

GENERAL DYNAMICS

Bath Iron Works

BIW NEWS

February
2014

Bath Shipyard 2014



Mike Mulligan Interview pg. 6



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From the Helm

Fred Harris, President, Bath Iron Works

As we go about the business of building ships more safely and affordably to meet the needs of our customers and secure our future, it's good to remember there are many people keeping an eye on us. It's also a good idea to remember that a number of those people are working very hard on our behalf.

Our Navy customer constantly monitors our progress to assess how well we meet our commitments. This year, I expect we will have frequent visits from senior Navy personnel as we move further into the critical test and activation phase of DDG 1000 and the hull integration stage of DDG 115. It has already begun.

VADM Thomas Copeman, USN, Commander, Naval Surface Forces / Commander, Naval Surface Forces, U.S. Pacific Fleet was here for a half day at the end of January. We'll wrap up this month on February 27 with a very important visit from the Navy's chief weapons buyer, Assistant Secretary of the Navy for Research, Development and Acquisition, **Sean Stackley**, who will be accompanied by senior Navy uniformed and civilian personnel including:

- **VADM Joseph P. Aucoin, USN**, Deputy Chief of Naval Operations Warfare Systems
- **RADM Thomas S. Rowden, USN**, Director, Surface Warfare
- **RADM Joseph Horn, Jr., USN**, Program Executive Officer, Integrated Warfare Systems (PEO IWS)
- **RADM David Gale, USN**, Deputy Commander for Surface Warfare
- **RADM David H. Lewis, USN**, Program Executive Officer—Ships (PEO Ships)
- **Ms. Allison Stiller**, Deputy Assistant of the Navy—Ships
- **RDML(SEL) Jon Hill, USN**, Major Program Manager for PEO IWS
- **Bill Bray**, Executive Director PEO IWS
- **Bilyana Anderson**, Executive Director PEO Ships

Each time our customer enters the shipyard, we have an opportunity to show that we are doing what is necessary to deliver what we said we would deliver. They are counting on us to perform as they confront the challenges of a very tight defense budget environment.

We are very fortunate to have the members of our Maine Delegation working hard on our behalf in Washington. Led by

On the cover: This aerial photo of the Bath shipyard with DDG 1000 in the water and DDG 1001 on the ways was taken by a local photographer in early February during a period of very little snow on the ground.



Phil Kinney, Bob Hayward, Senator Collins and Captain Jim Downey with Fred Harris, far right, onboard DDG 1000.

our senior senator, **Susan Collins**, who visited us on February 18, they too are counting on us to perform. For them to advocate effectively for us, we must give them the indisputable hard facts that only come from strong and consistent performance to present a solid case for continuing to build Navy ships in Maine. We owe Senator Collins and the rest of the delegation our deep appreciation for their efforts to date and we have an obligation to ensure those efforts on our behalf were well spent.

With our downselect into the preliminary and contract design phase of the Coast Guard's Offshore Patrol Cutter Program, we'll have a lot more people interested in what we're doing in Bath, Maine. We worked hard to win this opportunity and it's going to require even more hard work to get into the next phase that involves building these ships. This competition reflects the state of the shipbuilding industry in our country as three shipyards go head to head to secure much needed work in an extremely tight market. Without doubt, the winner will ultimately be determined by cost. Our ability to come out on top from this competition will directly depend on how well we perform over the next 18 months on our current contracts and how successful we are at becoming a safer, more affordable shipyard.

While many will be watching from the outside, what's really more important is how well we are paying attention on the inside. There is no time to waste. Our mission is clear, we have opportunities, and we have all the skills and tools we need to do the job. It's all up to us. Let's do it together.

TOGETHER WE CAN MAKE A DIFFERENCE.

Handwritten signature of Fred Harris.

Senator Collins at BIW

Senator Susan Collins, Maine's senior senator, was at BIW on February 18, 2014 to meet with senior management and tour the shipyard. She is shown here with BIW employees while visiting preoutfit areas and DDG 1000.

The Senator also met with LS6 leadership at their union headquarters where she received a large quantity of letters signed by employees from all areas of the company thanking her for her support.

Senator Collins congratulated BIW for winning the opportunity to further pursue the USCG Offshore Patrol Cutter program (see below), calling it "part of a very good year." 



BIW mechanics shown with Senator Susan Collins, clockwise from top left: Dave Marino, Jim Martin, Mike Raymond, Billy Bubar, Dave Marenus, and Sherm Mitchell.

Recent Contract Award

USCG Offshore Patrol Cutter Phase I

On February 11, 2014, the US Coast Guard announced the award of a contract to BIW for \$21.4M with the effective date of March 12, 2014 for Phase I Offshore Patrol Cutter (OPC) preliminary and contract design. BIW Team members include L-3 Communications and Navantia, S.A. See story on pg. 9. 



BIW Team's proposed OPC design.

Performance Safety

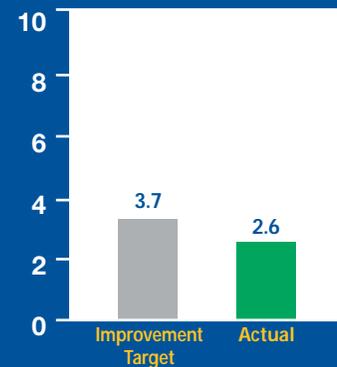
RECORDABLE INJURY RATE

Cumulative Through February 23, 2014



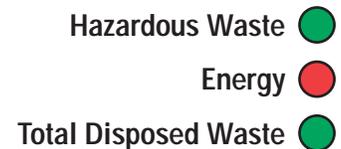
LOST-TIME INJURY RATE

Cumulative Through February 23, 2014



Environmental

Cumulative Through January 2014



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

Main Gate Security (24/7)
207-442-2266

Ambulance-Fire-Police

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

Medical
207-442-2231

BIW Recreation Association

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



March Red Cross Blood Drive

The next Red Cross Blood Drive at BIW will be held the week of March 3, 2014 at the locations described here. There will be two "Double Red Cell" machines available for the 2nd shift drive at Fitzgerald Conference Center on Tuesday, March 4.

Double red cell donors must have O negative, O positive, A negative or B negative blood and there are minimum weight and height restrictions. Double red donors must wait 16 weeks between donations.

To donate, please schedule an appointment by contacting the area where you will donate - phone numbers are listed on various notification announcements - or call Diane Dillon at ext. 1141. Bring your donor card with you if you have it and also an ID that shows your full name. BIW badges with first initial and last

name are no longer sufficient.

The Red Cross Account Executive who works with BIW said, "We are looking forward to these (BIW) blood drives—the severe winter weather with well over 700 blood drive cancellations throughout the country has wreaked havoc with our overall blood supplies, forcing us into an 'urgent need' mode. The blood collected at BIW will go a long way in helping us restock the hospital shelves, enabling us to continue to be able to help patients in need." 

March Blood Drive

Date	Time	Location
Mar 4, Tues	5:00 pm—10:00 pm	FCC
Mar 4, Tues	9:30 am—2:30 pm	CROF
Mar 4, Tues	8:00 am—1:00 pm	James
Mar 5, Wed	9:00 am—2:00 pm	FCC
Mar 6, Thur	9:00 am—2:00 pm	FCC
Mar 6, Thur	8:00 am—1:00 pm	Hardings
Mar 7, Fri	9:00 am—2:00 pm	FCC

BIW Blood Lines

Samantha Malsch (D87), Designer, is a second generation BIW blood donor and a Double Red Cell donor. Her father, Kenneth Malsch (D87) donates at Hardings, and Samantha started donating at the BIW Red Cross drives as soon as she joined BIW seven years ago.

She switched when the Red Cross introduced its Double Red collection process several years ago because it collects two units of whole blood cells rather than one, and it seemed like she was doubling her donation for a good cause.

Samantha said, "The procedure takes about an hour, but it's perfectly comfortable, and I'm not lightheaded afterwards. Over time, I've met other regular donors and we have a chance to chat."

Samantha chooses to donate blood on her own time as she works first shift at CROF, then comes to Bath for the Tuesday 2nd shift donation when the Double Red machine is available. During the upcoming blood drive (see schedule above), the American Red Cross will have two Double Red machines available



Samantha Malsch

during the Tuesday evening session, doubling their collection capability.

As for why she started donating blood, Samantha said, "I have family members in the nursing profession and I know how important one or two units of blood can be to someone who needs it." She continued, "The process is simple, yet it makes a great difference to someone in need." 

Wellness and Benefits

Getting Ready for Race the Runways in April



The BIW Fit for Life team is once again sponsoring Race the Runways at the former site of the Brunswick Naval Air Station on Saturday April 5, 2014.



Join us for flat, fast courses in the 1 mile, 5K or Half Marathon. Walkers are welcome and there will be a free kid's fun run.

Sign up by visiting www.biwfitforlife.com and use the BIW code BIW2014 to get a 25% discount, which is available to all BIW employees and spouses.

- New to running and want some help with a training plan? Meet with a health coach to start a couch to 5K program and get started now by checking out www.c25k.com.

- Been running for a while and want to try and improve your pace? We can help with that, too. Schedule a meeting with a health coach to get a nutrition and fitness plan tailored to you. To schedule a meeting with a coach, call 442-2182.



To find out about local upcoming health and fitness events, visit www.biwfitforlife.com and click on Events Calendar. A wide variety of wellness-related events are listed, including area farmers markets. A snapshot of the Events Calendar is shown here. If you have a health and fitness

GENERAL DYNAMICS Bath Iron Works					
HOME HEALTH/PREVENTION NUTRITION EXERCISE MONEY					
Events Calendar					
February	March	April	May	June	July
Date	Description	Details			
March 01	Bath Farmers Market	Learn more 9am-12pm			
March 01	Brunswick Winter Market	Learn more 9am-12:30pm			
March 02	High Road River 5k	Learn more 11:00 AM			
March 05	Individual pick-up game	4-6 PM			
March 08	Bath Farmers Market	Learn more 9am-12pm			

event that you would like posted on the Events Calendar, please email Betsy Peixotto at betsy.peixotto@gdbiw.com.

Retirees

January 2014

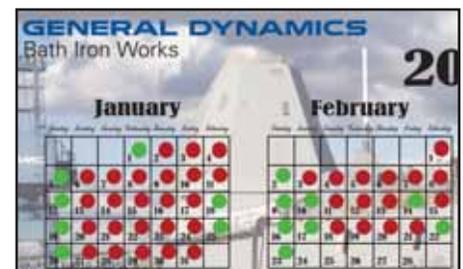
Dept.	Name
10-00	Roy M. Ferrell, Sr. 40 Years, 4 Months <i>Foreman II</i>
15-00	Wayne B. Dunton, Jr. 25 Years, 9 Months <i>Pipefitter III</i>
24-00	Jacqueline Y. Forestell 36 Years, 3 Months <i>Program Manager, Materials</i>
24-00	Nancy G. Fortin 26 Years, 2 Months <i>Sr Buyer</i>
84-00	Wilfred A. Laffely 42 Years <i>Area Admin II</i>
86-00	Clifford D. Stockford 39 Years, 7 Months <i>Designer, 1st Class</i>
87-00	Robert A. Sewall 42 Years, 3 Months <i>Designer, 1st Class</i>

Recordable and Lost Time Chart 2014

The Recordable and Lost Time chart for 2014, also known as the Red Dot chart, is shown right, through February 23. Red dots indicate an incident and green dots indicate none on that day. All days are recorded.

Whether or not you made New Year's resolutions or have yet completed them, committing to this resolution and revisiting it every day will truly make a difference in your life:

"I will adopt a culture of safety regarding everything I do."



Interview with Mike Mulligan

Mike Mulligan was named BIW General Manager in November. After several months on the job, he sat down to describe some of his first reactions and his plans to help move the shipyard forward.

Q: You are a Massachusetts native but arrived here from North Carolina, headquarters of General Dynamics Armaments and Technical Products. Where do you call home?

A: Home is now Bath, Maine. I grew up in Springfield rooting for Boston sports teams and that never leaves you no matter where you live. I have always considered myself a New Englander. I still own a home in Charlotte (where I am considered a Yankee by many) where my wife and youngest son who is a junior in high school will remain until the end of the school year.

Q: You have worked in both the GD Marine Systems and Combat Systems business groups. How do you view the advantages?

A: I was at Electric Boat for 21 years, starting as an engineer in the reactor plant design area and moving through a variety of positions. My last job at EB was as site manager at Puget Sound Naval Shipyard where I was responsible for the SSGN conversion program.

I moved to the combat systems area of GD as president of Armament and Technical Products, which is roughly the same size as BIW in terms of annual sales but much more complex when it comes to customers, products and processes. It is a very different manufacturing environment than shipbuilding. BIW has maybe 10 contracts total; at ATP, we had 1,200 contracts in process and were building 30,000+ pieces of ordnance and 500+ heavy guns a month.

I think the advantage lies in the diversity of experiences which allows me to see things differently and bring those experiences to bear in solving problems and creating a better BIW.



“Our workforce and management want the same thing—a growing, stable, successful business.”

Q: What do you see so far?

A: I see an organization with great focus on our product, but nowhere near what is required on our processes. If we are going to continue to be successful in serial production, we must have disciplined, repeatable processes and schedules. That means determining the best way to do something and standardizing that approach.

We need detailed schedules and work instructions that we can follow. By that, I mean that many schedules are created at too high a level, leaving too much to the hull and area managers’ or trade person’s discretion. While those decisions may turn out well, they are often not documented or available to the next mechanic who does the job.

I see a highly skilled workforce with a great deal of pride, but I am also hearing from a lot of frustrated employees about how much better BIW could be. We need to work collectively and constructively to address the frustrations and improve workforce satisfaction. I also see an underutilized facility. We

have 75% of our production work planned for 1st shift and we need to move more to the back shifts in our key bottleneck areas that drive schedule.

Q: How do you approach developing working relationships with a shipyard full of strangers?

A: By listening. I understand that I’m perceived as not being “from here,” but people are open to dialogue and have great ideas on how to make BIW better. I try to get everyone to understand that fundamentally, we have a similar set of goals and values. Our workforce and management want the same thing—a growing, stable, successful business. BIW employees want a secure job that lets them provide for their families. They also want some sense of reward, to know that their contributions matter, that they are contributing to a winning team.

Once we all realize we have common goals and intentions, then we can start working together on how to get there. With that frame of mind, people are not strangers, they are just people I haven’t met yet.

Q: How do you contrast your role as general manager with that of Fred Harris as president?

A: I have worked with Fred for many years, and I think we complement each other. Fred has responsibility for both BIW and NASSCO, so he needs one person at each shipyard who is accountable for everything in his absence. I’d explain the difference by saying that I am responsible for the shipyard and execution of work and Fred is also responsible for the customer and the business side of things, including corporate. That doesn’t mean that Fred isn’t going to participate in every aspect of the business at one time or another—it’s up to both of us to manage our roles so that we support, not disrupt, how we do business.

Fred and I have a similar set of expectations and values. While we may have

Continued at top of next page

Interview cont.

different styles, we are aligned in terms of what success looks like.

Q: What are your priorities?

A. Safety is my number one priority. Good work is being done. The CREST committees are engaged and committed to improving safety for everyone, but we are nowhere near where we want to be, and I feel that we are not yet on a clear path to getting there. We need to move from a culture of compliance where people feel that they are doing what is asked of them, to a culture of safety where they are working and acting safely because it reflects their core values.

Second is to improve our quality. I believe everyone at BIW is focused on the end quality of the ship. However, we have far too many defects and we are not effective at learning from our mistakes and eliminating them from future efforts. The culture appears to be one of “fix it and move on” as opposed to “fix it and figure out how we prevent it from happening again before we move on.”

Third is to improve labor hour performance on our ships. We are spending a lot of energy to put together a detailed plan for each hull and soliciting input

from everyone to make the planning paper and drawings better. I appreciate everyone's involvement because it helps to achieve the repeatable robust processes I discussed earlier. I think this will go a long way toward reducing the overall level of frustration I sense throughout the shipyard. People are working hard but it is easy to get frustrated when you are doing rework or someone has to take out your perfectly good work to put something else in because it was sequenced wrong.

We recently were awarded Phase I of the U.S. Coast Guard OPC contract which was a great win for BIW. To win the next phase, we are going to have to be at a fundamentally different performance level. We have to be world class in many of our shipbuilding processes.

In the longer term (but not too long), creating a coherent workforce development strategy is also a priority. Roughly a third of our production and design workforce is over 55 years old and moving toward retirement and we are going to have to replace those talents over the next decade.

In the area of training, we must get back to robust training for new employees. It is apparent that our first-time quality is not what it needs to be and we need to look at refresher training in some cases to ensure our workforce is capable of

meeting the requirements we need to be successful. We also need to make sure our front line supervisors have the skills and tools to be successful.

Q: You recently issued a Bulletin on shipyard cleanliness, use of personal electronic devices and adherence to work hours (Bulletin 03-14, available online).

A. My sense is that people have become somewhat numb to the things around them and we need a reminder about what the expectations are. We see other people doing something and therefore it must be OK for me to do it too. Every one of us knows it's not OK and yet we do it anyway. Sociologists would call this the herd mentality. World class organizations do not show the behaviors we are showing and we need to change what we are doing by taking individual responsibility.

Q: Is there anything you'd like to add?

A. Like most of us, I value integrity, both in people and in our business. BIW's reputation matters to me, even as one of our newest employees. While I didn't earn it, I am not interested in losing it. I see it as part of my responsibility to do everything possible to advance our reputation of building quality warships. I want our future reputation to be for building quality, *affordable* warships. 

LCS 4 Sailaway

Coronado (LCS 4) departed Austal in late January en route to its homeport of San Diego and commissioning in Coronado, California on April 5, 2014. The ship is the second *Independence* class ship built by the BIW-led LCS team.

Delivery of LCS 4 took place on September 27, 2013. At that time, the BIW team, now back in Maine or assigned elsewhere, gathered for a photo in Mobile. 

BIW LCS Team at Austal, back row, l to r: Garry Hall, Dave Hinds, Matt Ames, Allie Milligan, Tim Dolan and Bill Farabee; front row: Suzanne Snowden, Scott Bonk, Larry Fosnough, Reuben Kelly and Melissa Pearce (Sirius). *Missing from photo: Peter Rich, Ron Rollins and Stan Woolford.*

Inset: LCS 4 departing Austal in January 2014.



First in Crete, Now in Spain

The BIW team in Souda Bay, Crete was involved in two high-priority onsite ship installations in late 2014. Per **John Nowinski (D90)**, Planning Yard Program Manager, the Navy considers these jobs a technical as well as schedule success with limited disruption to the deployments of the two Navy ships involved.

This type of work is conducted by the BIW Planning Yard with design and material ordering at BIW and a typically small design interface presence at the installation site where the work is performed by local labor in accordance with the Navy's approach outside the homeports.

While that was the case with the first job, the second ship installation in Souda Bay, Crete was a departure in that the Navy requested BIW labor support.

The onsite team for the second job included more than 50 mechanics who were named last month, as well as supervisors **Larry Buckowsky** and **Walter Wilbur (both D10)**, **Mike Ferrell (D27)** and **Brian Ganong (D40)**, plus **Dan Fraser (D06)**. Together, mechanics and supervision worked two shifts per day for nearly three weeks to accomplish the task, delivering a high quality job ahead of schedule and drawing praise from our Navy customer.

Nick Nichols (D90) DDG 51 Program Director, said, "The BIW Planning Yard demonstrated its ability to quickly respond to an emergent customer request, due in no small part to the many people at home who had a role in assembling the team, putting them in place and supporting them while the work was underway."

A third ship installation is now taking place, this time in Rota, Spain, with BIW's involvement similar to the first Crete job. **Troy Bisson** and **Weldon Larkin (both D86)** are onsite and supported by the Planning Yard team in Bath. 

What's in your "wheelbook?"

When faced with a discrepancy between design documentation for a particular job and the actual job site condition, experienced deckplate mechanics often evolve their own ways to work through the problem. Anticipating they may see the same issue on the next hull, that mechanic may make a note in his or her personal notebook, or "wheelbook" as it is known in the Navy, to make sure they apply the same fix the next time they see it.

Unfortunately, that little fix is often not officially incorporated in the ship's design. And if that mechanic leaves the company, changes trades or is out sick when it comes around again, the root problem may never be solved and hull-to-hull learning and efficiencies are lost. Until now.

The company is making a concerted effort to find these little workarounds and, where it makes sense, incorporate them into future ship design packages. "We've got a team that has been working since mid-November, shaking the trees on this," said **Ken "Chip" Faulter (D82)**.

Faulter leads a team of eight who have

been talking to mechanics, going to crew meetings, working with trade foremen and generally exploring fixes and good ideas that have never been officially captured. They investigate suggestions, do a cost-benefit analysis and forward those that make financial sense to a management steering committee. To date, they have discovered about 700 ideas resulting in approval of 24 projects and numerous "just do it" fixes with potential net savings in the multiple millions.

Some of the issues can be traced back to the 2008 timeframe when BIW sought the most efficient ways to finish construction on DDG 112 and shutter the DDG 51 program. Many of the minor design fixes and nuisance errors were not rolled into the design, said Faulter, as the return wasn't there for construction on one or two ships. That thinking changed when the Navy restarted the DDG 51 program.

In other cases, technology has simply advanced since the DDG 51 design was last upgraded. In particular, as lessons are learned from the DDG 1000 program, they can be applied to the 51 program – if they are captured and incorporated.



Experienced deckplate mechanics find ways to solve problems—efforts are underway to help ensure those fixes are captured and documented.

The team's work is critical as the shipyard seeks to build ships more affordably, quickly and efficiently. And with many new employees on the deckplates, incorporating fixes discovered in the past into current designs will capitalize on mechanics' decades of experience—benefiting the new blood with good paper.

In the near term, any BIW employee with such a fix or idea that should be considered can contact Chip Faulter at:

- Ken.Faulter@gdbiw.com
- ext. 1565; cell 208-6825
- or submit a suggestion to the [Employee Suggestion Program](#).

In the longer run, BIW will fill a continuous improvement position aimed at keeping up on these sorts of issues. 

OPC Program Heats Up

In February, BIW was selected by the U.S. Coast Guard to advance to Phase I of the Offshore Patrol Cutter (OPC) program.

BIW was one of three shipyards chosen from a field of eight competitors to continue design work on this next-generation cutter program. At the end of the 18-month Phase I period, BIW and the other two competitors, Bollinger Shipyards of Lockport, Louisiana and Eastern Shipbuilding of Panama City, Florida, will compete for the contract to design and build the first nine to 11 ships of a planned 25-ship class.

The frigate-sized OPC is well aligned with BIW's capabilities, experience and work load and fits well into the later part of this decade when construction is scheduled.

Rather than conducting one competition for a design and shipbuilder, the Coast Guard chose a tiered, Phase I and Phase II approach. The concept design phase, now complete, focused on technical design and shipyard capability. During the upcoming Phase I preliminary and contract design period, BIW and the other competing shipyards will mature their design, demonstrate compliance to requirements and mitigate risk.

Following Contract Design Review, each team will develop proposals for detail design and construction which will include fixed price ship construction costs. The Phase II downselect competition is heavily focused on cost.

Doug Nelson (D79), OPC Capture Manager, described the competition for



Rendering of the Bath Team's OPC design.

Phase II as challenging. "While our competition may propose building a ship that is larger and more complex than they have previously taken on, they are both very competitive in the area of cost."

He continued, "We clearly bring a great deal of capability and experience to the table, but will need to maximize our affordability. Much rests on how we perform on our DDG work because our performance in the mid-2015 timeframe will largely determine how we'll bid for the OPC construction. Winning Phase II will be an all hands effort. The contributions of every mechanic working today to build ships for fewer hours will be every bit as important in positioning us to succeed as the work our team will do to mature the preliminary and contract design."

Doug cautioned that the Coast Guard's recent downselect decision suggests that they are satisfied with the technical design of each competitor, as well as their capabilities and facilities, whether existing or planned. "The intent of the Phase I downselect was to find three designs and shipyards that fully meet the

Coast Guard's needs. They've done that, so for Phase II, that only leaves cost. Affordability will be critical to the success of the OPC Program."

The BIW team is expected to grow somewhat from the existing core team that developed the concept design and proposal. Engineering, design and planning work will take place in Bath, with support from our partners, L-3 Communications in New Jersey, and Navantia in Spain.

Scott Blackburn (D71), Director LCS and Program Development, said, "BIW is excited about this contract. It offers potential for great work and an expanded customer base. While the OPC program is very important for our future, it is critical to the strategic needs of the Coast Guard which plans to replace much of its existing fleet of medium endurance cutters. Some of these cutters were built in the 1960's and will have been in service nearly 60 years when the first OPC is available. This is an outstanding opportunity to deliver a Bath-built OPC class to the USCG." 

A Bath-built Coast Guard cutter sailed for 76 years. The USCGS *Perseus*, left, built for the USCG was launched in April 1932. The cutter was transferred to the Navy during WWII, then returned to USCG service as a patrol craft until decommissioned in 1959. *Perseus* was sold to Circle Line Cruises in NYC where as *Circle Line XV*, it sailed another 49 years, including service as a rescue boat on September 11, 2001. Sister ship USCGS *Calypso* launched several months earlier, mirrored the *Perseus'* path of military and civilian service and was phased out of the Circle Line fleet in 2008, also after 76 years on the water.

Life Savers

In mid-November 2013, **Art Ethier (D20)**, a Maintenance Electrician, was at work on the second floor of MSC when he experienced a near-fatal heart attack. Only the quick, able assistance of those working nearby and the medical responders who arrived within minutes brought him back.

Now on the road to full recovery, on February 4, Art and his wife, **Deb**, came to BIW to thank everyone for their support and good wishes, and to specifically express their gratitude to the six BIW people who gave Art his chance to survive. **Dan Nadeau (D10)** organized the brief event where Art gave each of the six a plaque which read: "Words cannot describe our sincere appreciation. Because of your actions, I have been given a second chance in life. Your heroism will be forever embedded in our hearts."

What happened in November is that Art fell suddenly ill at work and headed for the rest room where he collapsed, unconscious. **Bill Firth (D9105)** found him and called for help, which brought **Paul Rawson (D9105)** running. **Greg Seeley** and **John Arbour (both D84)** joined them and after calling ext. 2222 to report the emergency, John quickly retrieved the AED* from the MSC lobby one flight down.

Main Gate immediately dispatched **Dominic Maccio and Tyler Tripp (both D2602)**, BIW first responders who were at that moment on the land level just steps away. Tyler said that he couldn't remember his boots touching the stair treads as they bounded upstairs at MSC. There, they worked with those already onsite to care for Art and within



Deb and Art Ethier.

another few moments, the Bath Rescue ambulance arrived and Art was transferred to another set of medical hands for transportation to the MidCoast Hospital emergency room.

Art, who has no memory of the emergency, had no pulse when Bill and Paul arrived. Within moments, he was assessed and received CPR and the first of multiple shocks. Every step of his journey, he was cared for to the very best ability of the people around him. Bill said, "I never had reason to wonder what to do next or why someone wasn't yet there—everything happened the way it was supposed to."

After surgery and rehabilitative care, followed by outpatient rehab, Art, clearly pleased to back at BIW if only briefly, tried to explain the depth of his feelings but kept returning to two thoughts: "I never knew I had so many friends at BIW," and "I feel like I've been given a second chance at life." Deb said to those assembled, "You not only build great ships at BIW, you save precious lives." 

*Notes: For AED guidance and BIW locations, go to the BIW Intranet and click on the red button titled AED Video/Training.

When an AED is removed, it automatically sends a message to the Main Gate, serving as back-up notification of an emergency.



L to r: John Arbour, Bill Firth, Deb and Art Ethier, Tyler Tripp, Dominic Maccio and Paul Rawson. Missing from photo: Greg Seeley.

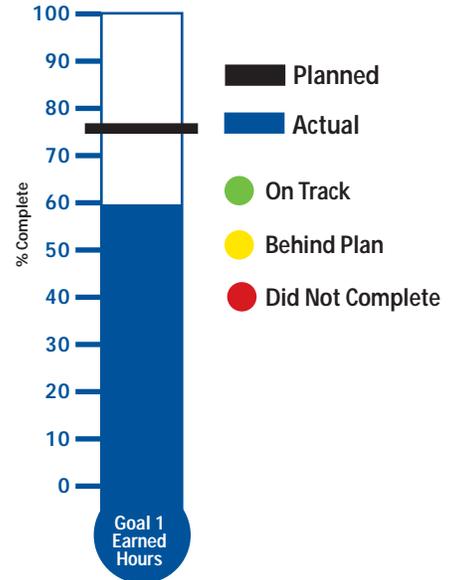
Performance Incentive

Performance Period

September 30, 2013 - March 30, 2014

PERIOD GOALS

Status as of February 16, 2014



- 1 **Achieve** either 2,010,000 manufacturing earned hours by March 30, 2014 *or* the following earned hours by area by March 30, 2014:

Area	Hours
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.

The following employees recently rejoined BIW. Please welcome them.

Welcome



Name	Dept.	Name	Dept.	Name	Dept.	Name	Dept.
Ackley, Frank Roy *	2700	Cournoyer, Robert Michael *	0900	Lackedy-McCormick, Timothy James	0606	Plessis, Robert Paul *	0900
Alexander, Edward Wayne *	5205	Cyr, Katherine Ann	8400	Latter, Mickey Charles *	1100	Sewell Jr, Michael Lawrence *	2700
Allix, Julie Woodman	8400	Demers, Marc Andrew *	2700	Lavallee, James Allen *	0900	Shaunese, Debra Ann *	2700
Barter Jr, Robert Harold *	2700	Detwiler, Lyn Catherine	8400	Lerette, Kevin Wayne	2601	Shorey, Amy Jo *	4505
Bartlett, Alston Keith *	2700	Dowling, Robert James	9105	Leveille, Casey Scott *	2700	Sites Jr, Richard Alan *	2700
Bean, Kyle Michael *	2700	Draper, Timothy Scott *	1500	Lizotte, Steven George *	2700	Spaulding, Bert William *	1500
Bedard, Christopher Thomas *	2700	Dunphy, Dalton Asa *	6600	Lloyd, Trevor Joseph *	9105	Stephenson, Christopher Stanley	8400
Bellefleur, Jami Caitlin *	2700	Farrington, Jeffrey Dale *	0900	Lyons, Stephen James *	2700	Stodder, Jason Allen *	2700
Bennett, Michael Julian *	2700	Fogleman, Dylan Allan *	2700	Marcia, Travis Earle *	2700	Sullivan, Stephen James *	2700
Berry, Jonathan Bunker	8400	Fontaine, Jason Patrick *	9105	Marshall, John Robert *	2700	Swindler, Dennis Allen *	1500
Brown, Daniel George *	2700	Gagne, Daniel Gary *	8400	McKay, Michael Ernest *	2700	Thompson, Allen Roy *	1500
Brown, Kathleen Ann *	0110	Gardner, John William *	2700	Mercier, Donald Gerard *	8400	Tibbetts, Nathan Joseph	8400
Burleson, Scott *	1500	Hamlin, Steven Leeland *	2700	Merrill, Matthew *	2700	Totten, Tyler Earl	4000
Campbell, JaVon Lee	8400	Heath, Jason Todd *	2700	Mims, John Stephen *	0900	Towe, Tracie Michelle *	2700
Campbell, John Edward *	2700	Henley, James Eric	2601	Mitchell, Jason Paul	1000	Towle, Daniel Russell *	2700
Canwell, Adam Randal *	2700	Hodgdon, Jason David *	2700	Moore, Stephen Paul *	1900	Turrell, Carrie Elizabeth	8200
Caron, Adam Lester *	9105	Holden, Christopher William *	6600	Morrell, Stephen Lester *	2700	Vienneau, Todd Steven *	1900
Carter, Clay Adam *	9105	Hood, Robert Andrew *	8600	Nicholson, Daniel Joseph	8600	Wardwell, Suzanne Louise *	2700
Cates, Seth Thomas	8400	Hoyt, John Patrick	0606	O'Hearn, Michael Timothy *	1900	Weeks, Timothy W *	1500
Cleaver, Matthew Robert *	0900	Huntington, Robert Kenneth *	0900	Ouellette, Travis Carl *	2700	Welch, Chris Michael *	1500
Clement Jr, Richard Mayo *	9105	Hussey, Patrick Reynolds	0606	Pease, Mark Nathan *	1500	Wilcox Jr, Robert Dean *	2700
Cloutier, Michael Brandon *	8400	Johnson Jr, Randolph William *	0900	Pike, Devin James	0606	Wilcox, Andrew Wayne *	0900
Cole, Jamey Lee *	2700	Justice, Timothy Michael *	2700	Pinsonneault, Ronald Paul *	1500		
Cornish, Pauline Irene *	1100						

* Returning employees

January 2014 Service Anniversaries



Dept.	Name	Dept.	Name	Dept.	Name	Dept.	Name
	50 Years	20	Heath, Stephen Pearl	19	Chamberlin, Christopher James	15	Walker, Gregory Scott
81	Cole, Henry James	91	Lee, Carol Lynne				
	40 Years	25	Littlefield, David Walter	82	Gonyou, Mary Jean		20 Years
10	Abbott, Scott Barton	10	Medeiros II, Chris Emile	51	Greenleaf II, Murlyn Harold	24	Banks, Lisa Carol
09	Bull, Robert Rolland	69	Murray, Richard Adrien	45	Guay, Sharon Joan	27	Daley, Jeannine Theresa
86	Cyr, Marcel Reynold	10	Niva, Gregory Lee	87	Harris, Beverly Ann	40	Dimuccio, Stephen William
86	Larkin, Paul Thomas	91	Pickering, Dennis Edward	17	Hitchcock, Dennis Ray	40	Harrison, Matthew Lee
81	Levesque, Russell Robert	91	Rego, Michael Louis	17	Holbrook, Thomas Anthony	24	Lamare, Norman Joseph
10	Main, James Carl	45	Rumery, Judith Elaine	19	Hood, Richard Elmer	27	McKay, Michael Ernest
86	Meserve, Hazel Mae	43	Sheldon, John Crawford	10	Jacques, Michael Edmond	50	Roy, Michael Ronald
86	Poisson, Roger Normand	52	Skelton, Richard Otto	87	Jaramillo, Jody Ann	19	Sampson, Penny Darlene
43	Siegars Jr, Carleton H	86	Snell, Leo William	15	Krook Jr, George Francis	27	Williams, Kenneth Ray
19	Temple, Dennis Wayne	20	Titcomb, Ronald Edward	30	Lepage, Marc Antonio		10 Years
32	Turgeon, Paul Maurice	86	Verwey, Scott Lee	10	Lever, Scott Braden	86	Flanagan, David William
86	Whitmore, Michael Bruce	84	Walker, John Louis	15	Lincoln, Carroll Lee	75	Kellogg, James Patrick
	35 Years	10	Witherell, Kirt Arthur	15	MacWhinnie, Gary Steven	84	Mollelo, Minter Michael
91	Ames, Donald Herbert		30 Years	69	Mason, Roger Lee		5 Years
15	Bozeman, Paul Cochran	87	Hanna, Thomas Ronald	08	Paradis, Philippe Adelard	24	Brown, Kathryn Liane
15	Collins, Daniel Seth		25 Years	86	Rockwell, Shawn Arlit	86	Gatlin, Kevin Lamont
10	Desrosiers, Jeffrey Bryan	86	Ballard, Edith Elaine	19	Russell, Lisa Lynn	82	Harris, Carrie Lynn
20	Ethier, Arthur Barry	06	Barter, Todd Michael	10	Sabins, Glenn Alan	86	Humes, Richard Alan
07	Gauthier, Paul Marcel	19	Beaudoin, Walter Thomas	20	Salafia, Mark Salvatore	01	Pontau, Heather Sue
19	Grant, Ronald Myles	66	Bernard, Ronald Paul	27	Scott, Stephen Randolph	86	Serrano, Luis Enrique
81	Harvey, Gary Allen	19	Casey, John Andrew	19	Stelzer, Laurence William		
				19	Tynes, John Marshall		
				27	Van Meter, Yvonne Risio		



In Remembrance January 2014

Jeffrey K. Dumais (A)
January 4, 2014
36 Years
VT Examiner

William H. Jones (R)
January 3, 2014
41 Years
Assistant Foreman

Scott A. Soule (A)
January 5, 2014
11 Years
Yard Rigger

Amber J. Strickland (A)
January 26, 2014
3 Years
Welder

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

GENERAL DYNAMICS

Bath Iron Works

700 Washington Street
Bath, ME 04530



Faces of BIW

Mike Nutter (D10), company photographer and videographer, is known for being a little camera shy while adept at capturing others in thousands of photos and miles of videotape. Skilled at shooting from behind the camera rather than being shot, he briefly allowed himself into the frame with Senator Susan Collins during her shipyard visit in mid-February.

