponsor; David Brown, welder; Mr. George Monsoor; Jeff Geiger and Captain Robert Crowe, USN, Supervisor of Shipbuilding, Bath.

The keel of Michael Monsoor (DDG 1001) was officially laid on May 23, 2013 in a brief shipyard ceremony attended by **Sally** and **George Monsoor**, parents of the ship's namesake **Michael Monsoor**. Sally Monsoor is the sponsor of DDG 1001. Representatives of the US Navy, Huntington Ingalls Industries and Raytheon were also here. The Monsoors authenticated the keel plate assisted by David Brown (D43), a 35-year veteran welder at BIW.

The namesake of DDG 1001, MA2 (SEAL) Michael A. Monsoor posthumously received the Medal of Honor for actions in Iraq in 2006. Petty Officer Monsoor was operating with a combined SEAL/Iraqi Army team when a hand grenade bounced off his body and he threw himself onto the grenade, absorbing the blast and saving the lives of his comrades.

Captain Jim Downey, the Navy's DDG 1000 Program Manager, said, "We are honored to have a class of destroyers named for great American leaders who

served and sacrificed for our nation during war time. Not to diminish the accomplishments of ADM Zumwalt and President Johnson (namesakes of DDGs 1000 and 1002), but Master at Arms 2nd Class Petty Officer Michael Monsoor had an extremely distinguished life and displayed uncommon valor and concern for his teammates....Mike's courage and character led him to join the SEALs when America needed him to demonstrate that America is the home of the free because of the brave."

The Monsoors are from Seal Beach, California. Speaking on behalf of their family, Sally Monsoor said, "Thank you for your hospitality and your spirit. We have been looking forward to coming here for a long time....It is evident from your management on down what pride you have....I know it (the ship) is going to be beautiful and I can't wait to come back for the christening. Thank you so much. We appreciate everything you have done." 

Recent Contract Awards

DDG 51 Class Multi-Year Ships

On June 3, 2013, the Navy awarded BIW contracts for four DDG 51 Class ships, one each in Fiscal Year 2013, 2015, 2016 and 2017. The award included an option for a fifth ship in Fiscal Year 2014 if additional funding is appropriated by Congress.

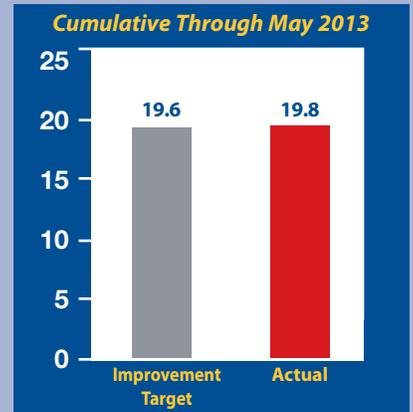
LCS 4

On April 15, 2013, the Navy awarded BIW a \$12.6 M modification for LCS Class design services. 

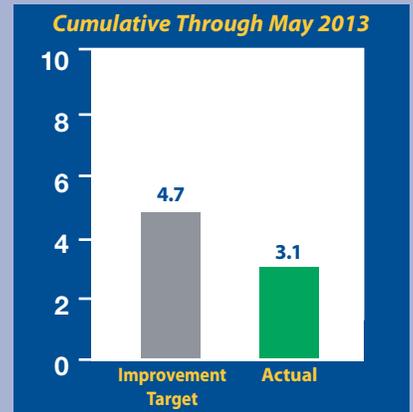
Performance Safety

May 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

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 (web address below) to receive automatic messages regarding emergent matters, including facility closures

<https://asp.schoolmessenger.com/biworks/subscribe>

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 Rec Association

For questions or suggestions regarding BIWRA programs

207-442-1113



General Dynamics Bath Iron Works

DDG 1000 CO Onboard

Captain James A. Kirk, Prospective Commanding Officer (PCO) of DDG 1000, was at BIW in late April, continuing a series of get-acquainted visits prior to reporting full time in September. During the April visit, Captain Kirk spent time onboard DDG 1000 and addressed several groups associated with ship construction.



Captain James A. Kirk, USN

Captain Kirk remarked that he is honored to be taking command of the lead ship of the first new surface combatant in nearly 30 years and to be part of a ship with so many technology-driven capabilities.

Chris Dempsey (D10), DDG 1000 Hull Manager, described Captain Kirk as

proactive and deckplate-oriented, outgoing and a PCO who wants to be part of the action throughout DDG 1000 construction.

While in Bath, the captain paid a visit to MSC to meet some of the planners working on DDG 1000 and happened to stop by during a group Stretch and Flex session. He reportedly challenged a few to push-

ups and impressed the group with his willingness to engage and good humor.

Currently serving as Executive Assistant to the Director of Surface Warfare, Captain Kirk has previously served as a Surface Warfare Officer on US Navy destroyers, cruisers and frigates, including the Bath-built USS *The Sullivans* (DDG 68) and USS *John S. McCain* (DDG 56).

Flags Raised at MMM

In June, the Maine Maritime Museum (MMM) celebrated completion of the evocation of the 6-masted *Wyoming*, the largest wooden sailing vessel built in the United States. Built to carry coal, the *Wyoming* was launched at the Percy and Small shipyard in 1909. MMM portrayed the schooner through a sculptural evocation which suggests the massive size of the vessel.



The *Wyoming* evocation at Maine Maritime Museum. Inset: 1 to r: Jimmy Cole, Clayton Grover, and Deb and Chris Oliver.

To help celebrate the community event, six groups, including BIW, were asked to raise the flags on the schooner's six masts. BIW's two most senior, active employees, **Clayton Grover (D11)** and **Henry "Jimmy" Cole (D81)** represented the men and women of BIW, assisted by **Deb Oliver (D87)** a member of

the MMM Board of Trustees, and **Chris Oliver (D27)**. The BIW group raised the fourth flag, a replica of the *Wyoming* captain's flag, a 12-foot long red pennant with the initials *A. McL* for Captain Angus McLeod.

Wellness and Benefits

Successful BIW Strides for NAMI

The BIW Fit for Life Team and NAMI (National Alliance on Mental Illness) Maine led a successful fundraising and celebration walk on Saturday, May 18, 2013 in downtown Bath. Just over 100 walkers came out to show their support of NAMI and joined BIW health coaches for a brisk 3-mile walk.

The walk was an opportunity to raise awareness about mental health in Maine and celebrate the progress many BIW employees have made with regard to their health while working with onsite health coaches. Many in health coaching have lost weight, improved their blood pressure, decreased body fat, lowered cholesterol and blood sugar and even gotten off some of their medications.

Anthony Anderson (D49), BIW Fit for Life Program Manager, was excited about the changes people are making. "For many participants of our health coaching program, walking three miles was something they never thought they would do. It was a day to celebrate fitness-related successes and raise money for a good cause."

Dell Chadbourne (D27) also thought it was a great day. "My kids loved it; all three of them came out to walk with me. It was great to see all the people." NAMI-Maine Director of Development, **Lorraine Brown**, had this to say: "I can't

really convey what the work you are doing/have done for NAMI-Maine means to people who do not have a voice and who are afraid to reveal what they are facing. What an absolutely spectacular 'first' Strides event."

Chris McCarthy (D49), Manager of Integrated Health Services, was pleased that the Fit for Life Team was able to partner with BIW employees and family members to help NAMI. "In doing this, we also help our employees and family members who struggle with mental health issues, often in silence. People who don't think twice about talking about their bad back or bum knee won't tell a soul about suffering with depression or anxiety. NAMI is helping to break down the stigmas that prevent us from helping those who need the help."

Amanda Hopkins, BIW Health Coach, was enthusiastic about the day. "So many employees and spouses have made tremendous gains with their health and fitness and this was a perfect opportunity for me to see just how far they have come."

Together, BIW friends and family raised \$3,200 for NAMI-Maine. Anthony said, "Many thanks to all of you who donated and took part in a wonderful event. We look forward to taking bigger

strides next year." He added, "Get ready for next year's event by seeing a health coach now. Health coaches can help with eating and exercise planning, quitting tobacco, disease management and more."

Contact Anthony at ext. 2915 or email anthony.anderson@gdbiw.com with questions or to sign up for health coaching. 



Retirees

May 2013

Dept.	Name
10-00	Leo E. Bergeron 38 Years, 7 Months Leadperson III
13-00	James B. Boyd * 33 Years, 6 Months Lab Technician 1st Class
20-00	William P. Phillips 36 Years, 1 Month Maintenance Electrician III
20-01	Wayne M. Carter 27 Years, 1 Month Sr Engineer, Facilities
26-01	Russell E. Swift 25 Years, 3 Months Chief Industrial Security
26-05	Sharon A. Morin 42 Years, 1 Month Admin II, Flight Operations
27-00	Laurence W. Parks 25 Years, 4 Months Preservation Tech III
87-00	Jo A. Dill 7 Years, 5 Months Designer, 1st Class

* retroactive to April 2013



Walkers of all ages began the NAMI walk at the Waterfront Park in Bath.

Safety: We've Come a Long Way, Much More to Do

CREST (Corporation for Re-Employment and Safety Training), an IAM initiative designed to provide job re-entry and safety training, was written into the 2008 LS6 Contract. It was accepted by both union and management as a potential way forward to deal with what had become unacceptable safety statistics and an approach to safety that sought to improve those numbers but was not achieving the goals.

Marc Lindvall (D25), LS6 Co-chair of the Safety and Health Steering Committee, said, "CREST was proposed by representatives from the national union as something that might help us." The Salary Co-chair, **Laura Mathisen (D52)**, said, "CREST was a conscious decision undertaken between BIW and LS6. By incorporating it in the contract, both union and management accepted responsibility to make it work."

Marc explained, "We created both area-based and trade-based subcommittees with equal union/management participation and with LS6 and salaried co-chairs for each committee. In the beginning, we were rigid about equal representation and the atmosphere was overly political. Meetings were largely run by management reps and we weren't making much progress."

"Fortunately," Marc said, "we kept at it and over time, have erased the union vs. management issues. We can disagree about a lot of things, but safety is not one of them. We are on the same side and of the same opinion when it comes to safety. We have evolved to where equal representation is less

important and now, when there is an open spot, we often fill it with a union representative. Consequently, our union people are taking more ownership of the process and are more involved in what is taking place."

Marc said, "We see examples of this on the deckplates when we talk to the mechanics in the areas and trades and find them open to assessing needs and finding out what is available. There is evidence that people are thinking about their jobs and how to improve the safety aspects for themselves and those around them. Before, we had committee chairs doing most of the work, and now, we have 18 committees, each with 6-8 active members."

Laura affirmed Marc's statement. "The mandate of the CREST teams is to reduce injuries. We do not disagree on that. Over time, we have learned to trust each other. And frankly, we are where we are today because leadership on both sides supported the CREST concept."

Jeff Geiger, BIW President, and Dan Dowling, President of Local S6 made a commitment to support these groups and I think it's paying off."

Today, the Steering Committee sets common goals for the committees and then asks each CREST Team to develop some that are unique to them. Steering committee members meet with an individual



Safety and Health Steering Committee Co-chairs, Marc Lindvall and Laura Mathisen.

CREST team about once a week, and twice yearly there is a report-out to the Steering Committee. Laura said, "We keep an eye out to remove roadblocks and help keep the committees focused on their primary objectives."

BIW is currently working with Milliken Industries to evaluate best safety practices and applicability to BIW. A number of BIW people have trained at Milliken's South Carolina headquarters and this summer, Milliken will conduct "boot camp" instruction at BIW, delivering the same message to a larger number of people. Laura said, "Milliken helped us recognize the value of greater employee involvement. Many of our people have had this training and returned with an urgency to incorporate some of the Milliken approaches that they think can work here."

Laura said, "If safety is just a program, it is limiting. It needs to be at our core. In that regard, we are not perfect but we are growing. We have more outlets for safety concerns. One of our big

Continued on next page

Safety and Health Steering Committee's Mission Statement (signed April 18, 2013)

We, the Safety and Health Steering Committee, recognize people to be our greatest resource. Our goal for an Accident/Injury-Free workplace will be achieved through full employee engagement, involvement and participation.

Therefore, the Safety and Health Steering Committee was formed with the full support of Bath Iron Works, hereinafter referred to as the Company, and the

International Association of Machinists District Lodge 4 and the Local Lodge S6, hereinafter referred to as the Union, to provide a safe and accident/injury-free work environment, in accordance with Bath Iron Works Environmental Health and Safety policy, hereinafter referred to as EH&S policy.

Our purpose is to eliminate accidents, injuries and near misses through proactive

employee engagement, involvement, and participation to include but not limited to:

- promoting safe work practices and policies,
- identifying and eliminating workplace hazards,
- jointly conducting inspections, audits, accident/injury investigations and near miss analysis,
- increasing safety awareness through enhanced employee training

Waste Not, Want Not to Meet Consumables Goal

Dan Parker (D20) has a challenge for BIW's workers. "Take a look at the last piece of sandpaper you threw away at home," said Parker, Manager of Tool Cribs Maintenance Inventory, adding his prediction: "It's folded over, there's no grit left—it's worn out."

Parker suggests that most of us are fairly frugal at home, holding close with the Yankee tradition of "waste not, want not." Taking some of that attitude into the shipyard could help save BIW money – driving costs out of shipbuilding and bringing the workforce closer to meeting one of the current Performance Incentive goals.

For the first time, BIW has set a Performance Incentive goal around reducing the cost of the company's consumables. Consumables run the gamut of necessary equipment from PPE (hardhats, earplugs, safety glasses) to grinding wheels, extension cords to welding hoods and sundry items such as flashlights, magnets, welding nozzles and more. Parker estimates there are thousands of different consumables used at BIW.

And they all cost money. Maybe not a lot individually (though some are expensive), but it all adds up. As a few examples, last year, BIW spent:

- More than \$25,000 on 8,000-plus flashlights
- More than \$45,000 on 680,000-plus pairs of earplugs
- More than \$41,000 on almost 26,000 magnets
- And more than \$520,000 on almost 200,000 5-inch Cubitron grinding disks. (That's not to mention thousands more on the many other types



A discarded grinding disk, taco-shaped and ruined by the rain, sits outside PO1—an example of a wasted consumable item.

of abrasive wheels, cutting wheels, sanding disks, grinding wheels and more.)

One of the current Performance Incentive goals calls for a 20% reduction of the cost of consumable supplies within the yard relative to 2012 by August 25, 2013. Meeting the goal means a \$50 bonus per employee. Meeting all current period goals means a \$500 bonus.

A casual walk around the shipyard easily reveals hard hats left unclaimed on outside benches, perfectly fine safety glasses left in trash bins and other examples of consumable waste.

"If we handle the tools and supplies here like we do at home, we will immediately reduce the use of supplies and substantially lower our costs of building ships," said Parker. While he doesn't offer specific strategies for various consumables, he says, "It needs to be a general philosophy and it comes back to how people are thrifty at home. When workers take equipment and materials from a crib, they should only take what they need and use it until it's worn out. Anything unused should be returned to

the crib at the end of the day, not left in lockers, tool bags or at the job site. Too often, an extra two or three grinding pads go unused, wind up being left in the rain and become unusable."

Kirk Lussier (D10), Director of PO2 and Ultra Hall, said he takes an even broader view of consumables, to include things like nuts, bolts, washers, etc. "Generally," he said, "we don't have a real appreciation for the cost of these things."

"For example," he said, "there's a 4x4 box in PO2-Ultra for nuts, bolts—anything that needs to be recycled. Those materials are sorted and placed in material bins, if usable. But it takes labor to collect that material and sort it. If mechanics would instead take only what they need—and replace any unused material back in the proper bin—more costs could be saved."

Eric Kruger (D24), Manager for Capital/MRO Procurement, said on the other end of the equation, BIW has worked hard to drive down the purchase price for consumables. "The company is leveraging its buying power and entering long-term contracts to reduce costs," he said. "We're buying it like it's our own. Now we need to use it like our own."

Awareness of the problem is one answer, said Lussier. BIW is working to draw attention to the issue. "It all adds up to the costs of the ship to the customer," he said. "It may not be a big cost, but at the end of the day, it's bigger than it needs to be." 

Safety, continued

challenges is making sure that safety is important enough to stop work and making sure that people listen when they are told that something may be unsafe. Only when people know that they will be heard will things change. Safety is everybody's responsibility." 

Safety and Health Steering Committee Members

Name	Dept	Name	Dept	Name	Dept
John Acker	50	Terry Frost	27	Mark Lamarre	10
Joe Alexander	50	Marc Lindvall	25	Dan Nadeau	10
Dave Demers	5205	Kirk Lussier	10	Shawn Randall	30
Vince Dickinson	06	Laura Mathisen	52	Clint Robbins	10
Jim Favreau	10	Todd McPhee	15	Charles Tarbox	87

USS Paul Hamilton

The Bath-built USS *Paul Hamilton* (DDG 60) which was delivered to the US Navy in 1995 is shown flying a 242-foot Homeward Bound pennant in mid-June. The pennant is authorized after a ship has spent 270 or more days at sea and is returning to a U.S. port. By Navy tradition, the pennant may fly until sunset on the day of the ship's arrival in its homeport, which is Pearl Harbor, Hawaii.

The length of the pennant is one foot for each sailor on the ship who has served onboard while overseas in excess of nine months. It is divided vertically into two sections. Closest to the hoist is a blue field with one white star indicating nine months of service away from the U.S. An additional star is added for each additional six months

away. The remaining pennant is divided horizontally into halves, the upper white and the lower red. Upon the ship's return, the blue portion of the pennant with the white star will be presented to the ship's commanding officer. The remaining white and red half of the pennant will be divided equally among the officers and crew who served for 270 days.

USS *Paul Hamilton* deployed in September 2012 for accelerated and extended operations in the U.S. 5th and 7th Fleet areas of responsibility supporting security and stability of



the Indo-Asia-Pacific region. However, this is not the first time that its deployment concluded under the Homeward Bound pennant. In 2003, the ship was en route to Pearl Harbor after a five month deployment when it was ordered to the Arabian Gulf and remained at sea for an additional five months in support of Operation Enduring Freedom. 

Ergo Cup Goes to Hull Outfit CREST Team

The first quarter winner of the 2013 Ergo Cup series is the Hull Outfit CREST committee for its Button Tap Extension idea. The members of the CREST team, which represents all hull outfitting areas, are **Glen Capen (D25)**, **Lloyd Hankla (D17)**, **Ryan Lavoie (D43)**, **Rick Martin (D19)**, **Rick Townsend (D68)** and **Ken Withers (D27)**; and **Bob Bernier, John Chase, Alex Hawkins and Josh Spicer (all D10)**. Ken proposed the idea for the winning solution which will potentially be used by insulators throughout the PO2/Ultra area.

Insulators use buttons to attach insulation in spaces where it is often difficult to position themselves to use a hammer to tap the button in place. Ken's idea was to devise a 12-inch metal extender which holds the button steady on one end and allows the insulator to reach through pipes or between cable trays with sufficient clearance to tap the extension and set the button. This results in faster, more even work and delivers the ergonomic benefits of reduced awkward positioning as the mechanic is able to perform the procedure without overextending his reach.

This relatively straightforward tool goes



Members of the Hull Outfit CREST Committee include: Bob Bernier, Lloyd Hankla, Glen Capen, Alex Hawkins, Ken Withers, Josh Spicer and Ryan Lavoie. Not shown: John Chase, Rick Martin and Rick Thompson.

right to the heart of a good ergonomic solution," said **Ben Zavitz (D52)**, BIW's Ergonomicist. "It improves the work environment and can reduce contact injuries. At the same time, it is a simple solution that reduces the time required to install the product, saves labor hours and produces a more uniform result."

Josh Spicer agreed. "Two of these extenders are currently being used and evaluated but the results are favorable and my goal is to ensure that every insulator has one of these in their bag."

This idea also references one of the lessons brought back by BIW participants from the Applied Ergonomics Conference in March—that "no idea is too small," as evidenced by the Conference's Grand Prize Winner—a \$10 wrench modified with magnets to aid in removing clips on

an assembly line.

Ben outlined a slightly different approach to the Ergo Cup process this year. Each CREST committee (there are now 18), has a goal to submit at least one idea to the Ergo Cup competition during 2013. He adds that submittals are welcome from any source, but the CREST teams are often in a position of developing or evaluating proposed solutions to work place issues that improve safety but also offer cost savings and quality improvements.

As in past years, a quarterly Ergo Cup winner will be selected and towards the end of this year, a BIW expo, open to all BIW employees, will showcase all Ergo cup entrants. A Grand Prize Winner will be selected to represent BIW at the 2014 Ergo International event in Orlando, Florida in March. 

DDG 1001 Advances on 5 Skids

As DDG 1001 construction advances, all areas are tasked to build the second ship of the class with greater efficiency, invoking the lessons learned on DDG 1000 and seeking innovative ways to lower costs on the second ship. Emphasizing process improvement, the people at 5 Skids recently demonstrated what can happen when a well thought-out plan comes together.

The DDG 1000 Power Conditioning Module (PCM) delivers electricity at a constant voltage over varying loads to the electronic equipment onboard ship. Load-out of the DDG 1000 PCM onto Unit 1330 took place in the Ultra Hall, but on DDG 1001, the load-out was a candidate to pull ahead to the 5 Skids area. As an aspect of managing temporary capacity constraints, it was decided to put this plan into production.

Bob Dundas (D10), 5 Skids Area Supervisor, said, "Leading up to the load-out over the first weekend in June, we met daily with all participants, made sure we had completely planned every activity, and carefully rechecked our preparation. There was great teamwork between everyone on the job, including the riggers, the Carpenter Shop and the Electric Shop."

Bob continued, "**John Chase** and his guys, **Darren Lambert** and **Mike Albert** (all D10), the riggers, piping mechanics and Safety, **Bill Pickering** (D10), and



Load-out of the DDG 1000 Power Conditioning Module onto Unit 1330 was accomplished in June on 5 Skids, a first for the area.

the Area Management Team were key players. **Rick Masse (D08)** and his Material Handling team pre-staged the flat beds to bring the first PCM and the DCLC over for Saturday work, then repeated the process and delivered the second PCM on Sunday. Bob said, "We were on plan pretty much all of the way."

He continued, "I think the area excels at PO2-like units and we ought to do more of it. Obviously, we want to do things inside when we can, but this is an excellent alternative. There are a lot of good people down here who want to do great things. Our job is to make sure the facility is scaled to the expectations of the area and that the individuals involved have a chance for success with these new (DDG 1000 class) requirements."

Concluding, Bob said, "I'm relatively new here (he was previously the LCS Engineering and Design Manager) but we have made great strides with all of the facility improvements. With this load-out, we are starting to execute process changes and better utilize our facilities to meet the challenges of both the DDG 1000 Program and the DDG 51 Program. 

Bob explained the advantage of performing the load-out on 5-Skids as: "Blue sky. We've got all the height you need out here." Asked if this type of load-out would repeat, Bob replied, "I don't see any reason why not. 5 Skids has recently grown from three stations to up to eight at this time and we have also added new workshops and slump areas."



The installation team included Bill Pelletier (D25), second from left, and to his right, Sam Bartlett (D32).



Welcome

The following employees recently joined BIW.
Please welcome them.

Name	Dept	Name	Dept	Name	Dept
Anderson, Sheldon	1900	Handy, Terry	1700	Moser, Cory	1900
Aube, Michael	1900	Hannan, James	5000	Mullen, Neil	1700
Beale, Andrew	0700	Harriman, Ashley	2400	Nadeau, Dustin	5000
Bedard, Christopher	2700	Holbrook, Andrew	1700	Nazaroff, Scott	4300
Bellefleur, Jami	2700	Hood, Robert *	8600	Olivares, Jacob	1900
Bernard, Gregory *	8600	Houle, Ricky *	8600	Ormsby, Joshua	3000
Bindbeutel, Henry	1900	Howard, Ronald *	8600	Orr, Michael	4000
Bonn, Craig	1700	Hyde, Donald *	8600	Ortiz, Hector	8600
Boucher, Adam	5000	Ingraham, Matti	4000	Perry II, Vernon	4300
Bowler, Kelly	2400	Johnstone, Joyce *	8600	Peters, Eric	5000
Brackett, Kate	8700	Kenney, David	3000	Peters, Matthew *	1700
Brown, Brandon	2700	King, Craig	9105	Philbrook, Caleb	1000
Burgess, Calvin	2700	Kurlychek, Brian	2601	Piper, Randy	5000
Burgess, Michael	4300	Kus, Evan	4000	Plaisted, Nicolas	4300
Burnham, Paul	5000	Labbe, Steven	1900	Porter, Christopher	4300
Cain, Brian *	4000	Lajoie, Dylan	4300	Pottle, Tyler	2700
Caron, Patrick	3000	Lake, Jason	6200	Prosser, Kory	5000
Carpenter, Samuel	1700	Landry, Steve	2700	Raines, Thomas *	8600
Carter, Christopher	1900	Lape, Alan	1900	Respress, Michael	1900
Carter, Troy	1900	Laplante, Kevin	1700	Robbins, Mitchell	2700
Carver, Weston	3000	Laprise, Benji	1700	Sevey, John	1900
Chesley, Benjamin	4000	Lastella, Eric *	8700	Shaw, Dustin	5000
Clark, Shane	4300	Leavitt, Shawn	1700	Sloan, John *	8600
Cole, Lucas	3000	Lemay, Nicholas	1000	Smith, Scott	1900
Dennison, Ronald	1700	MacCaughey, Matthew	8700	Steinert, Corene	1000
Doherty Jr, William *	5000	Mack, Gerald	3000	Stewart, Matthew	4000
Dube, Brent	4000	MacLennan, Christopher *	8600	Stodder, Jason	2700
Elwell, Roberta *	8600	Martz, Charles	1900	Stone, Kurt	1900
Engelbert, James	1900	Martz, Clint	1900	Stover, Maeanna	4000
Fogg, Robert	1900	Mason, Daniel	5000	Tome, Michael	5000
Gagne, Daniel	1000	Matheson, Jason	0700	Veit, Michael	1900
Gillis, Cody	1900	Maxcy, Marc	1700	Warner, Kevin	3000
Glueck, Peter *	8600	McDevitt, Joshua	1900	White, Justin	1700
Goodwin, Douglass	1900	McIntyre, Derek	4300	Whitelaw, David	1900
Grailich, Derrick	4300	Meredith, Nathaniel	8400	Wight, Cameron	1900
Gray, Michael	4300	Metten, Hans	1100		
Hall, Nickolas	1900	Moore, Josia	1100		

* Returning employee

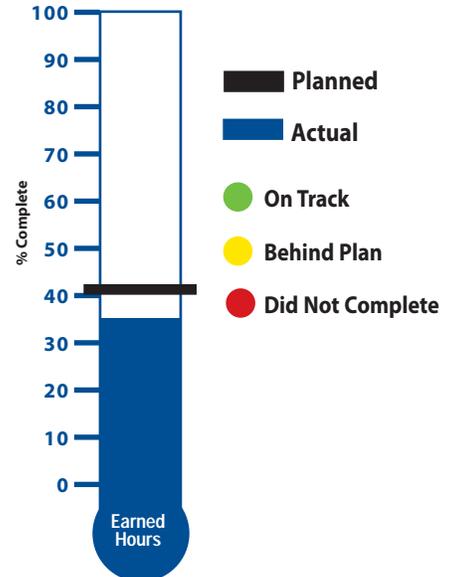
Performance Incentive

Performance Period

April 1, 2013–September 29, 2013

PERIOD GOALS:

Status as of June 16, 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 pugs, 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.



In Remembrance

May 2013

Clayton T. Fortier Jr. (R)
May 28, 2013
30 Years
Electrician

Vernon J. Harmon (R)
May 24, 2013
18 Years
Maintenance Mechanic

Carroll R. Redding (R)
May 13, 2013
9 Years
Financial Analyst

Frank A. Gallagher (R)
May 24, 2013
42 Years
Tinsmith

Robert M. Poulin (R)
May 15, 2013
21 Years
Material Clerk

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.

Onboard Promotion

When Ken Crowe (D40) started work at BIW ten years ago with the DDG 1000 Human Systems Integration group, the ship was in its early design phase. So it was fitting when earlier this month, Commander Ken Crowe, U.S. Navy (Reserve) was promoted to Captain in the United States Navy, that he took his oath of office onboard DDG 1000. Possibly this is the first promotion ceremony to take place on *Zumwalt*, although many will follow.

Joining Ken was Bob Clark (D53), who as Captain Clark, U.S. Navy (Reserve) served as the promoting Officer and administered the oath of office. Ken's fiancé, Alane Callahan and several BIW co-workers, including Dave Flanagan (D86), Joe Garcia (D10) and Mary

Beth Browning, Dennis Marenius, Vince Quintana, Kurt Stinson, Attapol Sookma, Chris Ferreira, Dan Thurber, and Brian Cain (all D40) attended.

Close friends, Bob and Ken have known each other for more than 20 years through service as US Navy officers. They began their flying careers together at NAS Brunswick and now serve at Navy Information Operations Command Norfolk/CTF 1030 where Bob is the Commanding Officer and Ken is the Chief Staff Officer.

Ken was commissioned as a naval officer in 1989 through the University of Colorado's ROTC Program. A naval aviator, his lengthy flying career includes service in three aviation



Captain Bob Clark, left, administering the oath of office to CDR Ken Crowe prior to his promotion to the rank of captain.

squadrons and several major Navy staffs as well as extensive overseas experience. In 2011, he was mobilized to U.S.—Fleet Forces Command in Norfolk, Virginia for one year in support of Operation Enduring Freedom. 



Service Anniversaries May 2013

Dept.	Name	Dept.	Name	Dept.	Name	Dept.	Name
40 Years				10 Years			
20	Arsenault, Tony Lee	86	Foley, Martin Curtis	19	Millett, Timothy Albert	10	Smith, Scott Earle
43	Duteau, Charles Roger	84	Gray, Stephen Lee	17	Mitchell Jr, Jon Stafford	50	Stade, Harold
81	Menard, Henry William	87	Hoffman, Kevin Francis	50	Morton, Richard John	50	Tobias, Duane Anthony
80	Walker, Stephen Edward	06	Rossi, Anthony Peter	10	Olson, Ricky Henning	62	Totman, Thomas Harold
35 Years				5 Years			
20	Albert, Michael Odina	81	Skillin, Phillip Eugene	07	Ouellette, Claude Francis	43	Trott, Timothy Alan
87	Cloutier, Janet Faye	25 Years				10 Years	
50	Driscoll, John Wayne	15	Allen, Todd Lester	19	Parsons Jr, Parker Eugene	19	Bohunicky, Patricia
06	Dumais, Jeffrey King	10	Benedict, Andrew Leo	17	Peabody, David Shawn	43	Colby III, Willis Clark
05	Fisk Jr, Edwin Eugene	15	Boyker, Robert Bruce	19	Poulin, Richard William	10	Fox, Torrance Shane
10	Flaig, Daniel James	86	Castonguay, Mark Neal	66	Pulk, Randall Jason	10	Gilman, Evan Andrew
43	Gray Jr, Joseph Bartholomew	87	Charest, Daniel Paul	86	Rhoten, Roger Alan	43	Jacobs, Stacey Marie
91	Hansen, Glen Stephen	17	Curtis, Timothy Gerald	27	Rodrigue, Marc Andre	26	Mahi, Blaine Ross
91	Kuvaja, Nancy Adams	32	Cyr, Albert Joel	17	Smith, Egbert Harris	19	Odom, Russell Oliver
26	Libby, David Lee	19	Daigle, James Richard	66	Spaulding, Jeffrey Wayne	43	Parks, Daniel George
80	Mailloux, Arthur Dennis	87	Doyon, Peter Leon	15	Stretton, Laurence Alfred	52	Pushard III, Richard Loring
10	Masse, Dennis David	17	Drouin, Richard Emile	32	Thompson, Durward Erroll	43	Spear Jr, Joseph Torrey
86	McCluskey, Richard Deveney	15	Elliott, Jeffrey Craig	27	Trott, Phillip Daniel	43	Tebben, Christopher J
10	McIntire III, Dana Linwood	87	Flanagan, Sylvia F	19	Turcotte, William David	43	Whitcomb, Jonathan Edwin
20	McPhee, Daniel Albert	50	Gary, Jeffrey Deane	15	Wasson, Wayne Alan	19	Whittemore, Robert Lee
15	Murphy, Michael Wayne	43	Gilchrist, David Albert	19	Watson, Theresa Lynn	5 Years	
27	Overlock, Doreen Louise	43	Greenlee, Scott Dale	82	Young, Douglas James	24	Duguay, Ruby Lynn
43	Parrish, James Roy	25	Greenman, Timothy Zack	15 Years			
20	Provost, Patrick Kevin	43	Intermont, Scott Peter	32	Beaulieu, James Edward	40	Friedman, Paul Daniel
81	Reed, Mark Phillip	40	Jackson, Bruce Kevin	43	Charles, Eric Edward	10	Garcia, Jose Luis
43	Russo, Alan Harold	27	Jones Jr, Bobby	26	Chase, Corey Dean	46	Lobikis, Cynthia Schinck
81	Ryan, Michael John	06	Karass, Mark H	86	Coyne, Phillip Michael	86	MacLennan, Christopher Ian
43	Vachon, Raymond Gerard	19	Lane Sr, Timothy Phillip	43	Curtis, Donald Leverne	40	Nadeau, William Joseph
20	Varney Sr, Stephen Ralph	82	Langlois, Beth Ann	43	Guarino, James Richard	40	Ross, Dustin Lee
10	Wheeler, Dennis Alfred	15	Lemar, Roger Joseph	50	McKinnon, Donald Francies	24	Rossignol, Paul Leon
20	Wilbur, Rena Marie	87	Lewis, Rian Earl	87	Melanson Jr, Terry Stephen	10	Slauenwhite, Jeffrey Blair
91	Yanok Jr, G Michael	87	Lowell, Craig Edward	50	Melvin, Edwin Roger	86	Therrien, Janice Ann
30 Years				66	Lundevall, Jay Edward	40	Turner, Marc Allen
50	Belanger, Roland Robert	19	Mallett Jr, Edward Ray	05	Mohan, Kenneth Charles	40	Willertz, Daniel Edgar
		29	McCulloch, Curtis Alan	10	Morris, Michael Wallace		
		19	Merry, Cindy Mae	50	Morse, Kevin Douglas		
		86	Michaud, James Peter	40	Parker, David Michael		
				43	Shaw, Bruce Lee		

GENERAL DYNAMICS

Bath Iron Works

700 Washington Street
Bath, ME 04530



5 Star Compliance

June 18, 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 506 (DDG 112)	★	★	★	★	★
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