Zumwalt (DDG 1000) Readies for the Water

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By now, all of us at BIW should be well aware of the fact that many national and global developments have driven us into a new and very challenging business environment. We've discussed it. We've seen evidence in the form of lower ship acquisition rates and tighter defense budgets. We've worked hard to seize opportunities that make our ships more affordable for our US Navy customer.

While things around us have been in a high state of flux, we've done a good job, remaining disciplined and relentlessly focused on the work we have in front of us. While the government shutdown that caused the Navy to postpone the Christening of Zumwalt (DDG 1000) has delayed our opportunity to celebrate the success of our lead ship engineering, design, and production efforts thus far, we will soon see a new Navy warship tied up to our pier for the first time in over a year. That by itself will be a very visible testament to what this shipyard can achieve when we put our minds to a task. But our work is far from being done.

We must continue to find new and better ways to be nimble, adapting to these rapidly changing times and leveraging the power of teamwork to ensure our future success. Safety and performance are things we can control; they are things we must control. Today's challenge is to be champions of safety and champions of performance—in doing so we will become champions of opportunity. Resolve every day to make your safety and that of those around you your number 1 priority. Then hit the decks running, leverage each other's individual strengths and demonstrate that nobody out performs BIW.

This will be my last letter at BIW as I “Turn over the Helm” to Mike Mulligan and Fred Harris and head south to GD Electric Boat. I wanted to take the opportunity to thank you all for the wonderful experiences over the last 29+ years. I have greatly enjoyed my time at BIW and in the Bath community. I’m proud of what we've done, the way the shipyard has evolved, and the ships that fly the BIW flag. The experience of working alongside those who have similar pride and passion for what they do has been very fulfilling—I will miss you. I wish you all the best of luck and continued success.

To all . . . Fair winds and following seas.

TOGETHER WE CAN MAKE A DIFFERENCE.

Jeff Geiger, President, Bath Iron Works
On October 2, 2013, Maine’s First Lady Ann LePage was at EBMF to thank everyone for their efforts in recent years which have provided ongoing assistance for the veterans who receive care at the Togus Veterans Administration Medical Center in Augusta. Past projects have included grounds work to improve an outdoor garden area at Togus, year-round can and bottle collections which provide gifts for veterans during the holiday season, and periodic gifts in response to needs identified by Togus personnel.

The EBMF Veterans committee also assists retiree Herman Wright and the American Legion in providing fuel assistance to area veterans.

Ann LePage spoke briefly, exchanged handshakes and greetings with many, and presented the building’s employees with a plaque which reads: “Maine’s First Lady Ann LePage recognizes the East Brunswick Manufacturing Facility employees in grateful appreciation for all you continue to do for Maine’s military families.”

The Ethics Corner

If an employee posts a swimsuit calendar in his work area, is it sexual harassment?

Yes, under the Equal Employment Opportunity Commission (EEOC) definition, posting a swimsuit calendar is considered a “visual display of explicit or suggestive materials.” If an employee is offended by the posting, the employee should report the matter to Ethics or through the helpline.

What if a female employee posts a male pinup in her work area, is this sexual harassment?

Yes, for the same reason as the previous example. It doesn’t matter if the visual display is of a man or a woman.

BIW will promptly remove any posting that is inappropriate for the workspace, and discipline could result. Please keep personal postings at home.

Key Points to Remember

• Sexual harassment is prohibited by law, BIW and GD policy
• It involves more than physical conduct; it can also be verbal or visual conduct
• Harassment can occur anywhere and at any time
• Harassment can occur regardless of the sexual orientation or gender of the involved employees
• Sexual harassment harms us all
• You have a responsibility to help prevent it
The McMann Field in Bath, part of the McMann Field complex on Congress Avenue, recently completed installation of a new artificial turf field. The force behind the new field was “Fields of our Future,” a group of parents and local citizens who, over the course of six and a half years, raised $570K to cover the full cost of the new turf. Support came from businesses, organizations and hundreds of individuals, including many BIW employees, in Bath and the surrounding communities.

Several BIW employees played key leadership roles, including Brad Walfield (D24) who led the Fields for Our Future effort during its first few years and Lu Lozano (D10) who co-led the group to its successful conclusion. In addition, Greg Harrison (D24) and Pat Thomas (D01) provided guidance and support and former BIW president, Bill Haggett, played a key role in its success.

The community-wide fundraising effort was one of the largest ever undertaken in Bath. Deteriorating conditions of the old McMann Field resulted in the cancellation of many sporting events due to weather-related safety conditions, and many home games were routinely scheduled at out-of-town locations because the field could not support the demand for the quantity and variety of play requested by Bath schools.

Following the lead of schools in other northern locations, Fields for Our Future pursued a synthetic turf field to gain significantly higher useage and extend the outdoor playing season. McMann Field will also be available for community-hosted events, some of which will return revenue to the city.

The Bath City Council issued a proclamation recognizing Fields for Our Future for “raising the bar for youth sports in our community, making the city of Bath a destination by creating events that will attract hundreds of spectators, athletes and their families, which will benefit not only the young people of Bath but the entire community.”

At Bath’s annual Autumnfest and Citizen Involvement Day on October 12, the Fields for our Future received the Community Project award which was accepted by Lu and his community co-lead, Kay Beveridge. It read: “The group raised more than $600,000 for the turf field and continues to pursue revenue streams for improvements at other of Bath’s recreational facilities.”

Their efforts were also lauded at Main Street Bath’s Annual Dinner on October 21 with a Spirit of Bath Award from the Main Street Bath Economic Restructuring Committee.

The opening of the new field was celebrated during a Friday night football game in mid-September on a day and week which had already seen a great deal of rain. It began to rain again as play began. Fans watched under umbrellas through half-time and the ribbon cutting ceremony, and then the game resumed where previously it would have been called for weather. Thanks to the efforts of the entire community, McMann Field is gaining a new reputation.
Wellness and Benefits
Fit for Life Goes Online!

This fall, BIW’s Fit For Life Team is introducing the BIW Fit for Life website. It is your one-stop-shop for all your health and wellness news and information, offering useful tools and resources like fitness tips, wellness news and more.

Visit the Fit for Life site to find...

<table>
<thead>
<tr>
<th>What's New</th>
<th>• Homepage articles are refreshed regularly to highlight what’s new with health and wellness at BIW • Access any new tools or resources • Get quick, easy access to important or time sensitive information</th>
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<tr>
<td>Informative Articles on a variety of topics</td>
<td>• Articles are organized in five subject areas: health and prevention, nutrition, exercise, money and work/life • Click around the top navigation drop down menus to easily jump from topic to topic</td>
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<tr>
<td>Success Stories</td>
<td>• Become inspired by how your colleagues have made changes to improve their health and wellbeing • Get tips and advice on how to create a success story of your own</td>
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<tr>
<td>Upcoming Events</td>
<td>• View a full calendar of past and upcoming events • Learn about upcoming events and sign up for ones that interest you</td>
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<td>Contact Information</td>
<td>• Get in touch with a BIW health coach to start your own health journey • Find contact information for health plan resources, such as a Health Advocate</td>
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<tr>
<td>Community Polls</td>
<td>• Make your opinion heard with a click of a button • Polls will update according to current or relevant community issues</td>
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<tr>
<td>Community Photos</td>
<td>• See yourself and friends in photos from recent BIW or community events</td>
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Fit Tips: Did you know that BIW offers a health coaching program for dependents?

Visit www.biwfitforlife.com. The site is accessible from work or from home—no password required! Use it to find ways to help you live a better, healthier life.

Sara Steenburn, Registered Dietician and TrestleTree Health Coach, meets with dependent participants in Lewiston, Lisbon, Brunswick and Bath.

Email saras@trestletree.com or call 207-442-3556 for more information.

BIW Retirees
September 2013

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<tr>
<th>Dept.</th>
<th>Name</th>
<th>Years</th>
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<td>Dale E. Jacobs</td>
<td>35</td>
<td>Surveyor</td>
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<tr>
<td>06-06</td>
<td>Waite C. Weeks</td>
<td>38, 7</td>
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<td>17-00</td>
<td>John M. McCasin</td>
<td>25, 11</td>
<td>Tinsmith III</td>
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<td>26-02</td>
<td>David M. Witas</td>
<td>34, 1</td>
<td>Fire Chief</td>
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<tr>
<td>27-00</td>
<td>Paul W. Aldrich</td>
<td>31, 4</td>
<td>Preservation Tech III</td>
</tr>
<tr>
<td>40-00</td>
<td>Lawrence A. Jewett</td>
<td>33, 2</td>
<td>Principal, Engineering</td>
</tr>
<tr>
<td>45-05</td>
<td>Carol T. Andrew</td>
<td>27, 5</td>
<td>Administrative Technician</td>
</tr>
<tr>
<td>45-05</td>
<td>Gail M. Hunter</td>
<td>34, 9</td>
<td>Preservation Tech III</td>
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<tr>
<td>84-00</td>
<td>Roger A. Stevens</td>
<td>36, 11</td>
<td>Manager</td>
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<td>86-00</td>
<td>Joseph R. Nolin</td>
<td>37, 2</td>
<td>Technician II, Engineering</td>
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<tr>
<td>87-00</td>
<td>Guy R. Thompson</td>
<td>40, 1</td>
<td>Designer, 1st Class</td>
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<tr>
<td>91-05</td>
<td>Michael J. Maschino</td>
<td>33, 11</td>
<td>Planning Tech</td>
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By the time this article is published, DDG 1000 will be secured at Pier 4 on the east side of the Land Level Transfer Facility. Having the ship in the water marks a significant milestone and achievement in the construction of this highly sophisticated and capable destroyer.

Bob Hayward (D10), VP Ship Completion and Test, indicated, “Reaching the point of translating the ship into the drydock and subsequent float-off is the result of great teamwork and commitment on the part of the entire BIW, Navy and industry team. Together, we are all highly focused to make this a safe and successful event. I am very proud of how the team worked together to achieve the challenging milestones. Our mechanics and leadership team have done a great job mastering the highly complex and integrated systems.”

Bob continued, “Once waterborne, the nature of the construction work will shift from building and integrating the ship structure and major systems to completing compartments and systems. The pace of testing and activity on the ship will also increase as we bring the ship to life.”

While the Navy, the Zumwalt family, our congressional delegation, invited guests and members of the general public who planned to attend the mid-October christening ceremony were certainly disappointed when the event was postponed to spring, it does not impact the work that continues or the schedule to deliver the ship for operational capability in 2016.

Neither does it lessen the enthusiasm of the Zumwalt family and the affection they have for the men and woman who are building the ship. When the family learned of the christening postponement, they spoke first of their concern for the shipbuilders in Maine who have brought their skills and pride to this job. Per Bob, “The Zumwals and the Navy can count on the men and women of BIW to stay the course.”

Dan Harper (D09), shown left with Bob Hayward in front of DDG 1000 as preparations were underway to move the ship into the drydock.
Some Crew Shots

In October, a few crews (shown here and on the opposite page) gathered for a quick photo in the shadow of DDG 1000 while it was still on the Land Level. In the case of Hardings, Tait Brown (D10) organized the trip into the shipyard to let the mechanics who started the ship’s journey out at Hardings see how far it has come.
DDG 115 Naming Ceremony in San Diego

On September 20, 2013, the US Navy held a ship naming ceremony at Naval Base San Diego, declaring the name of USS Rafael Peralta (DDG 115) which is being built at BIW. Also named were DDG 113 and 114, under construction at HII. The Navy first officially announced the name of DDG 115 in February 2012.

Lt. Gen. John A. Toolan, Jr., Marine Expeditionary Force commanding general, said that the three men for which the ships are named “were like anchors within their units and set a high standard for heroism within the services.”

Sgt. Rafael Peralta posthumously received the Navy Cross after taking critical gunshot wounds and later grabbing a live grenade and covering it with his body to save his fellow Marines during a firefight in Fallujah, Iraq in November 2004.

Steady ISO 9001 Compliance

In September, BIW received high marks and no significant findings following a third party ISO 9001 Surveillance Audit.

Ben Burden (D06), Quality Engineering Supervisor, explained: “BIW’s entire Quality Management System undergoes a full review every three years for recertification. Within each three year period, a surveillance audit of selected areas is required at six month intervals to ensure that the system is operating as expected. Of note, BIW’s performance and adherence to ISO 9001 requirements has held steady in recent years.”

ISO 9001 essentially mandates quality requirements across our entire shipbuilding process, including design, engineering, planning, procurement and manufacturing. A recertification audit, like the one recently completed, reviews selected areas of the ISO standard to ensure that we are compliant and following our quality process. If findings are identified, they can be corrected and further monitored so that no long term quality problem is able to fester.

BIW Welcome

The following employees recently joined BIW. Please welcome them.

The recent audit report noted that BIW’s White Board meetings, and our metrics in general, are some of the most thorough of the 300+ companies studied by the third party auditor. A surveillance audit may also contain observations of a minor nature which allows us to make corrections which further support our adherence to ISO 9001.

Mark Colby (D06), Director of Quality Assurance, said, “Excellent scorecard results on a surveillance audit indicates that we are building ships in accordance with our Quality Management System which assures our customer, the US Navy, that we take quality very seriously.”

Welcome

Name | Dept.
--- | ---
Bryant, David Wayne | 0700
Burgo, Jose Manuel | 0700
Byras, Andrew Michael * | 1700
Carpentier II, Paul Richard | 2602
Constanty, Thomas Alexander | 1500
Cushman, Bruce David * | 1700
Dunn, Jared Michael | 1500
Ellis, Gregory Scott * | 1700
Frechette Jr, Aldee Julian | 1500
Greeley, Michael Steven | 1500
Hooper, Travis James | 1500
Hunt, Glen Alan * | 1700
Inman, Gilbert Baker * | 1700
Jawdat, Marcus Marcelle | 8600
Kazimer, Alex Tyler | 2602
Kinee, David Russell | 1000
Mack, Daniel David | 0700
Mailey, Joseph Henry | 0700
Merrill, Benson Clayton | 6600
Merry, Timothy John | 2602
Morgan, Mark Steven | 1500
Perry, Jason Thomas * | 1700
Pierce, Peter James | 2602
Raymond, Alex Michael | 1900
Verrier, Conrad Vance | 1500
Waga, Jacob Charles | 0700
Walsh, Shawn Edward | 1500
Webber, Stephen William | 1900

* Returning employees
New BIW Medical Provider Adds Depth to Experienced Team

Visitors to BIW’s Employee Health Center may find a new face dealing with the various ailments of the day.

Nurse Practitioner Linda Kelly (D28) joined BIW’s medical staff in July following 19 years of nursing in various administrative and clinical roles and completion of a master’s degree program. Working alongside Dr. Maria Mazorra, Chief of Occupational Medicine, and with fellow Nurse Practitioner, Wayne McFarland, Linda provides routine, urgent and emergent care to BIW employees.

A native of Hartland, New Brunswick and long time northern Maine resident, Kelly moved south when her husband, Timothy Kelly, accepted a job in Facilities. An open position in the medical department led to her joining BIW as well. Linda confirmed that much of her work here is similar to her ER experience, though with more orthopedic medicine and urgent care – stitches, eye injuries and the like, due to the nature of the work. She said, “There’s a lot to learn. I like it very much, there’s always something different… Everyone here, my coworkers and the employees that I have treated, have been very welcoming and supportive as I transition into this new role. I look forward to my future at BIW.”

Dr. Mazorra said, “Linda’s training complements the other BIW healthcare providers. She has worked in a primary care setting and has the community perspective on health care issues. Her understanding of the interaction between work-related conditions and the employee’s general health is crucial to delivering good healthcare.”

Dr. Mazorra noted that Linda joins a team with deep experience, as the health center provides a number of in-house services. Members of the team, all D28 except Dotty, and with BIW seniority noted, include:

Pam Bacon is the Employee Assistance Program (EAP) Coordinator and Administrative Assistant with 25 years at BIW. She handles all of the administrative duties for the Medical Department and is certified in employee assistance and substance abuse.

Jessica Galluze Cantara, Area Administrator, has been at BIW 3 years, reporting work-related injuries, helping employees with time-related issues and reviewing BMDA extended sick leave while specializing in OSHA record keeping.

Dorothy “Dotty” Gilchrest is responsible for medical radiography and works with Dr. John Kilgallen, the radiologist who reads BIW’s x-rays. She has been affiliated with BIW for 20 plus years and is certified in Pulmonary Function Technology and Hearing Conversation and also performs drug and alcohol testing, vision testing and blood draws. Photo not available.

Nancy Hester, RN, has worked at BIW for 5 years as a clinical nurse, focusing on injury evaluation.

Jill Morris, Administrative Tech, has spent the last 13 of her 30 years at BIW as a member of the Medical Department. She covers the front desk during second shift where she pulls charts, does much of the filing and scans terminated employee charts.

Kellie Murphy, RN, has been at BIW 6 years and specializes in basic life support/first aid/AED training and bloodborne pathogen training.

Ruthann Seiders, Administrative Tech, works the front desk, checking in new patients, entering injuries, answering the phone and scheduling tests for medical surveillance. She has been a BIW employee for 25 years.

David Shafer, C O H N, Occupational Health Nurse, has been at BIW for almost 15 years. He also works as a clinical nurse, focusing on surveillance and maintaining supplies.

Mary Theriault, RN, joined BIW in January 2012. She triages employees with medical issues and also specializes in hearing conservation, working closely with employees when hearing changes are identified.

Danielle Troiano joined the team a year ago as a Clinical Technician responsible for hearing testing and much of the pulmonary function testing—the test that measures the amount of air a person inhales and exhales. She also handles blood testing and urine samples and performs tests to determine employees’ ability to use earplugs.

Liz Washington, an Administrative Tech and BIW veteran of 36 years, began work at BIW as a paint shop office chief clerk and transferred to the Medical Department in 1999 where she records new injuries, pulls medical charts, schedules appointments and more.
**Performance Incentive**

**Performance Period**
September 30, 2013–March 30, 2014

**PERIOD GOALS**
Status as of October 24, 2013

1. **Achieve** either 2,010,000 manufacturing earned hours by March 30, 2014 or the following earned hours by area by March 30, 2014:
   - Fabrication: 381,000
   - Preoutfit: 558,000
   - Ultra: 446,000
   - Ships Completion: 441,000

2. **Receive** 500 suggestions to reduce shipyard injuries within the existing Employee Suggestion Program by March 30, 2014.

3. **Complete** 5,500 cable hook up work orders on DDG 1000 by March 30, 2014.

4. **Complete** erection of the 3200 Ultra Unit and inspection of remaining units on DDG 1001, except for the deck house and sonar dome, by March 30, 2014.

5. **Complete** a total of 330 products in Panel Line through Ultra make-up by March 30, 2014.

6. **Complete** 7 structural models, 4 outfit models, and all associated CDRL’s in Engineering for the DDG 1002 deckhouse by March 30, 2014.

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**NSRP Panel in Town**

On September 17, 2013, the National Shipbuilding Research Program (NSRP) Surface Preparation & Coatings (SPC) panel convened at the Holiday Inn in Bath, Maine attended by over 50 professionals from around the country, including shipyard subject member experts, Navy personnel and representatives from surface preparation, paint and supply companies. Per Pete Lockwood (D10), Manufacturing Trade Foreman for Paint and Sandblasting and BIW host and coordinator of the event, “The panel spent an exciting three days here in the City of Ships.”

NSRP is a collaboration of eleven US shipyards focused on common issues with the goal of reducing the cost of acquiring, operating and maintaining Navy ships through four major initiatives: ship design and material technologies, ship production technologies, business process and information technologies, and infrastructure and support. There are currently eleven panels operating within these areas; SPC falls under ship production. BIW has a long history of leadership and involvement with NSRP activities.

The SPC Panel mission statement, dubbed Specs to Decks, reads:
- Research, evaluate, develop, and sustain current and emerging technologies that will reduce cost and maintain or enhance quality.
- Engage the suppliers, applicators, and specifiers of preservation systems.
- Facilitate panel meetings to encourage broad participation.

While NSRP project work is ongoing in various locations, periodic meetings are an opportunity to review all projects and consider new project proposals. Prior to an evening dinner, participants took a Maine Maritime Museum trolley tour of BIW where those familiar with DDG 1000 as well as those new to the shipyard had an up close look at this amazing ship. The Panel’s steering committee got an even better view during a walking tour of the shipyard on their last day of meetings.

New officers elected for a two year term include Pete Lockwood who will serve as its next vice chairman.

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**In Remembrance**

- **Rodney J. Gardner (R)**
  - September 28, 2013
  - 22 Years
  - Pipefitter

- **Thomas B. Wing (R)**
  - September 12, 2013
  - 38 Years
  - Planning Tech

- **Maurice R. Martel Sr. (R)**
  - September 12, 2013
  - 24 Years
  - Material Clerk

- **Ralph W. Williams (R)**
  - September 7, 2013*
  - 15 Years
  - Heavy Equip. Operator

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

* date correction

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The BIW Security force recently transitioned to a different style of uniform, introducing the colder weather version in mid-October. During recent labor negotiations, both the company and members of the IGA bargaining team shared the objective to switch from the two uniform alternative then in place to one uniform. IGA officers and members took the lead to research and evaluate alternatives which were presented to Security management. The Management/Union Security Team discussed preferences and decided in favor of the shirt/pant combination shown here. In addition, the alternative of short sleeve or polo shirts offers more flexibility during a Maine summer.

Dave Libby (D46), Chief of Security, said, “Feedback has been positive—most find them very comfortable, our officers are easily identifiable and they have the satisfaction of having been part of the decision making process.”

Dave Libby (D46), Chief of Security.
5 Star Compliance

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<th>October 15, 2013</th>
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**Legend**

- ![Star](image): Compliant (Stars awarded in 2011 and 2012)
- ![Star](image): Compliant (Stars awarded in 2013)
- ![Star](image): Lost Star
- ![Star](image): Preparing for Assessment

**Note:** This chart was recently modified so that stars awarded in 2011 and 2012 are shown as green and stars awarded in 2013 are shown as orange.