DDG 1001 Deckhouse Erection

INSIDE
From the Helm — 2
AOTOS Award — 3
Red Dot Chart — 3
Safety Performance — 3
Contract Awards — 3
Health Improvement — 4
DDG 115 Keel Laying — 6
DDG 116 Event — 7
DDG 118 Start Fab — 7
BIW Shipyard — 8
From the Fleet — 10
And the Winner Is — 10
PI Corner — 11
Year-Round Givers — 12
CNO at BIW — 13
Service Anniversaries — 14
Performance Incentive — 14
In Remembrance — 14
New Ethics Officer — 15
The Ethics Corner — 15
New Hires — 15
Faces of BIW — 16
From the Helm

Fred Harris, President, Bath Iron Works

It has been one year since I came to Bath Iron Works, and I have learned first-hand that we employ many of the most highly skilled shipbuilders in the United States.

But even excellent workers cannot do their jobs effectively if we do not consistently support them with the training, planning and processes they need. In addition, their skills and expertise are often underutilized when we do not apply them to core shipbuilding.

These areas of training, planning and process improvement are key areas of focus for our company. We are improving our planning and examining all work to ensure we are making the absolute best use of our skilled workforce. We have made strides and we will continue to improve. We must accomplish these goals if we are to become more competitive, better able to win work in the future and thereby keep our skilled shipbuilders on the job.

These focus areas will be critical in 2015. The coming year will hold great challenges, but also great opportunities for all of us if we work together.

We have done significant work on our overall planning effort, focusing on the sequencing of work so we do the right jobs—in the right order. Getting planning done right means less rework. And driving rework out of our shipbuilding means we’re becoming more productive, more affordable and more competitive.

We are also working to improve the quality of the work paper our mechanics receive. As many of you know, we benefit from a workforce with years (often decades) of experience. We have mechanics who have been working on the same ship units and sections for many, many years. But many of them are retiring or will do so in coming years.

At the same time, we are bringing on the next generation of shipbuilders and we need to arm them with high-quality work orders that they can easily understand and use to effectively and efficiently perform their tasks. We have another four to six months to go in our efforts to ensure every mechanic gets good paper for every job.

Another area of focus is probing the work we do, questioning whether it is more cost-effective to do it in-house or to source the work at another business to drive costs from our final product. In many cases, it makes the most sense to have a business that produces thousands of a certain product supply us with what we need, rather than make tens or hundreds in-house here at BIW. Another term for this is out-sourcing. In this area, we are well behind the best practices of the rest of the shipbuilding industry, and that has been to our detriment, adding costs to the work we do.

Every area where we do not achieve a best practice adds cost and makes us less competitive. That means we lose competitions—just as we lost the last DDG 51 multi-year bid in 2013 to our long-time rival, Huntington Ingalls Industries. We can’t afford to lose competitions—the Navy is building fewer ships and there are scarce opportunities for future shipbuilding work.

Today, the only new opportunity out there is building Offshore Patrol Cutters for the U.S. Coast Guard and we are in the hunt for that program. We face stiff competition in our bid to build these ships and will have to do everything we can to reduce costs to overcome some very efficient, flexible and hungry Gulf Coast shipyards.

To beat those competitors, we have to work within our existing labor contracts to make our operations more flexible and more affordable. We have more than enough core shipbuilding work to keep our mechanics employed, and we will continue to hire hundreds next year. Outsourcing various products that can be made more affordably elsewhere won’t cost us jobs but will save us money and help us win future work. Otherwise, our future is uncertain.

2015 must be the year we become more efficient, more flexible and ultimately more affordable so we can bid competitively for new work in early 2016. It will be a year where we test our resolve: Can we work together to preserve manufacturing jobs in Maine not only for today’s workers, but for future generations of shipbuilders?

I have only been here a year, but I know how important this work is to our people and our state. The challenges ahead face all of us—as do the opportunities. We need to work safe, work hard, work smart and work together to secure our future. As another old shipbuilder frequently said, working together, we can make a difference.

On the cover: The Michael Monsoor (DDG 1001) composite deckhouse was erected on November 14, 2014 by four cranes, including two temporary Reed & Reed cranes installed at the south end of shipway 1. The 900-ton deckhouse was lifted to allow the ship to transition south along the rail system and under the deckhouse. The deckhouse was then joined and the ship returned to the area of the Outfit Support Towers.
Admiral of the Ocean Sea Award

On November 7, 2014, NASSCO/BIW President Fred Harris was presented with the 2014 Admiral of the Ocean Sea (AOTOS) award by the United Seamen’s Service at its 45th AOTOS event in New York City. He was recognized for his leadership of two General Dynamics shipyards and for four decades of innovation to achieve excellence in shipbuilding.

Fred, a graduate of Maine Maritime Academy, received MMA’s Outstanding Alumni Award in 2000. He sailed for several years as a U.S. Merchant Mariner, including aboard the U.S. registered SS Transglobe, the most decorated American merchant ship of the Vietnam War. He began his shipbuilding career in 1973 as a senior engineer for Electric Boat’s Trident ballistic missile submarine program.

Fred was recognized for his breadth of knowledge and unique viewpoint on current initiatives facing the shipbuilding industry. In accepting the award, he used the opportunity to reinforce his position that both government and industry need to recognize the barriers in U.S. shipbuilding. He stated that it is essential that shipbuilders become more efficient and affordable, learning from shipbuilders worldwide the necessary processes to remain competitive and continue building ships in the U.S.

Also honored were Stephen Cotton, General Secretary of the International Transport Workers’ Federation (ITF), and Joseph Cox, President/CEO of the Chamber of Shipping of America (CSA).

Performance Safety November 2014

Recordable Injuries

Lost Time Injuries

Recent Contract Awards

DDG 51 and FFG 7 Class Planning Yard

On November 3, 2014, BIW received a $78.7 million max priced contract modification for Option Year 3 of the DDG 51 Class and FFG 7 Class Planning Yard services. BIW currently supports 62 DDG 51 Class ships and 10 FFG Class ships in the fleet with design, planning and material support services for maintenance and modernization.

DDG 1001

On December 5, 2014, BIW received a $8.0 million contract mod for work associated with modification and completion of the DDG 1001 deckhouse.
BIW NEWS is expanding its successful Fit for Life health coaching program. Over a thousand BIW employees and spouses currently take advantage of this free and confidential opportunity to work with a healthcare professional to improve their health, whether it is to better manage a health condition, lose weight, quit smoking, or to achieve another health goal.

In 2010, BIW’s Fit for Life program partnered with TrestleTree, a provider of health coaching and disease management services. With more and more employees and spouses interested in the free program, TrestleTree now has seven healthcare professionals, registered nurses and registered dietitians available to help you achieve your health goals. In January 2015, Cigna’s onsite and telephonic disease management program will also be switched to TrestleTree, providing another opportunity for you to talk with one of these seven health coaches.

**What is Health Coaching?**

Have you ever wanted to improve your health, but didn’t know where to start? A Health Coach is a healthcare professional who partners with you to transform your health goals into action. Your Health Coach will provide guidance, support, and resources to help you overcome obstacles that may be keeping you from being the healthiest you can be. Are you already dealing with a health issue? Your Health Coach will work with you and your primary care provider to develop a personalized plan to help manage or improve your condition and avoid additional risks. Health Coaches know how to build upon success so you can change your goals into reality, one step at a time.

People talk to their Health Coach about a variety of health-related matters to help make changes and feel better. A few examples include:

- Reaching and maintaining an ideal weight
- Quitting tobacco
- Managing or improving life with a chronic condition, such as diabetes, high blood pressure, or high cholesterol
- Coping with stress
- Becoming or staying physically fit

**How does Health Coaching Work?**

- You can talk with your Health Coach in-person or over the telephone through conveniently scheduled appointments.
- You will talk with your same Health Coach each time.
- How long and how often you meet with your Health Coach depends on your personal needs.
- Your Health Coach will help you create a plan that is right for you to meet your health goals. Everything in your plan is tailored to you.
- You receive written materials from your Health Coach that can help you decide where you want to go with your health and how to reach your health goals.

**How do I Get Started?**

You can meet with a Health Coach in-person at the main yard and at BIW’s other Maine facilities, or talk with a Health Coach by telephone. Health Coaches will also be located at local primary care practices so that BIW spouses can meet with a Health Coach in person. To take advantage of the health coaching program or to learn more about it, contact TrestleTree at 866-523-8185. Health Coaches are available Monday through Friday and can schedule an appointment time that works for you.

One of BIW’s Fit for Life TrestleTree Health Coaches may also contact you or a family member directly via telephone or mail in the upcoming months to talk
more about the program, to answer any questions, and to help you connect with your own Health Coach if you are interested. The following information may answer some of your questions about the confidentiality measures in place regarding health coaching.

Confidentiality Q & A

Q: Will Fit for Life staff or Health Coaches share my personal information with BIW?
A: No. BIW does not have access to any of your personal health information. Fit for Life screenings and health coaching are completely confidential.

Q: How will TrestleTree know this information about me?
A: TrestleTree’s corporate office will receive claims data from Cigna to help them determine which BIW employees could benefit from health coaching.

Q: Will the TrestleTree Health Coach calling me see my personal information?
A: Health Coaches who contact you by phone to see if you are interested in health coaching will only know the general reason why you were identified as someone who may benefit from health coaching (i.e., because of a chronic condition, a lot of Emergency Room visits, etc.). They will not have access to more detailed information about you.

Q: If I participate in health coaching, will my Health Coach be able to see my claims information?
A: Health Coaches may receive a summary of your information (diagnoses, health care visits, medications filled, gaps in care, etc). You can opt out of having this information shared with your Health Coach if you prefer. Health Coaches will not have access to your full claims data.

Q: How is sensitive information like substance abuse, mental health and HIV status handled?
A: Health Coaches will not have access to this information.

To make sure this service is accessible to everyone, it is being provided at no cost to you. We hope you will take advantage of this expanded program to improve your health and well-being.
On October 30, 2014, BIW held the keel laying ceremony for Rafael Peralta (DDG 115). DDG 115 is named for SGT Rafael Peralta, USMC, who was killed November 15, 2004 during the Second Battle of Fallujah in house-to-house urban combat at the age of 25. SGT Peralta received the Navy Cross.

SGT Peralta’s mother and ship sponsor, Rosa Peralta, attended the Keel Ceremony with her daughters Icela Peralta Donald and Karen Peralta. The initials of all of SGT Peralta’s immediate family, including his brother Ricardo, are on the keel plate.

Mrs. Peralta, with the assistance of Ken Crowe (D40), who translated for her, expressed her appreciation for the welcome which she and her daughters received and their admiration for the shipbuilders building her son’s ship.

Christening of DDG 115 is expected to take place in late 2015.
**Thomas Hudner (DDG 116) Event**

Captain Thomas Hudner, USN (ret.), who received the Medal of Honor for his efforts to save the life of a fellow naval aviator during the Korean War, is the living namesake of DDG 116.

On December 5, 2014, he was at BIW on his third visit to see his ship and briefly meet some of the people who are building it. Captain Hudner and members of his family were here for a special ceremony in the Ultra Hall in front of Ultra Unit 2000. Prior to the brief ceremony, Captain Hudner toured many of the DDG 116 units under construction in PO1 and PO2. According to his son, Thomas J. Hudner III, the most significant moment probably occurred as Captain Hudner entered the Assembly Building and spotted the DDG 116 stern unit (shown above) with the ship’s name affixed.

Captain Mark Vandroff spoke on behalf of the US Navy, and Thomas Hudner III spoke for his family, noting that his father is a humble man and he was humbled to be able to be here again to see his ship coming together.

**Daniel Inouye (DDG 118) Start Fab**

The Start Fabrication milestone for DDG 118, named for the late Senator Daniel Inouye of Hawaii, a WWII hero and recipient of the Medal of Honor, took place at BIW’s Harding facility on October 31, 2014. Captain Mark Vandroff, PEO Ships DDG 51 Program Manager, pushed the button to begin cutting steel (shown right).

BM2 Edward L. Fiaseu (inset, far right) and GMC Alejandro B. Martinezerodrigues, members of the DDG 1000 PCU and native sons of Hawaii, stepped away from their DDG 1000 duties to attend the ceremony and honor the memory of Senator Inouye and his long service to the state of Hawaii.
The BIW shipyard in November with DDG 1000 in the foreground, the DDG 1001 deckhouse erection underway on shipway #1, DDG 115 under construction on shipway #2 and the DDG 115 deckhouse on the ground for erection in late November. There is evidence of facility construction, including the new Outfitting Hall, Boiler Room, and Blast and Paint building. Photo by Greg Bridgman taken November 13, 2014.
From the Fleet

USS Gettysburg Recognized as Good Neighbor

In late November, ADM Greenert, Chief of Naval Operations, named the Bath-built USS Gettysburg (CG 64) the recipient of the Navy’s highest award for community service. The ship received the 2014 Project Good Neighbor Award in the medium sea command category with other sea, shore and overseas areas also recognized.

Homeported in Mayport, Florida, the ship was commended for its support for the local wounded warrior population and community programs including Habitat for Humanity. The ship’s crew volunteered thousands of hours to community and charitable purposes in 2014.

CG 64, the fifth of seven Bath-built CG 51 Ticonderoga class AEGIS cruisers, was delivered to the Navy in 1991.

And the Winner is...

The winner and runner-up of the BIW Emblem Contest were recently announced. Nick Kimball (D26), a 6-year veteran of our Security team, won with his design, shown right, of the bow of a DDG 51 class ship. When notified, his first reaction was a surprised "No way!" Regarding his entry, he said, "I was wondering how to represent the concept of BIW moving forward. One day I was out on the river in the BIW Security boat and looked up at the bow of DDG 1000, its most forward feature. I then decided to use a simple image of the DDG 51 bow because we are still building these ships and it’s a classic shape."

Jared Kay, the runner-up, is an 8-year veteran designer currently working at EBMF. His design, shown here, fitted "Bath Iron Works" alongside a suggestion of the starboard bow of a DDG 51 class ship. The other top 10 designs were submitted by Mike Bodkin (D87), John Grant (D86), Jay Purrington (D86), Josh Spicer (D46) and Jim Strickland (D40). Several submitters had more than one entry in the top 10 category.

Both Nick and Jared were congratulated by Fred Harris and his senior staff on November 21. The new emblem is available for informal use and is posted on the BIW Intranet under Communications: BIW Informal Emblem.

Please remember that this new emblem is for informal purposes—lapel pins, coffee cups and similar. Beginning next month, it will replace the BIW Flag in BIW News.

Also note that the official BIW logo, which is shown right, should be used on all formal, external communications such as presentations and correspondence. The official BIW logo and the new, informal emblem cannot be combined. The official logo is available in several color combinations on the BIW Intranet under Utilities and Resources: Corporate Identity Standards: BIW Logos. If you have any questions regarding usage of either, contact BIW Communications (ext. 1203).

The contest resulted in a total of 118 entries, many with multiple variations. Many thanks to all who participated for your thoughtful, creative responses.
As the end of 2014 approaches, it’s a great time to acknowledge the progress BIW has made on its quest for improvement. We’re seeing employees working on processes in every corner of the business, figuring out smarter, faster and safer ways to do things every day. It’s a pleasure to share these stories each month.

First, let me tell you about a couple of things that we’re kicking off in 2015.

As you probably know, Process Improvement Initiatives (PIIs) are what we call improvements that we can all do within our own departments and without help from outside. These improvements are happening all the time—but we’re rolling out new tools to capture and share these good ideas, and we’re going to ask for even more of them. It’s important that people feel empowered to improve, and the PII process will ensure that we do. I’m hoping that 2015 will be a big year for PIIs.

We’re rolling out refresh training for existing Lean Six Sigma Green Belts so they can help us work through bigger projects, and we’re working to make it simpler to provide feedback on employee ideas. If you have suggestions on how we can better support improvement efforts in 2015, please let me know.

But let’s talk about improvements taking place right now.

Rick Roberts (D15) identified a way to improve the assembly and fabrication of piping on the Redundant, Independent Mechanical Starting System. Given the accessibility challenges of the piping joints on this system, Rick designed a joint alignment jig and built a prototype that allows much of the P1 pipe work to be completed at an earlier stage. The success of the prototype has now spread to other systems and more of the jigs are being procured for use on other P1 systems.

The Steel team is also working on new tools to improve their process. Jeff Galipeau (D10) and Dean Brown (D4305) have developed a way to help welders establish a ground on non-grounded pipe (where the pipe is sitting in a fiberglassed or rubbered hangar). They’ve created a nylon strap with an embedded ground strap that enables the pipe to be quickly grounded to the ship’s structure.

The Outside Machinists have been exploring new technologies to make their jobs easier. Alan Ring (D50) suggested the use of 3D printing to create lightweight replicas of heavy equipment in the RAST machinery space and on the helicopter hangar door for use in installing foundations and surrounding equipment.

They created a ¼ scale replica of a door sheave on a 3D printer here at BIW to prove the idea, and have since ordered full-size replica equipment from GD Land Systems. Frank Schutte (D10), Outside Machinist Supervisor, notes that this effort significantly improves safety while minimizing the risk of late or damaged material.

Thanks for all your efforts to keep the continuous improvement effort growing. If you have an awesome idea or see one being implemented, please let me know so we can share it here next month.
Year-Round Givers

BIW employees generously contribute in many ways which benefit others throughout the year. Many do so quietly and prefer it that way, but whether or not their efforts are recognized, they are certainly appreciated by many. Such people help make our communities warmer and more caring places to live. Here are a few representative, but by no means comprehensive, efforts by BIW people to help others.

**United Way**
The annual BIW Employees United Way Campaign in September raised over $711,000, a substantial portion of the United Way of Mid Coast Maine’s total campaign which raised nearly $1.92 million. The results positively affect the lives of more than 20,000 people through the many United Way partner agencies that serve youth, families and seniors in their primary focus areas of health, education and financial stability (meeting basic needs).

**Toys for Tots**
The people of BIW have supported this program for an uncountable number of years. The effort is led by LS6 volunteers in partnership with the USMC Reserves who find that people are generous beyond words. As many toys as cash donations are received on the invariably cold and always dark first Friday in December, evidence that many enjoy shopping for toys and picking out something special.

This year, the absence of an individual some referred to as the South Gate Santa because he always pulled up in a hatchback full of toys, was noted with nostalgia. Presumably the South Gate Santa retired during the past year, leaving those who remain to carry on their own version of this special event.

Out at EBMF, people anticipate Toys for Tots year-round. They continuously collect cans and bottles and at an Open House in November, raised more than $2,000 at a silent and live auction. Designated EBMF shoppers went out the night before the gate collection in December and turned the cash into toys—carts full of items for all ages of children.

**One Special Gate Collection**
Throughout the year, a number of employees and others hold gate collections at BIW. While the company limits these activities and has strict guidelines as to which types of groups can participate, people are generous in response to a request to support a local non profit, someone who has been touched by tragedy, or an activity like the Salvation Army Red Kettle collection which takes place several days before Christmas.

This year, Caroline Dorr (D82) received permission to do a gate collection for the Lincoln County Animal Shelter (LCAS). She enlisted the help of Shelter supporters and a few friends and made...
Year-Round, cont.

No Shave November
BIW’s Security Force took on a project in November to raise funds for wounded warriors. With the support of their management, those who participated donated $10 a week throughout the month for the opportunity to deviate from the department’s “clean-shaven” policy. A total of 30 of 35 members of the force participated—including some who paid but still shaved. In addition, some people passing through the gates at shift change or lunch break stopped to crack some jokes and contribute. Come December 1, guards were again beardless and their efforts raised $1,170 for a worthy group of servicemen and women.

Blood Drives
Over the past three years, BIW employees have donated more than 3,200 units of blood during company-sponsored, quarterly blood drives. The Red Cross tells us that a little more than a third of the general population is physically capable of donating blood. Most corporate-based blood drives draw about 10 percent of eligible donors, but at BIW, the number is almost 18 percent—nearly double the average.

Blood is a lifesaving gift—and many BIW employees give regularly. The Red Cross says that most Maine blood donors think local—they like knowing that their donations will help other Mainers.

Admiral Jonathan Greenert Visits BIW
Admiral Jonathan Greenert, USN, Chief of Naval Operations, visited BIW the day after midterm elections on November 5, 2014, joined by Senators Susan Collins and Angus King, and U.S. Representative Chellie Pingree. The group toured DDG 1000 and held a press conference next to the ship.

CNO Greenert Visits BIW
In Remembrance

September–November 2014

James O. Brewster (R)  
August 30, 2014
35 Years
Outside Machinist III

William J. Curtis (R)  
October 3, 2014
12 Years
Deputy Director, Safety

Neal T. Greenleaf (R)  
October 9, 2014
34 Years
Welder III

Meredith T. Jones (R)  
September 6, 2014
26 Years
Associate Engineer

Peter A. Kuvaja (R)  
November 25, 2014
38 Years
Electrician III

David L. Smith (A)  
October 28, 2014
36 Years
Carpenter III

Clifford M. Wells (R)  
October 14, 2014
24 Years
Shipfitter III

Harold E. Wentworth (A)  
October 11, 2014
19 Years
Insulator III

Richard L. Wiley (A)  
September 24, 2014
37 Years
Designer 1st Class
Meet BIW’s New Ethics Officer

Meet Sarah Nicholson (D46), BIW’s new Ethics Officer. She is a native of Iowa and comes to BIW from NASSCO where she spent five years in Communications and Human Resources positions.

Sarah said, “I’m excited to be here in this role and a part of this shipyard. One of the great things about my job is that I get to interact with the different people who come together to build this amazing product for our government. Shipbuilders are great people who do extraordinary things and to be a part of this tradition is beyond special.”

As for living in Maine, she says, “I was in love with the state of Maine almost immediately. Authentic people, beautiful surroundings and great food. I lived in California for a long time, but missed the seasons that I grew up with in Iowa. Maine’s winter has been good to me so far, but I have all my winter gear ready if it gets really bad. I spent a few winters in Minnesota, so I think I know what I’m getting into.”

Starting this month, Sarah reinstates the quarterly Ethics Corner to provide information or guidance regarding ethics-related matters typically faced by BIW and our employees. If you have comments or questions, you can reach her at ext. 4216.

The Ethics Corner

Update Your Personal Information
You can voluntarily self-identify your military and disability statuses in the Employee Self Service (ESS) portal.

Adding this information to your ESS profile is strictly voluntary, and individual disability status is kept confidential.

For more information visit the Human Resources page on BWINET or contact Sarah Nicholson at ext. 4216 or sarah.nicholson@gdbiw.com.

The following employees recently joined BIW. Please welcome them.
Staff Sargent Steve Cassidy, USAR, tossed the puck which started the game between the American Hockey League Portland Pirates and the Lehigh Valley Phantoms on Military Appreciation Night in Portland on November 8. He said, “It was a tremendous honor to represent my fellow co-workers, veterans and this great country. We are blessed to have so much and the freedom to share these gifts in a world where so many continue to have so little.”

SSG Cassidy has served three overseas deployments to Afghanistan, Haiti and Africa. He is a 25-year BIW veteran and graduate Apprentice and previously served as a LS6 Union representative in the Electrical Department. Steve is currently a planner in the Master Scheduling area.

BIW sponsored Military Appreciation Night which included 100 tickets donated to veterans through the Military Family Assistance Center and 125 tickets for BIW employees made available on a first come, first served basis.