

GENERAL DYNAMICS

Bath Iron Works

BIW NEWS

**May
2014**

Rafael Peralta (DDG 115) In Ultra

INSIDE

- From the Helm — 2
- Governor Lepage Visit — 3
- June Blood Drive — 3
- Performance — 3
- Leadership Maine — 4
- Contract Awards — 4
- Red Dot Chart — 4
- Wellness & Benefits — 5
- Retirees — 5
- Trades Learning Center — 6
- 3D Technologies — 7
- From the Fleet — 8
- Ergonomic Excellence — 9
- Thank You — 10
- Winners — 10
- In Remembrance - 10
- New Hires — 11
- Service Anniversaries — 11
- Faces of BIW — 12

From the Helm

Fred Harris, President, Bath Iron Works

In this space last month, I highlighted four core characteristics that define a “world class shipyard.” They are worth repeating:

- A safe work environment
- Affordability and first-time quality
- Cost and schedule commitments met
- Superior flexibility in a changing environment

My focus in this space today is on the first of these characteristics.

It is virtually impossible to fully meet any of the last three characteristics in this list until safety becomes everyone’s top priority every day. Based on our collective safety performance during the first four and one half months of this year, we have a long road ahead of us.

As I write this, both our Recordable and Lost Time Injury rates are trending in the wrong direction. From January 1 through May 18 we have had only 28 injury-free (no recordable or lost time injury) days. Of those, only six occurred on regular work days (Monday–Friday) with the remaining 22 being on Saturdays and Sundays when the vast majority of the workforce is not on the job. There is no magic solution for reversing these trends and building a core safety culture within this shipyard. It requires personal commitment, acceptance of responsibility and getting back to basics.

Making a personal commitment shouldn’t be difficult for any of us. It’s hard to get more personal than a bodily injury—it hurts when it happens to you, it hurts your family, friends and co-workers in many ways, and the effects can last a lifetime if the injury turns out to be serious. Decide today to make a personal commitment to be safe—then live up to that commitment for your own sake and for those around you.

Once you make that personal commitment then accept the responsibility to help others do the same—set the example through your behavior. If you’re a front line supervisor, before you ask someone on your crew to do a job, first ask yourself if you will be putting that individual in an unsafe situation or causing him or her to perform an unsafe task. If you are asked to do something that you feel is unsafe, get with your supervisor and resolve whatever safety issue may exist. We all have a responsibility to build a safe work environment. If you observe an unsafe condition or practice, accept that responsibility and do something to stop it. If a young child was in danger I have to believe any one of us would act to ensure the child’s safety. Our behavior in the shipyard should be the same. Think about how you would feel if you saw an unsafe work situation, decided not to do anything about it and later found out that someone was seriously injured. We need to condition ourselves to act when we see something wrong. It’s the right thing to do.

On the cover: On April 26, 2014, the DDG 115 4610 unit was loaded onto the 2450 unit, becoming part of the 2000 Ultra Unit. Several days earlier, the Ultra Unit rolled outdoors for load-out of the package conveyor, then returned to continue progress towards moving onto the LLTF. Ultra 2000 is the keel unit for DDG 115.



Dan Jenkins (D40)

Getting back to basics encompasses three key elements—housekeeping, PPE and procedures—which directly reduce the probability of a work place injury. Once again, there’s no magic here. A clean, uncluttered work space eliminates many of the things that set the stage for injuries such as trip hazards, airborne debris, dropped material or equipment, obstructed visibility and many others. Good housekeeping is the first step toward a safe work environment.

PPE is for your safety—when you make a personal choice not to use it you put yourself and others around you at risk and you set a bad example for everyone else. There is simply no logical reason for deciding not to wear your PPE. Always wearing the required gear for the job you are doing is one of the best ways to avoid accidents and injuries.

We have many solid procedures and policies to help us accomplish our work safely and efficiently. Where we run into trouble is when we do not follow those we have. If a procedure is wrong, then take action to have it changed. Bypassing established procedures and doing it “the way we have always done it” is a prescription for a problem that otherwise could have been avoided.

We must elevate our sense of urgency about safety. The simple fact is that real people, someone’s mother, father, sister, brother, friend, etc., are getting hurt every day. We have to fix this. We will continue to educate both new and current employees on how to work safely; we must talk and listen to each other about safety every day; we will keep the pressure on housekeeping; we will hold ourselves accountable for proper use of PPE and adherence to established procedures. Together we will bring our safety performance under control—there is no other option.

TOGETHER WE CAN MAKE A DIFFERENCE.

want safe
F. Harris

Governor LePage Visit

Governor Paul LePage and first lady Ann LePage, right, were at BIW on May 14, 2014 for the opening of the new Trades Learning Center in the shipyard. (See the story on page 6.)



Gov. LePage congratulated BIW on the new facility where people can “start work, learn from these instructors with 245 years of experience, make mistakes, and learn more.” He said, “We must continue educating kids so that they can achieve a quality way of life.” The governor joked that he was proud of BIW and the

fact that it is well known in and out of the state of Maine, “kind of like Marden’s.” 

June Blood Drive

BIW has partnered with the American Red Cross for many years to provide a valuable resource to those in need. The June BIW blood drive is an opportunity for you to make a difference in your community.

Double good. A double red cell machine will again be available during second shift on Tuesday, June 3, at the Fitzgerald Conference Center (FCC) in the Main Yard. Donors who give on first shift will now have the same opportunity. A double red machine will be at all first shift FCC hours throughout the week. Those who are eligible can make twice the difference by giving two units of red cells.

During a double red cell donation, blood is drawn from one arm and channeled through a sterile, single-use collection set to an automated machine. The machine separates and collects two units of red cells and then safely returns the remaining blood components, along with some saline, back to you through the same arm. This procedure takes approximately one hour.

Who can donate using the Double Red Cell machine?

- Men over 5’1” who weigh at least 130 pounds
- Women over 5’5” who weigh at least 150 pounds

What blood types are needed? All blood is needed. Those with blood types Type O (negative and positive), A negative and B negative are strongly encouraged to consider giving a double red cell donation due to the demand for these types of blood donations.

Sign up. Call Diane Dillon at 442-1141 to make your appointment to be a regular or a double red donor. Double red appointments are limited to one each hour.

June Blood Drive

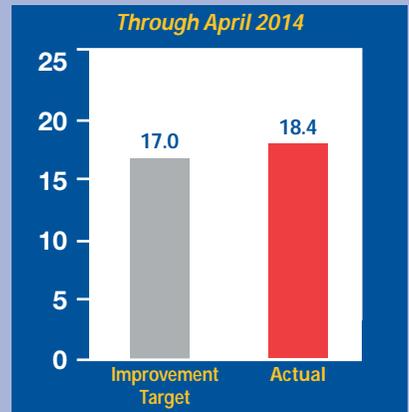
Date	Time	Location
Jun 3, Tues	5:00 pm—10:00 pm	FCC
Jun 3, Tues	9:30 am— 2:30 pm	CROF
Jun 3, Tues	8:00 am— 1:00 pm	James
Jun 4, Wed	9:00 am— 2:00 pm	FCC
Jun 5, Thur	9:00 am— 2:00 pm	FCC
Jun 5, Thur	8:00 am— 1:00 pm	Hardings
Jun 6, Fri	9:00 am— 2:00 pm	FCC

Token of appreciation. All presenting donors will receive a free day pass to any Maine or Vermont State Park. In addition, all donors may enter to win a \$1,670 Eureka camping package that includes 2 tents, 4 sleeping bags with sleeping mats, 4 chairs and a table. 

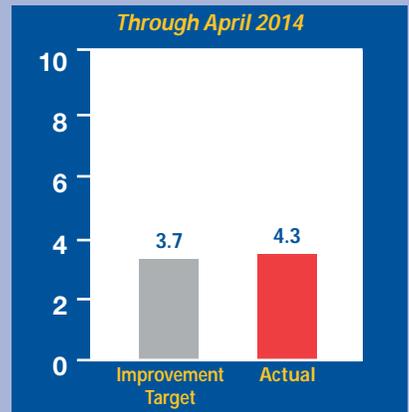
Performance Safety

April 2014

RECORDABLE INJURY RATE

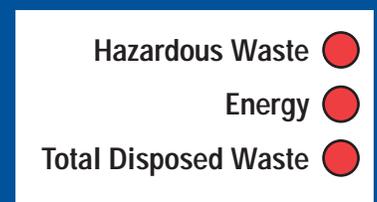


LOST-TIME INJURY RATE



Environmental

Cumulative Through April 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



Leadership Maine 2014



On April 15, 2014, the annual class of Leadership Maine concluded their program focused on Maine's economy with a visit to BIW. **Cynthia Lobikis**

(D46), Human Resources Manager, Employment, second from left, front row, was this year's BIW's representative to the program and hosted the group. 

Recent Contract Award

DDG 1000 Class Services

On April 1, 2014, BIW received a \$24.7M contract mod for FY 2014 DDG 1000 class services, including continued planning and procurement support for DDG 1000 class ships.



The last DDG 1001 Ultra Unit, 3200, moved to the LLTF on May 5, 2014.

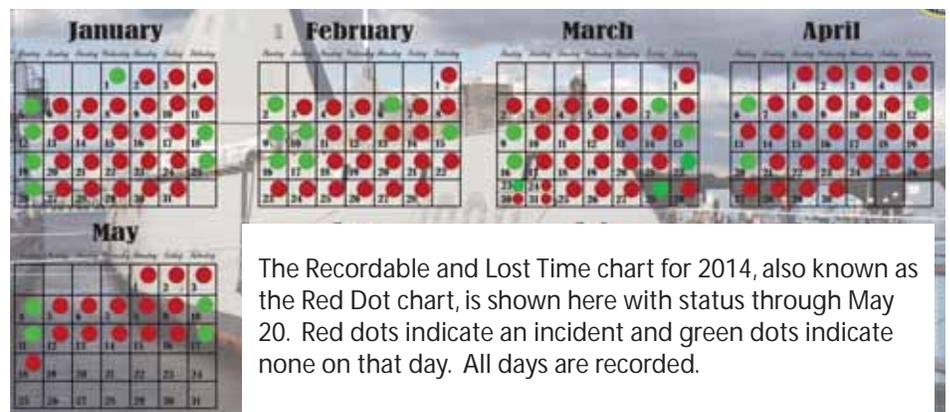
LCS 2, 4

On April 18, 2014, BIW received a \$28.7M definitized delivery order for FY 2014 fleet maintenance sustainment, post-delivery support for LCS 2 and 4.

LCS 2, 4

On April 22, 2014, BIW received a \$28.7M contract mod for FY 2014 LCS class design services, consisting of technical studies and design development, software development, installation and testing, logistics activities, change management, and configuration control. 

Recordable and Lost Time Injuries Chart 2014



The Recordable and Lost Time chart for 2014, also known as the Red Dot chart, is shown here with status through May 20. Red dots indicate an incident and green dots indicate none on that day. All days are recorded.



Are You at Risk for Prediabetes?

Did you know that one of four people in the US have diabetes or are at risk for prediabetes?

Your BIW Fit for Life team is offering opportunities for you to participate in the National Diabetes Prevention

Program (DPP) at no charge for employees and spouses. The DPP is an intensive lifestyle course that focuses on eating healthier and becoming more active. The goals of the program include a 7 percent weight loss and working up to 150 minutes of physical activity per week.

Retirees

April 2014

Dept.	Name
10-00	David H. Clark II 39 Years, 8 Months <i>VP Fab & Ship Module Construction</i>
17-00	Patrick M. Cox * 26 Years, 4 Months <i>Tinsmith III</i>
27-00	Charles A. Cole ** 25 Years, 4 Months <i>Preservation Tech III</i>
46-00	Patrick N. Conley 24 Years, 8 Months <i>Director Mgmt Dev & Training</i>
50-00	Daniel R. Jamison 35 Years, 10 Months <i>Shipfitter III</i>
50-00	William A. Palmertree, Jr. 33 Years <i>Shipfitter III</i>
58-05	Charles E. Thurston 37 Years, 5 Months <i>Desktop Technician</i>
81-00	Henry W. Menard 40 Years, 11 Months <i>Material Clerk III</i>
86-00	John W. Bourque III 46 Years, 7 Months <i>Technician III, Engineering</i>
86-00	Gregory R. Mease 31 Years, 5 Months <i>Designer, 1st Class</i>
87-00	Janet F. Cloutier 35 Years, 11 Months <i>Designer, 1st Class</i>

Are you at Risk for Prediabetes? Take the Screening Test below:

Question	Yes Value	Yes
Are you a woman who had a baby weighing more than 9 pounds?	1	<input type="checkbox"/>
Do you have a sister or brother with diabetes?	1	<input type="checkbox"/>
Find your height on the chart below. Do you weigh as much as or more than the weight listed for your height?	5	<input type="checkbox"/>
Are you under age 65 and get little or no exercise in a typical day?	5	<input type="checkbox"/>
Are you between 45 and 64 years of age?	5	<input type="checkbox"/>
Are you 65 years of age or older?	9	<input type="checkbox"/>
Do you have a parent with diabetes?	1	<input type="checkbox"/>
Source: US Centers for Disease Control and Prevention		Total points for all "yes" responses: <input type="checkbox"/>

Height and Weight Chart

Height	4'10"	4'11"	5'0"	5'1"	5'2"	5'3"	5'4"	5'5"	5'6"	5'7"
Weight (lbs)	129	133	138	143	147	152	157	162	167	172
Height	5'8"	5'9"	5'10"	5'11"	6'0"	6'1"	6'2"	6'3"	6'4"	
Weight (lbs)	177	182	188	193	199	204	210	216	221	

If you scored nine or more points, you are at risk for prediabetes. Call Betsy Peixotto at 442-3145 to learn more, to sign up for one of our Diabetes

Prevention Program classes or to meet with one of our onsite health coaches. You can also email betsy.peixotto@gdbiw.com for more information.



FIT TIPS

Financial Education Classes: Retirement Planning

Two after-hours classes in June geared toward retirement planning will round out the spring series of Financial Education classes.

A calendar of events, including upcoming Financial Education classes, and a whole lot more are available at: www.biwfitforlife.com

Retirement Planning

Tuesday, June 3, 2014; 3:45—5:30 pm *
CROF—Function Room

This course, provided by an outside investment professional, covers how the various BIW retirement plans work and reviews tools to estimate your income needs in retirement and how to meet those needs. Information will help you avoid common mistakes that can derail a planned retirement date. * This is a rescheduled date

Medicare

Wednesday, June 18, 2014; 3:45—5:30 pm
Employee Development Center **

Medical coverage and costs are important factors in the financial life of most retirees. A representative from Southern Maine Agency on Aging will talk about Medicare coverage, choices and costs and will also discuss the costs of healthcare for those who retire before becoming eligible for Medicare. ** Spouses may attend

* Retroactive to February 2014

** Retroactive to March 2014

Trades Learning Center Rocks

BIW recently opened a new Trades Learning Center (TLC) on the site of Building 19 in the north end of the shipyard. The facility is already up and running, training new hires in the skilled trades of welding, shipfitting, tin-smithing and pipefitting as well as those requiring weld tacking qualifications, which includes electricians and outside machinists.



Although the facility concept was developed in 2013, it came online very quickly in response to the need to hire a significant number of new employees to support manning projections. Anticipated disruption of several areas critical to trade training as a result of facility upgrade work in the south yard also influenced the need for a consolidated training facility in another section of the shipyard.

The rapid overhaul of Building 19 was a tremendous effort by BIW Facilities, including mechanics, project engineers and supervisors. Some of the key people involved in the rapid roll-out were **Dan Nadeau** and **Mark Lamarre (both D10)**, Lean Engineer **Nannette Reed (D10)**, **Steve Kent (D46)**, the Trade Training Coordinator, and trade superintendents.

About a year ago, the eight members of Leadership Development Class VIII were asked to assist in developing a strategy to provide safety and trade-specific training for new hires. Their proposal was approved and the project shifted to Operations and Training to determine a location and the required training and tools.

In early 2014, after examining a number of offsite options, Building 19 in the north end of the shipyard was identified to house the program, including the Welding School which was permanently relocated

from the Hyde Building. In short order, training began in the new facility and on May 14, **Governor Paul LePage** and first lady **Ann LePage** were at BIW for a brief opening ceremony.

At the opening, **Fred Harris**

remarked that "Our strength has always been and will always be our people. This new Trades Learning Center takes our newest tradesmen and tradeswomen and puts them in the hands of our most experienced craftsmen. . . . New BIW shipbuilders will learn how to be safe and productive workers from some of our most experienced mechanics who helped develop the curriculum and who will now actually do the training. Together, these experienced mechanics have more than 245 years of shipbuilding experience."

Michelle Wyman (D46), Manager of Organization Development, said, "Concurrent with TLC development, we revised and strengthened the New Hire Orientation program emphasizing safety and shipbuilding basics. The new hire experience is interactive, including shipyard familiarization/safety tours and a face-to-face message from senior leadership. Orientation sessions reinforce the importance of safety, quality and integrity while welcoming new employees to our shipbuilding family."

Following the peak activity associated with current new employee hiring, the program will reach back to employees hired in the last two years and bring them

through the same training program. New hires now receive up to six weeks of training, depending on their trade.

The fact that multiple trades are accommodated under one roof offers flexibility as well as opportunities for collaboration. **Stacey Hutchison, Rick Blair (both D10)** and Steve Kent worked together to simulate a realistic work environment by installing custom made mocks in the TLC so that students train in a manner similar to the production environment where work progresses by one trade handing off to another in the same space. Trade-specific ad-hoc training can be accommodated, and specific training for teams or projects can easily be organized. Steve is responsible for coordinating use of the TLC by the trades.

Michelle said, "The combination of our new classroom and hands-on training will ensure every new hire is efficiently equipped and ready to begin building ships at BIW." 



Students practicing the art of welding at the new Trades Learning Center include Josh Torrey, far right, and Jake Plummer, second to right, both new tin-smiths. Working beyond Jake and partially hidden is Ken Wright, a new welder.

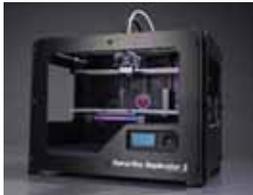
Training Team

Name	Dept	Trade
Mike Coombs	09	Outside Machinist
Todd McPhee	15	Pipefitter
Marc Ouellette	15	Pipefitter
Dan Smith	15	Pipefitter
Mike Cole	50	Shipfitter
Trevor Foye	50	Shipfitter
Wayne Rice	50	Shipfitter
Kurt Sharples	17	Tinsmith
Doug Blair	43	Welder
Mike Miles	43	Welder
Mike Sykes	43	Welder

New 3D Technologies Catching On

A variety of 3D technologies are currently being evaluated within BIW for applicability to BIW processes and several prototype applications are in use. It turns out that shipbuilding, a complicated, heavy manufacturing process with diverse requirements, has many opportunities to employ 3D technology.

Printing. Though you may not yet have encountered 3D printing at work, many are aware that the capability to produce a growing array of products by 3D Printing has progressed rapidly. As described on Engineering's internal Innovation Exchange web site, 3D Printing is the popular name for a process officially called Additive Manufacturing which builds up a part, layer by layer, from scratch, as opposed to the more familiar forms of Subtractive Manufacturing such as milling, where a block of material is reduced to a part.



The BIW Engineering Innovation Center is studying 3D Printing for shipbuilding purposes with the benefit of Navy-sponsored projects, academic studies and the experience of others pursuing 3D capabilities. Engineering initially acquired a medium-sized MakerBot brand printer (shown in the manufacturer's photo above) capable of printing a maximum build plate size of 6x6x11 inches. The filament extrusion printer is fed with PLA (polylactic acid) plastic which looks a little like a weed whacker supply reel.

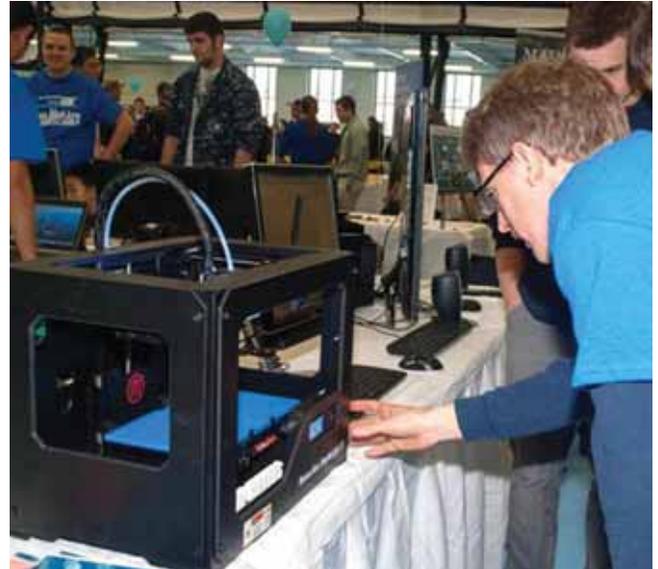
Any 3D modeling data (including CATIA) can feed the printer, and robotic arms on the X and Y axis perform much like a traditional pc-driven pen plotter to lay the heated material on the base. The printer head moves back and forth with the base plate automatically lowering 1/10 of 1mm with each pass. The finished product is created with temporary support structure for any protruding features. The printer software program calculates the support structure required for the print and then the human operator removes it afterwards.

David Heath (D40), Media Specialist, describes a learning process with 3D Printing roughly similar to learning Design for Manufacture for the real ships. With continued use of the software has come greater understanding of its capabilities and demands and the ability to experiment with applying it to a number of BIW processes.

BIW is currently using the technology to develop scale models which can be used to understand and study production and shipboard problems. As various aspects of the upcoming DDG 1001 deckhouse lift are studied, 3D printed models help engineers evaluate various modifications which may be installed to diminish stress concentration during the lift.

Scanning. Advanced Concepts Engineer, **Paul Friedman (D40)**, said, "3D Scanning has been of interest to BIW for a while but recent advances in computing power, laser and structured light management and miniaturization have made the technology a viable tool for both shipbuilding and ship lifecycle support." As continued on the web site, Paul noted, "3D scanning captures digital information about the shape and location of an object using a laser or light to measure the distance between the scanner and the object. The scanner collects a huge amount of information in what is known as a point cloud. This data capture is powerful in that it allows the scanner to record images with very high accuracy, but also requires clever and powerful software to process the enormous amounts of information."

David is currently evaluating short-range 3D Scanner capability using a hand



Dave Heath (far right) explaining 3D printing to visitors at the Engineering Expo at UMaine Orono in March.

held Google Nexus 7 device, shown here, the first Android device cleared for use at BIW. The operator "paints" the area of interest from a distance of 18" to 3' of the target by moving the device in a pattern so as to catch all of the data.

Scanned data is imported to a computer which produces a 3D image which can be manipulated and viewed as part of problem resolution, or to document as-built, as-used conditions. The images are highly accurate and allow users to obtain precise dimensions when viewed on the computer. Near term challenges include managing the huge amounts of data captured, and merging the point clouds with existing 3D models and library parts for analysis and design modifications.

The Planning Yard is actively evaluating 3D scanning for shipcheck applications. Per **Bill Schumaker (D86)**, Planning Yard reps have taken a 3D scanning device onboard ship to capture the as built condition of ship spaces that will undergo future change. The information is brought back to the office where a designer sitting at their desk can take absolute dimension information and compare it to existing ship design data for accuracy, and then use the data to develop a rip-out product document and a plan to fit in the new feature.



Continued on pg. 8

Independence Class

The littoral combat ships USS *Independence* (LCS 2), left, and USS *Coronado* (LCS 4) are shown underway in the Pacific Ocean in late April. The ships are homeported in San Diego where LCS 4 is scheduled to undergo PSA this fall. Photo courtesy US Navy. 



3D Capabilities, cont. from pg. 7

The Planning Yard contemplates outfitting each homeport rep with scanning capability intended to lead to quick retrieval of shipboard data and uploading of design information to the Planning Yard at SSSC in East Brunswick. While shipchecks may continue, the potential exists to reduce much of the travel time and cost associated with them while increasing the accuracy of the ship design.

Also useful is the tool's potential reach-back capability, as when a designer comes to an "I wish I had that dimension" roadblock, he or she can access the 3D scan for the additional dimensioning data. Bill said, "We are in the beginning stage of our analysis, but 3D scanning seems to have many applications for our purposes."

In the new construction world, 3D LiDAR scanning has also been used at BIW. LiDAR, which means light detection and ranging, is an advanced application of laser technology. A LiDAR device is used in conjunction with existing survey equipment and captures data by pulses of laser light over the object or area of interest, while a scanner and receiver translate it into a detailed 3D point cloud. LiDAR scanning was used to identify potential hit areas during the DDG 1000 deckhouse erection.

Projection. This is a 3D application which assimilates CAD data, work instructions and physical location to project images of the work instruction onto an object or surface. The projection guides the mechanic through processes such as structural assembly, stud placement, surface coating and more.

A pilot project is being developed which will project model images onto the bulkheads of finished compartments, allowing the mechanic to complete the work using the projected image as a guide. David

describes this technology as enabling the mechanic to have less dependence on tools like a measuring tape and drawings by projecting the exact location onto reality.

Paul said, "The potential to use 3D data to improve our processes is big. It is an exciting new set of tools, and I think we're going to discover a number of ways to improve our shipbuilding and ship maintenance processes, making work safer and more efficient, and improving the quality of Bath-built ships for the US Navy." 



BIW engineer **Josh Botting (D40)** is shown at the 2014 Engineering Expo at UMaine explaining lifting and handling concepts to future engineers using 3D printed units and a 3D printed crane. The 3D printer allowed the team to fabricate complex, small scale representations of large structures, putting the objects in a scale which was easily manipulated and understood by visitors young and old.

Excellence in Ergonomics Recognized

The 17th Annual Applied Ergonomics Conference sponsored by the Institute of Industrial Engineers (IIE) in Orlando, Florida in March serves as an international forum for seminars, workshops and professional papers which promote ergonomic, lean and quality initiatives to improve workplace safety and efficiency. Held concurrently, the Ergo Cup Competition, is a big draw and BIW sent three teams—Plate Shark, Piranha Jig and Stegna-Saurus, noted below.

Ben Zavitz (D52), BIW's Ergonomist, was named Ergonomics Practitioner of the Year for creative application of ergonomics in the workplace. The award is sponsored by Liberty Mutual, an early leader in developing ergonomic best practices to avoid workplace injuries.

The Ergonomist award was added to the conference program four years ago and this is the second time that it was given to a General Dynamics company—Gulfstream's ergonomist received it in 2012.

Ben was recognized for his attempts to promote ergonomic awareness and workplace solutions at BIW and his contributions to ergonomic best practices. One of his initiatives is the **Ergo Cup competition**, now in its fourth year at BIW and strongly supported by the CREST committees. The competition selects four quarterly and one overall annual winner while challenging employees to develop work solutions that incorporate ergonomic best practices. The Ergo Cup competition has also confirmed that good ergonomic solutions go hand in hand with a safer work environment, improved quality and greater efficiency.

Another approach introduced by Ben is called **See, Solve, Share**, defined as:

- See: Learn to recognize risk factors in the work environment;
- Solve: Develop and implement solutions using best practices and help of others, such as CREST committees;
- Share: Document problems and the resolution as best practices via com-

munications, videos and committee meetings so that others may benefit.

A three-tier approach to obtaining assistance is part of the process:

- Self help, where the employee, often working with a supervisor, identifies and implements a solution;
- Trained help which includes the participation of CREST committee members, for example;
- Expert help, which might involve an ergonomist or technical resources such as Engineering or Medical.

Ben explained, "We found that people with an ergonomic issue often start by seeking expert advice, but if they have a checklist of things to investigate and an awareness of best practices, they can just as easily zero in on their own solution and then seek further help as needed."

Another of Ben's initiatives is the **Go Green** concept which can be found on posters throughout the company. The green zone is your comfortable range of activity within which you are least likely to cause injury when reaching or lifting. Yellow is outside your comfort zone and should be utilized briefly and infrequently, but working in the red zone requires you to work beyond your comfort zone where injury is most likely to occur.

The green zone is safe, the red zone should be avoided. This concept can be applied to many job set-ups to identify potential issues before they cause injuries. The Go Green concept and related graphics have been shared with other General Dynamics companies, and Saco Defense (a division of GD Ordnance and Tactical Systems) and NASSCO are currently using a version.

Ben also incorporates ergonomic factors are part of the safety training for new employees and supervision and looks for opportunities to leverage ergonomic programs to engage greater participation. He said, "We emphasize education regarding ergonomic factors and



Ben Zavitz, right, received the Ergonomic Practitioner of the Year award from Wayne Maynard of Liberty Mutual.

encourage individual initiative since a great deal can be done by just tweaking the job site."

Ben continued, "The BIW ergonomics program initially focused on vibratory tools because we were seeing many repetitive motion injuries. Working with the CREST committees, we have made progress in modifying tools and set-ups. While that work continues, we are also looking at ways to engage more people in the ergonomics process to help them work safer and more efficiently, both inside the shipyard and outside the gates."

Vince Dickinson (D52), Director, Environmental Health and Safety, said, "Ben has really been a leader on raising awareness on ergonomic risks and has championed employee solutions to reduce risk. He uses a collaborative approach to leverage his technical knowledge and empower others to solve ergonomic problems." 

Ergo Cup Competition, March 2014

BIW Teams

Plate Shark

Steve Bubba Davis
Randy Gray

Piranha Jig

James Barbour
Matt Cleaver
Steve Woodhouse
Jim Daigneault *

Stegna-Saurus

Walter Beaudoin
Tim Neagle
Larry Stegna *

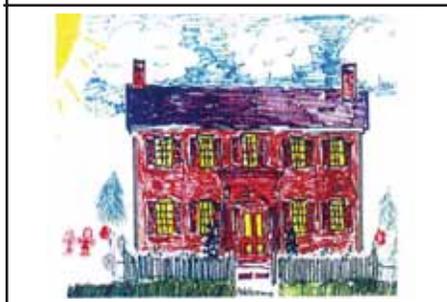
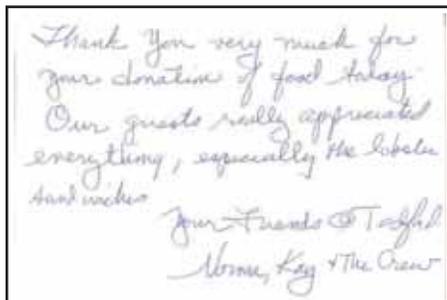
* unable to attend

Thank You

Post Christening Donation

As noted in the April issue of BIW News, efforts are made to ensure that any appropriate food leftovers are quickly donated to a local organization. **Tim Tetu (D86)** has long provided the service of picking this donation up at the end of the reception and delivering it the same day.

Despite a busy travel schedule as a Planning Yard Hull Designer and with only one day home in April ahead of the event, Tim was able to attend the DDG 1000 christening and distribute the donated food later that afternoon, splitting it between several local organizations that could use it immediately. This note was received from one of the recipients, Tedford Housing in Brunswick.



Class of 2014

On May 9, members of the Wiscasset High School Class of 2014 held a gate collection to raise funds for their Project Graduation and sent the following note.

May 9, 2014

Dear BIW Workers/Employees,
 The Class of 2014 thanks you for your generous donations to this year's WHS Project Graduation which will take place on June 5, 2014 in Portland's Casco Bay!

Your donations will help to fund an event which involves all graduating Senior Class members regardless of their financial standing. Project Graduation gives graduating students an opportunity to get together and celebrate their accomplishments as a class in a safe and healthy environment.

This year's graduates will enjoy a 4-hour cruise with Casco Bay Cruise Company. On the night of graduation, students will board a bus and be transported to Portland. The cost of the bus, the cruise, the food and entertainment will be covered by Senior Class fundraising and donations.

Thank you again so very much for assuring that the Wiscasset High School Class of 2014 will have a successful and safe graduation night. Without your help, it would not have been able to happen. We really appreciate all the support you gave us with your donations!

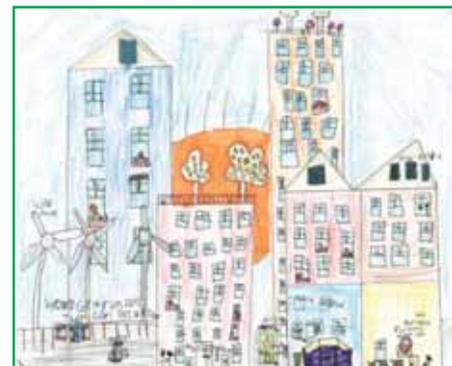
Sincerely,

Briana Goud, Senior and President,
 Class of 2014
 Debra Pooler, WHS Senior Class Advisor
 Cynthia Carter, WHS Senior Class Advisor

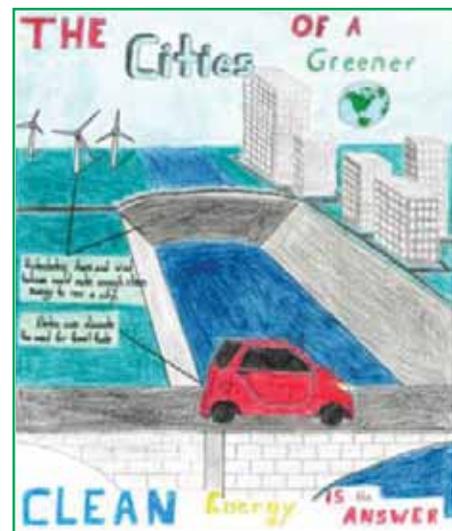
Winners

The 13th annual Earth Day Poster Contest sponsored by BIW Environmental Health and Safety asked students to focus on ways to improve the environment in our local areas, cities and towns.

The winning posters are shown below with the names of the artists.



Kindergarten-3rd Grade: Helena Kay, 3rd Grade, daughter of Jared Kay (D87).



Grades 4-7: Michael Guertler, 7th Grade, son of William Guertler (D40).



Grades 8-12: Brooklynn Wilson, 9th grade, granddaughter of Douglas Bryant (D87).

BIW In Remembrance April 2014

Maurice J. Beaulieu (R)
 April 7, 2014
 19 Years
 General Shop Helper

Patrick J. Beck (R)
 April 7, 2014
 33 Years
 Tinsmith III

Patrick M. Cox (R)
 April 8, 2014
 26 Years
 Tinsmith III

Joseph L. Flanders (A)
 April 16, 2014
 27 Years
 Pipefitter III

Christina I. Viger (R)
 April 20, 2014
 33 Years
 Associate Engineer

Rena M. Wilbur (A)
 April 15, 2014
 36 Years
 Maintenance Mechanic III



Welcome

The following employees recently joined BIW. Please welcome them.

Name	Dept.	Name	Dept.	Name	Dept.	Name	Dept.
Alves, Nathaniel Eugene	6600	Farrell, Brad Daniel	1700	Libby, Herschel Scott	1000	Reid, Matthew Thomas	
Bailey, Heather Lynn	2700	Fogleman, Jareth Allan	2700	Lowe, Jarred Leighton *	6600	Alexander *	1000
Beaule, Joshua Thomas *	1700	Fortier, Alan Francis	1900	Marlowe, Benjamin James	8700	Rogers, Michael Ernest	6600
Beaulieu, Jonathan Charles	1900	Francis, Shelley Ann	1900	Mason, Edward Michael	1900	Schreiber, Matthew Dean	8700
Beaulieu, Thomas Philip	1900	Freeman, Ann Melander	5100	Mason, Michael Gary	1700	Sears, Ryan Joseph	1900
Bernier, Andrew Scott *	1900	Galipeau, Gina Ann *	6600	McMillan, Gibson E *	8700	Snyder, Daniel Wayne *	1900
Bishop, Benjamin Troy	2700	Gendron, Samuel Mark *	8700	McNish, Daniel William	1900	Spencer, Justin Daryl	1700
Bitts, James Edward	5805	Gray, Christine Elysia	4505	Meader, Michael Lonnie	1900	Stevenson, Corey Wayne	2700
Bodkin, Michael A *	8700	Hamel, David Lee	6600	Merrill, Jesse Michael	6600	Stewart, Daniel Robert	1900
Brackett, Suzanne Maria	6600	Hamilton Jr, Wayne Michael	2700	Murray, Andrew Ernest	1900	Sweeney, Christopher Laurance	2700
Brooks, Blaine Ezra	1900	Haynes, Jill Heather	2700	Murray, Paul Edward	8400	Teague, Shawn Garver *	8700
Brown, Nicholas Benson	1900	Henning, Jacob Henry	8700	Norton, Cody Euegne	4300	Tessier, Eric M	1700
Burke, Andrew Frank	1900	Herrick, Heath W	1900	Oliver, Daniel Patrick	1700	Therrien, Matthew Conner	6600
Chamberlain, John Robert	2700	Hinkley, Nicholas James	6600	Parks, Daniel George *	4300	Torrey, Joshua Andrew	1700
Champagne, Donald Roland	1900	Hodgkins, Joshua Ryan	1900	Pearl, Travis Joseph	1700	Verrill, Cody James	6600
Charrette, Matthew J *	8700	Hooper, Ashley Nicole	6600	Peck, Travis Lewis	6600	Wahlstrom, Gage Christian	6600
Chartier, Michael Francis *	4300	Jackson, Aaron Matthew	1700	Peddle, Nicholas Roy	1900	Wakefield, Alexander Scott	3000
Ciarfella, Michael Vincent	2700	Jacques, Matthew David	8700	Peil, Robert Casey	1900	Wallace, Blaine Jason	1900
Clark, Jared Louis	4300	Jasper, Laurie Anne	8700	Pelletier, Russell William	6600	Weed, Seth Eugene	2700
Cole, Justin Frederick *	4300	Jimino, Nicholas Allen *	2700	Perry, Jacoby Matthew	6600	Williams, Jacob David	1900
Corr, James Elwin	8400	Keenan, Damaris Chajin	2700	Phillips, Jamal Durand	1900	Withee, John Joseph	1900
Cote, Joseph Andrew	8700	Knights, Jesse Steven	2700	Pike, Scott William	1900	Withman Jr, Daniel Merle	4300
Crawford, Jon Chester	1900	Knudtson, Andrew Paul	5805	Plummer, Jake Austin	1700	Wright, Kenneth Edward	4300
Cummings, Tyler Aaron	6600	Konecny, Kvetoslava	2700	Poirier, Anthony John	8700	Zayac, Angela Marie	8600
Curit, Jonathan Cleo *	4300	Lamoreau, Nicholas Elmer *	1900	Pooler, Sean Matthew	1900	Zehring, Jeremiah Donald	8700
Dill, Daniel Howard *	1700	Leeman, Scott Andrew	1700	Potter, Melanie Marie	8700		
Doten Jr, Michael Leonard	8700	Leopin, Casey Peter *	8700	Pushard, Ryan Allan	1700		
Douglas, Dexter Dean	1700	Levasseur, David Adam	1900	Ready, Aaron Paul	4300		
Emond, Daniel Marcel	2700	Levesque, Justin Lee	6600	Redding, Charles Richard *	1700		

* Returning employees

April 2014 Service Anniversaries



Dept.	Name	Dept.	Name	Dept.	Name	Dept.	Name
	40 Years	19	Ward, Ronald Philip	27	Bryant, Melissa Kay		15 Years
06	Varney, Gary Lee	20	King, Stephen Scott	27	Dumont, Ronnie Clarence	05	Bolduc, Sharon Ann
10	Arnall II, Robert Noble	29	Parlin, Gerald Allan	27	Emery, Mark Devon	79	Nelson, Douglas Codet
17	Larose, Wayne Lee	32	Dionne, Randy Gerard	27	Price, William Alan	87	Jaramillo Jr, Orlando Luis
19	Collins Jr, Arthur Clayton	86	Alho Jr, Daniel Martin	27	Smith, David Carmon		10 Years
20	Meader II, Lindsey Locke	86	Bishop, Randy Miller	27	St Amand, James Alfred	87	Thiele, Brian Thomas
20	Temple, Mark Quinton	86	Harrington, Robert Adelbert	27	Thibodeau, Gary Paul		5 Years
27	Williams, Ronald Arthur	91	Dery, Robert Alexis	30	Niemeyer, Matthew Scott		
81	Fillion, Roger Marcel	91	Pratt, Craig Allen	40	Strout, Lee Grant		
81	Rossignol, Dudley Roland		25 Years	43	Carter, Edward Wayne	10	Gadaree, Bruce Michael
86	Giles, Brent Edward	08	Gearly Jr, Richard Lewis	43	Michaud, John Keith	20	Ober, Steven Paul
87	St Pierre, Raymond Paul	09	Dee, Timothy Matthew	43	Simmonds Jr, Parker Allen	24	Rose, Ruth Bragdon
91	Davis III, Galen Augustus	09	Boisvert, Bertrand Herbert	50	Anair, Michael Wayne	40	Dostie, Aric Matthew
	35 Years	10	Ladd, Stephen David	50	Buzzell, Dick Alan	46	Wyman, Michelle
09	Alderman, David Michael	10	Ladd, Stephen David	50	Moline, Paul Jonathan	82	Curtis, Diane Allison
09	Lamore, Stephen Jerome	15	Cadotte, Robert Patrick	50	Morissette, Maurice Rene	87	Olehowski, Nate Scott
10	Bruce, Kelly Wayne	15	Cogswell, Charles Smith	69	Kuchinski, Jeffrey Louis		
10	Emerson, Terry Warren	15	Doustou, Ronald Antonio	69	Morse, David Warren		
10	Smith, Donald Leland	15	Murdoch, Glenn Anderson	84	Masse, Timothy Miles		
11	Gallagher, Earl Felhman	15	Willard, Ralph Francis	86	Compagna, Liane Marie		
15	Alho, James Michael	15	Woodcock, Russell Karl	86	Freeman, Bruce Allan		
15	Gagne, Raymond Jean	19	Given II, Clifton Henry	86	Lester Jr, Charles George		
15	Wilkie, Gary Lee	19	Page, Jeffery Bruce	86	Strout, Melinda Lois		
19	Adams Jr, Robert Harmon	19	Waterman, James Andrew	86	Therriault, Michelle Patrece		
19	Arris, Robert Jonathan	20	Hartley, Steven Joseph	87	Farabee III, William Lloyd		
19	Berry, Michael Roy	24	Erskine, Linda Rose	87	Spivey, Bryan Keith		
		24	Richards-Mace, Kimberly Jean				

GENERAL DYNAMICS

Bath Iron Works

700 Washington Street
Bath, ME 04530



Faces of BIW

Mike Talbert (D43), has been welding at BIW for four years. He is currently working on DDG 1000, often outdoors on the top of the ship. His daughter **Hailey**, a fourth-grader at Wiscasset Primary, has taken a recent interest in where her dad works. She has an end-of-the-year school project that requires that she pick a subject, write an essay, make a poster or two, and then talk about it when parents come to visit with the students and ask questions about what they have learned.

Hailey's assignment was to pick a topic that interested her, and while some of her classmates were thinking of things like baseball or turtles, she wanted to learn more about BIW. "Tell me some facts," she challenged her dad. So Mike got a copy of the book, *Bath Iron Works: First 100 Years*, took it home and helped her find some facts. That and some insider information from her dad will probably ensure her success.

Hailey calls her project "a boy topic, but one I'm really interested in." Mike tells her that she can certainly aspire to work at BIW if she chooses, there are lots of girls here. To that we add, shipbuilding is important work and it's exciting. Study hard in school and pay attention to subjects like math and science. See you in about ten, Hailey. 

