

GENERAL DYNAMICS
Bath Iron Works

BIW NEWS

October
2014

DDG 115 Deckhouse Move



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From the Helm

Fred Harris, President, Bath Iron Works

2014 is rapidly coming to an end and the temperatures, as they always do, are beginning to drop. It will not be long before snow falls and winter settles into Maine. This always presents challenges for our shipyard. Slips and falls increase in the winter months, despite the best efforts of our facilities department to keep walkways clear. And we still have many employees who must work in the elements, particularly at 5-skids.

I am happy to report, however, that we are bringing workers in from the cold of 5-Skids. Our construction projects around the yard are progressing and will continue through the winter. Next year, when snow comes blowing in, our workers will be protected and safer inside the new Outfitting Hall. Here is an update on current construction projects:

Outfitting Hall. Cranes have driven 399 steel I-beams 30 to 40 feet into the ground. Four of six 42-inch concrete slabs have been poured for the hall, with the remaining two slabs to be poured by Thanksgiving. Each slab requires about 1,000 cubic yards of concrete, or about 120 cement trucks.

Steel erection started in late October and is progressing from east to west. In coming months, the walls and then the roof will go up. The inside will have two outfitting support towers, one on each side, as well as two, 200-ton overhead cranes. We will have similar “mega doors” to those on the Ultra Hall.

Our first use for the building is planned for June 2015 but we are working to improve that date. We will bring work from both 5-Skids and the Assembly Building into the Outfitting Hall, actually constructing 3-deck high sections inside.

Blast & Paint 4. South Hyde is a fading memory, along with the Hazmat building and the boiler building. We have driven 260 piles and the foundation walls of Blast & Paint 4 will complete by November 7. We are pouring two big slabs of concrete for the 200-foot by 196-foot building with a floor thickness between 12 and 18 inches. When this work is complete in early December, we begin erecting steel.

The walls and roof will be done in the March/April timeframe, followed by outfitting of the complex piping, ventilation, mechanical and electrical systems. Our first use of the building is planned for September 2015, though again, we are aiming for sooner. The new two-cell building will improve our throughput and efficiency and remove current bottlenecks in our process.

Boiler Building. The construction team on the Boiler Building worked 24/7 for seven weeks to meet schedule and stay ahead of the cold weather. The building is now ready and three of four boilers have been moved in, with the fourth pending. The new 85-foot stack was erected in October during a 12-minute operation. The Boiler Building was operational in October, pushing steam to South End buildings.

Having our heating source closer to the facilities it serves will also help lower costs.

Safety. All of these upgrades will help improve our competitive position by making the yard more efficient and safer. Which brings me to another topic: in December, BIW will undergo a rigorous safety survey by the National Safety Council (NSC), a highly respected organization that will benchmark results against more than 850 other companies.

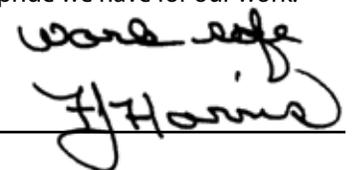
Fifteen percent of our workforce will be surveyed, reflecting our workplace demographics: salaried and hourly workers, various departments and organizations, different shifts, etc.—all aimed at portraying an accurate picture of safety here at BIW. The participants will be randomly selected and their responses will be 100 percent confidential.

Vince Dickinson, Director Environmental, Health & Safety, explains: “With the many changes that have taken place over the past year, we felt it was a good time to benchmark how our work force perceives safety performance. The NSC Safety Perceptions Survey is different than any we have conducted in the past because it is a standardized survey already taken by over 850 organizations. This allows us to compare our results against these other companies, which will add greater context to the survey results.”

Safety at BIW is everybody’s responsibility and must be our number one priority. Tools like this survey can help to focus our efforts and make changes that positively impact our workplace. Thanks in advance to all who participate.

Deckhouse Erection. While on the topic of safety, please be aware that we plan to erect the DDG 1001 deckhouse in mid-November. Reed & Reed cranes are now in the South End of the yard getting ready for that complicated move and there will be considerable activity, equipment and people in this area during the lead-up to the event. I remind everyone to keep safety foremost in mind and ask that you watch out for yourself, your fellow workers, and for contractors and others working in the area.

BIW Family Day. We are in the early planning stages, but I want you to know that BIW will hold a “BIW Open House and Family Day” next summer. This is a new event, separate from the BIWRA-sponsored Family Day held each year in September. Our facilities will be open to all employees and families for tours and there will be work-related demonstrations, a hot dog and hamburger-style lunch and fun attractions for all ages. This will be a chance to show our family members what we do at BIW and to demonstrate the pride we have for our work.



On the cover: On October 3, the DDG 115 Deckhouse, Ultra Unit 4500, moved from 5 Skids onto the Land Level.

Upstanding

The 85-foot stack for the new Boiler Building was installed on October 15, 2014. Manufactured by Exhaust Solutions of Montreal, Canada for CCB, the prime construction contractor for the facility upgrade, the steel cylinder is comprised of both an inside insulated pipe and an exterior pipe.

The stack was delivered by truck and driven to the site where it was lifted onto a prefabricated pad, or base. The time lapse from the stack lying horizontal on the truck to standing upright and secure was a mere 12 minutes.

The 45-inch diameter, free standing stack stood up as designed through a slow-moving, three-day nor'easter a few days later. The swirl patterns visible on the upper stack provide structural support for wind loading.

The stack will function as a common exhaust for all four boilers in the new facility. The Boiler Building is going up in close proximity to the shipyard's greatest demands for steam to streamline delivery and create greater efficiency. 

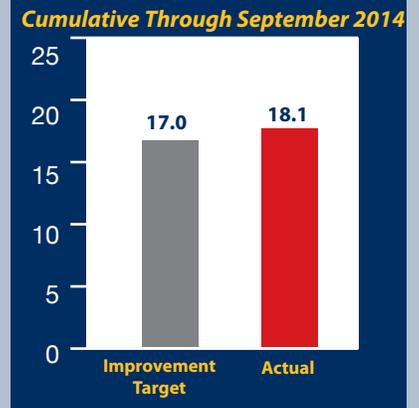


The stack for the Boiler Building is shown during installation on October 15. Photo by G. Hilt.

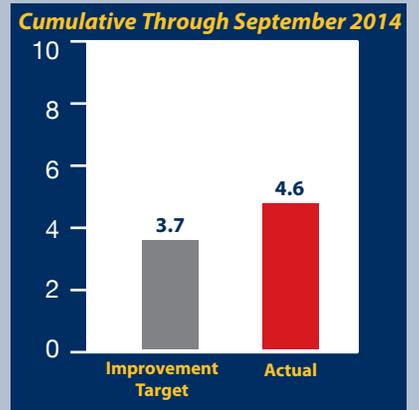
Performance Safety

September 2014

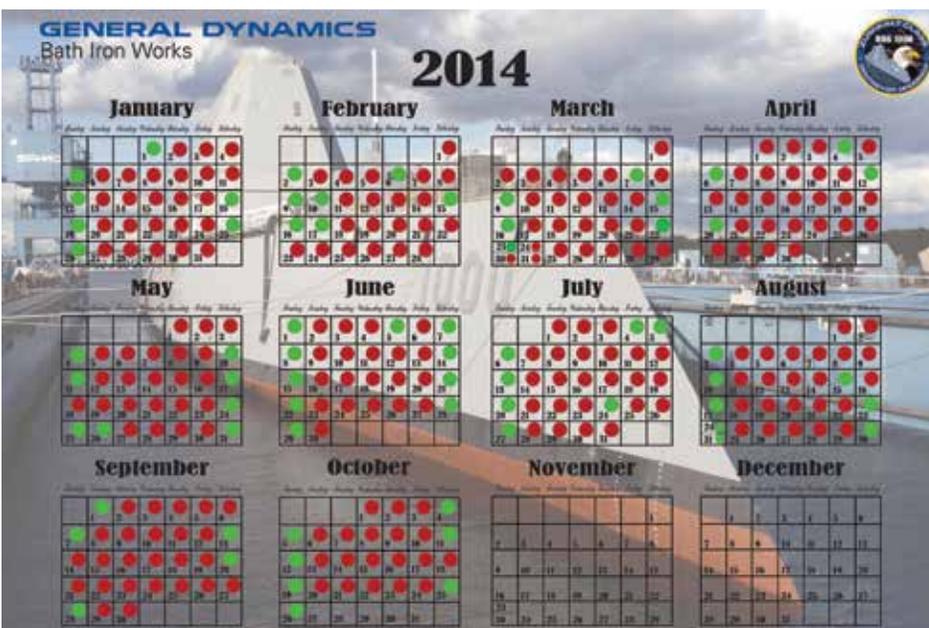
RECORDABLE INJURY RATE



LOST TIME INJURY RATE



Recordable and Lost Time Injuries



Recent Contract Award

DDG 1001

On October 23, 2014, the Navy awarded BIW a \$32.5 million contract mod for engineering, planning and other support for DDG 1001. As of mid-October, DDG 1001 is approximately 72% complete. 

No Shave November

BIW Security has taken on an end-of-the-year project to raise funds for a wounded warrior charity. With management's agreement, those who participate will donate \$10 a week throughout November for the opportunity to deviate from the "clean-shaven" policy. You may notice. 

BIW NEWS

BIW NEWS is published monthly by the Communications Department (D94) of Bath Iron Works and is produced internally in the BIW Print Shop.

The primary objectives of BIW NEWS are to recognize the service, accomplishments, innovation and contributions of our employees and to provide information on matters that are of interest to our workforce.

Comments and suggestions are welcome and should be forwarded to Dixie Stedman at Mail Stop 1210 or by e-mail at dixie.stedman@biw.com.

Information Call Lines

Facility/Shift

Toll free information on facility status, work shift delays, and cancellations

1-866-630-BATH
(1-866-630-2284)

Auto Messenger

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

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

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

Ambulance-Fire-Police

Bath, Main Yard: **ext. 2222**

Hardings, CW, EBMF: **ext. 1222**

Bissons, CROF, James: **911**; then call **ext. 1222**

Medical

207-442-2231

BIW Rec Association

For questions or suggestions regarding BIWRA programs

207-442-1113



Health Improvement Success Stories

BIW employees continue to find success with their health improvement goals. Here are a few stories from individuals who have found ways to make meaningful changes.

Take Charge

Donna Delong, wife of **Bob Delong (D86)**, knew she had elevated blood sugar so decided to take advantage of an invitation for BIW spouses to attend a free health screening. There, she learned about two programs, the Diabetes Prevention Program (DPP) which is specifically designed to prevent diabetes, and the onsite health coaching program, both FREE for BIW employees and spouses.

Donna signed up for both and learned that altering her lifestyle was the best

way to make positive health changes. She still faces challenges, such as finding varieties of healthy foods and learning how to best cook and serve them. Fit for Life health coach **Sara Steenburn** has worked with Donna to find foods that are easy to purchase and prepare.



Donna and her grandson.

Donna related that she realized she was at a crossroads where she had to choose

Continued next page

Larry Buckowsky Receives ESGR Award

Larry Buckowsky (D10) was recently recognized by the Maine Committee for Employer Support to the Guard and Reserve for his support to Maine reservists called up for active duty. **Jim Rancourt (D43)**, a welder who has deployed overseas three times, nominated Larry for his support during his various deployments.

Steve Hatt, Executive Director of the Maine Committee for Employer Support of the Guard and Reserve, came to BIW in early October to present Larry with the award. He said, "While BIW has policies and procedures in place to make sure service members are fairly treated while on deployment, it's very important that he or she feels that support on the deckplates, and that's what BIW does very well."

Larry noted that all of Jim's supervisors share this recognition due to their respect for his service commitments and their ability to make accommodations



Steve Hatt, center, came to BIW to present the ESGR award to Larry Buckowsky, right, shown shaking hands with Jim Rancourt.

during his deployments.

Larry's family has a history of service in the U.S. armed forces going back to WWII. While his father, now 92 years old, was serving in the 101st Airborne Division of the U.S. Army during the war, his mother worked in a steel mill. His uncle is a retired Army major and Larry's brother is a retired military Air Traffic Controller. Larry himself served in the U.S. Navy Reserves building ships and submarines.

diabetes or health. She chose health and says that staying committed is the most important aspect of what she's doing. She has lost 14% of her total body weight thus far and says, "I feel great; I have more energy and I just all around feel like I'm on the right path."

Boost Weight Loss

Tom Poseno (D43) lost 20 pounds dieting on his own, but noticed that his weight loss had started to level off. He decided to have an annual health screening at BIW for a complete picture of his health numbers. The results, combined with an eye-opening photo taken on a camping trip, motivated Tom to take the next step.



Tom

He met with BIW Fit for Life health coach **Amanda Hopkins (D49)** for help. They reviewed Tom's eating and exercise patterns and Amanda's suggestions, as well as useful, accurate information about nutrition, helped him make better food choices and move forward. He has since lost over 50 pounds with only 11 pounds remaining to reach his goal. He said, "It really helps to have a coach. Anyone can do it—you just have to want to."

Make Healthy and Fit part of your life

Before joining BIW last January, **Chris Stephenson (D84)** had overcome some health issues but thought that his overall health numbers were still not where they should be. A free onsite health screening at BIW confirmed his hunch.

Facing a long commute to a new job, Chris had less time to focus on his health and decided to take advantage of BIW's Fit for Life program. He began meeting with Amanda Hopkins and together, they



Chris

focused on finding enjoyable activities that would fit into his schedule.

Eventually, Chris started asking his health coach for even more advice. He said, "I started running everything by Amanda. It helped me figure out what diet information to trust and what to avoid." Since starting the coaching program almost six months ago, Chris has lost an additional 40 pounds.

Take Advantage of Tools

Scott Record (D40) describes his weight loss as a journey. "Over a year ago, I had a health screening and learned that my blood sugar was creeping up so I signed on for both the free onsite coaching program and the Diabetes Prevention Program."

Through both, Scott was able to focus on his weight loss, saying, "I have changed my eating habits a fair amount, eating more vegetables and less fat and tracking my food intake on the myfitness pal app, but increasing activity has made the biggest difference."

Scott bought a bicycle to be more active and has participated in several distance cycling events. Since joining the coaching program 18 months ago, he has lost 40 pounds and is learning how to balance food and activity for long term success.



Scott



Dept.	Name
06-05	Peter Chabot, Jr. 41 Years, 5 Months <i>Trades Inspector</i>
10-00	Lambert R. Walker, III 16 Years, 1 Month <i>Section Manager, Test & Trials</i>
15-00	Hollis M. Bennett 39 Years, 3 Months <i>Pipefitter III</i>
15-00	Bruce K. Hixon 32 Years, 3 Months <i>Pipefitter III</i>
24-00	David A. Daigle 46 Years <i>Program Manager, Materials</i>
27-00	Allan R. Guimond 28 Years, 1 Month <i>Preservation Tech III</i>
32-00	Brian D. Foster 33 Years, 7 Months <i>Yard Rigger III</i>
40-00	Richard W. Hartzell 25 Years, 4 Months <i>Principal, Engineering</i>
43-00	Charles R. Duteau 41 Years, 4 Months <i>Welder III</i>
43-00	Paul J. Grenier 40 Years, 9 Months <i>Welder III</i>
43-00	John C. Sheldon 35 Years, 8 Months <i>Welder III</i>
50-00	Donald F. McKinnon 16 Years, 4 Months <i>Shipfitter III</i>
87-00	Gloria J. Morales 25 Years, 11 Months <i>Designer, 1st Class</i>
94-00	James E. DeMartini 33 Years, 4 Months <i>Manager, Communications</i>

Ask an Engineer Day at Portland High School

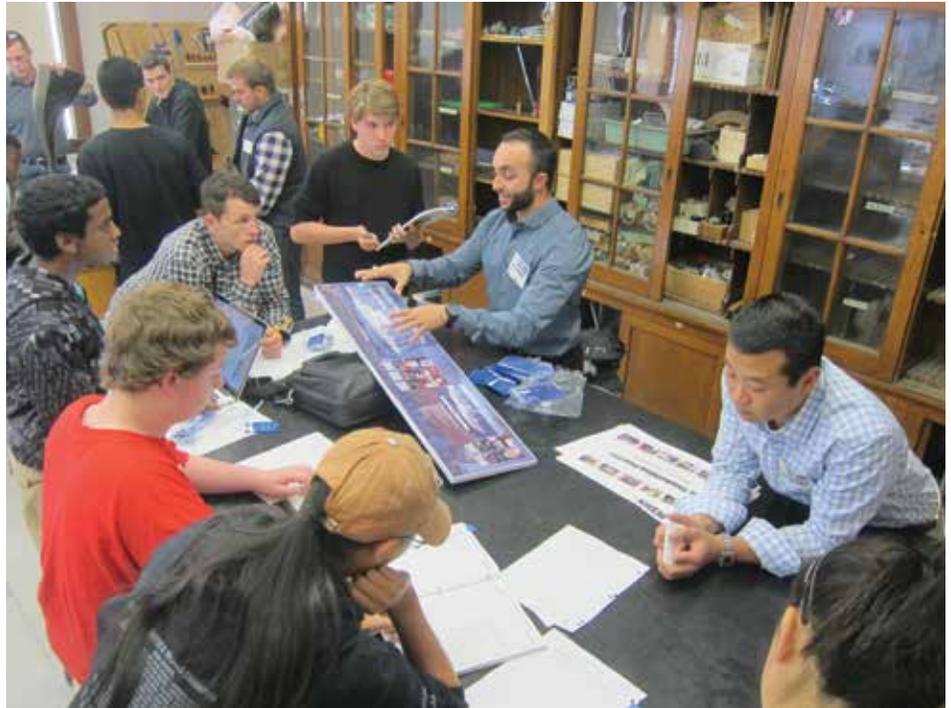
On September 19, 2014, the Engineering Committee at Portland High School's Project Lead the Way (PLTW) hosted **Ask an Engineer Day** to provide insight and relevance to students interested in engineering careers. PLTW is a national non-profit that provides project-based engineering curricula to high schools. **Kevin Strout (D20)**, BIW's representative to the Manufacturers Association of Maine (MAM), arranged for BIW's participation at this event which MAM helped organize.

The three engineering classes at Portland High School hosted professionals from BIW, Cianbro, IDEXX, Casco Bay Engineering, University of Southern Maine, Safran Aerospace, and Infinite Services Inc. BIW was represented by **Brian Cain**, Corrosion Control/Safety Engineer; **Jay Kim**, a member of the EDP Program, Class of 2014; **Georges Maalouf**, Electrical Engineer, and **Vince Quintana**, Human Factors Engineering, (all **D40**).

During a morning panel session, guest engineers talked about their educational backgrounds and their work on bridges, concert halls, jet engines, naval ships and more. When a student asked, "How does what you do contribute to making the world a better place?" Vince gave the example of creating fire resistant, wearable computers for firefighters that allowed them to virtually "see" walls, objects and people in a room full of smoke.

Afterwards, the students met with the engineers in small discussion groups. Brian talked about the opportunities available in the fields of naval architecture and marine engineering. He said, "When students asked about my day-to-day in the corrosion control area, they were excited to hear that the work changes every day and that I have numerous opportunities to go out in the field and get my hands dirty. I also explained how doing a good job on corrosion up front can save millions over the life cycle of the ship. The students were pretty impressed by that."

Jay said that students asked many career-based questions regarding how



During the recent Ask an Engineer event at Portland High School, Georges Maalouf (center), explained high level aspects of the types of ships that BIW builds for the U.S. Navy while Jay Kim, far right (check shirt) answered students' questions about engineering careers.

to become an engineer and how to prepare to study engineering. He said, "It was refreshing to see how engaged and enthusiastic they were regarding engineering and ultimately, their careers. It was a rewarding event for both students and guests."

Georges explained that the students all had a list of questions to ask and recorded the answers for a report which they would later turn in as homework. Likewise, the engineers came with questions for the students about their career plans and aspirations which, per Georges, "Gave us the opportunity to provide insight or advice where it made sense."

In the time remaining after the organized sessions concluded, many students rotated from one engineer to the next

and continued asking questions about where the engineers went to school, what their jobs were like and what the perks of the profession might be.

Jay said, "If the next generation of engineers start out in programs like what we saw at Portland High School, our future looks bright." 



Brian Cain answered a wide range of engineering-related questions from a curious group of Portland High School students. Photos courtesy of MAM.

Second, Third Quarter Ergo Cup Winners

The Ergo Cup Competition encourages and recognizes projects and process changes which improve the ergonomic impact of shipbuilding-related tasks. It has been shown that most of these changes not only improve working conditions and reduce the risk of injuries but also benefit performance. The second and third quarter Ergo Cup winners described here both carry those distinctions.

The Second Shift Electrician crew on Hull 603 (DDG 1001) were this year's second quarter winners. Along with others working onboard the ship, they were asked for recommendations to improve efficiency. The crew, consisting of **Craig Barrows** and **Andy Skolfield (both D19)**, **Tim Neagle** and **Greg Niva (both D10)** focused on their method of pulling cable for the AIM motor. Large quantities of cable were placed on pallets and stored underneath the ship, then lifted by crane onto the ship when needed. The cable had to be warmed before it could be uncoiled and it was cut to suit at the job site which created waste.

The group proposed loading the cable onto a reel which would be transferred onboard the ship and placed in a heated Rubb tent. From there, cable was cut to the exact length inside the tent and moved to the correct location, in this case the engine room, for installation without having to recoil the cable in the process. Because they pulled only the cable needed, they saved 2,000 feet

on this first installation, reduced the amount of care and protection, required fewer transports and crane lifts, and installation was faster and more efficient.

Ben Zavitz (D52), BIW's Ergonomist, said, "We estimated that they handled the cable five fewer times. The shorter lengths and the flexibility of the warm cable made it both easier and safer to perform the task.

The Materials CREST Team, which includes **A.J. Buzzell (D10)**, **Steve Cornish (D11)**, **George Dauphin (D30)**, **Mark Garant (D09)**, **Peter Leen (D81)** and **Rick Masse (D08)** was named the Third Quarter Winner in early October for a solution they called the Ergo Bander. Material on a pallet must be secured for transportation and steel banding is commonly used for this purpose, although it is often hard to work with and requires that a banding machine be located and brought to the site.

The CREST group decided to substitute nylon strap material for banding wherever possible, installed it on a reel and attached the reel to the cab of the



Second Quarter winners who improved the methodology of getting cable onboard ship and to the work site include, l to r: Tim Neagle, Greg Niva, Craig Barrows and Andy Skolfield.

forklift or other vehicle. Equipped with banding material within reach and for the most part using scrap or recycled material, operators benefit ergonomically from less lifting and handling and fewer repetitive motions. The shipyard experiences reduced traffic and people spend far less time searching for a bander. While relatively small per incident, the savings, when multiplied by the number of forklifts and loads moving through the shipyard, add up quickly.

Ben said, "The third quarter winner is an example of a simple but very effective solution. The guys creatively worked through the process, created a prototype, and generated positive, repeatable savings. Executed well, simple ideas are great solutions." 



Ergo Bander team members include, l to r: Steve Cornish, Mark Garant, Peter Leen, George Dauphin, Rick Masse and A.J. Buzzell.

USS Constitution Headed to Dry Docking

On October 17, 2014, *USS Constitution* set sail for the last time until 2018. The Boston Harbor underway commemorated the U.S. Navy's 239th birthday and the ship's 217th birthday (on October 21) and signaled the beginning of final preparations for the ship to enter dry dock in the Charlestown Navy Yard in March 2015 for a three-year planned restoration period.

Old Ironsides was built nearby and defended sea lanes from 1797 to 1855. It is the world's oldest commissioned warship afloat. Her crew of U.S. Navy sailors receive more than 500,000 visitors each year. 

Text based on U.S. Navy public information. Photo courtesy U.S. Navy.



RIMPAC and LCS 2 Special Trials

Earlier this year, *USS Independence* (LCS 2) and *USS Coronado* (LCS 4) took part in Rim of the Pacific (RIMPAC) Exercise 2014, the world's largest international maritime warfare exercise. Twenty-two nations, 49 ships and six submarines, more than 200 aircraft and 25,000 personnel participated in RIMPAC from late June through early August in and around the Hawaiian Islands and Southern California. RIMPAC is designed to develop and sustain cooperative relationships to ensure the safety of sea lanes and security on the world's oceans.

Following completion of RIMPAC, LCS 2 began a Special Trials event which consisted of a series of tests under the supervision of the Board of Inspection and Survey (INSURV). Tests included anchoring, launch and recovery of rigid hull inflatable boats, firing exercises using the 57mm gun, and full power propulsion and maneuvering tests.

Rear Admiral Jeff Harley, president of INSURV, said, "This was a well-executed trial and a positive validation of the capability embedded in this ship. With this good RIMPAC and INSURV performance, our Navy should rightly be bullish on the LCS." He went on to say, "In fact, if the ISIC (Immediate Superior in Command) desires to conduct the

in-port portion of the PMS (Planned Maintenance System) checks within the next 90 days, INSURV will validate this trial as a full material inspection and restart the 6-year clock."

Allie Milligan (D71), LCS Program Manager, explained the significance of RADM Harley's statement as follows: "Surface ships are notionally required to undergo a full INSURV material inspection every six years. Due to LCS 2's strong performance during Special Trials, INSURV stated its willingness to give the ship full credit for her first Fleet INSURV material inspection, subject only to completing the inport phase of the inspection.

LCS Program Manager, Captain Tom Anderson, said, "This was a great opportunity for me, as the builder of future littoral combat ships, to see this first-of-class ship with nearly five years of time in service be put through her paces. Both the ship and her crew performed superbly."



LCS 2 underway during RIMPAC 2014. Photo courtesy U.S. Navy.

Members of the BIW Support Team at Pearl Harbor Naval Shipyard who provided deckplate maintenance support for LCS 2 during RIMPAC and Special Trials are listed below. 

Name	Dept.	Name	Dept.
Matt Ames	71	Paul Fellows	86
Paul Bourgoin	38	Jerry Gilchrist	06
Hans Brandes	86	Rob Gilson	86
Sam Bush	86	Andy MacKellar	86
Steve Collins	38	Robert Neely	86
John Colombraro	86	Lew Pratt	38
Charles Davis	86	Andy Rice	24
Robert Dentico	86	Cindy Senkbeil	86
Ruby Duguay	24	Kerry Stanchfield	38

Process Improvement Corner

I'm pleased to bring you our second Process Improvement Corner column to talk about process improvements that BIW folks are making throughout the yard. There are so many positive things happening that I may have a hard time picking which projects to share with you each month.



Tim Glinatsis

The Steel team has put a lot of effort into simplifying the assembly and erection process for false decking in six combat spaces. United Integration Manager **Dana McIntire (D10)**, Front Line Supervisor **Jeff Theriault (D10)** and mechanic **Mike Plourde (D50)** noticed an opportunity to significantly reduce the durations of these erections and have created mocks that will allow pre-assembly of the decking before loading them on the unit. Once completed, these mocks will reduce the amount of fit-up and integration time on the unit. They're targeting a duration of less than three weeks!

The Accuracy Control (AC) group is busy improving visibility and execution of accuracy control checkpoints. AC Engineer **Norm Bourque (D10)** is working with Planning representatives **Chip Cassella (D84)** and **Narda Hinkley (D4505)** to establish a process for merging work order data from MACPAC and AC check sheet information. By implementing a software tool that bridges the gap, they will ensure that AC plans, planning information and MACPAC work orders stay in sync and discrepancies can be identified with the push of a button. They've also focused on the creation of individual work orders for each AC check, allowing greater visibility and integration with the manufacturing plan.

Bob Willer (D20), Facilities, identified an opportunity to improve the way we procure argon gas at Hardings. **Dan Nadeau (D10)**, Director of Facilities said, "We used to buy small argon cylinders and exchange them throughout the

month. We are now installing a new argon bulk tank that will eliminate the need to swap out small bottles." The larger tank will have a significant impact on the way we buy and distribute argon but it will also reduce the disruption to fabrication that occurs when cylinders must be changed.

Showing their commitment to institutionalizing good ideas and improvements, **John Winslow, Stony Perry, Richard Jordan and Ernie Folino (all D50)** from the Aluminum Shop identified a number of ways in which their production information (PI) could be improved, ranging from missing views to unclear dimensioning. Not content to simply get updated views from Liaison, they passed the word to their management team which set in motion a project to correct the data at its source.

They're working on improving processes over in Engineering and Design, too. Electrical Designer **Peter Glueck** on **Pete Doyon's (both D87)** team developed a new script to quickly collect all model and diagram information from an electrical part, providing all the information that a designer needs to correctly apply drill codes. Already, this has been used to develop drill codes for nearly 6,000 parts and has cut the time required to add drill codes by more than 50 percent.

It's obvious that BIW is working to improve processes in all corners of the business. Keep implementing those ideas—and if you have an improvement



Peter Glueck, left, developed script to collect higher quality data from electrical parts for designers' use. He is shown with team leader, Pete Doyon.



L to r: Chip Cassella, Mike Plourde, Norm Bourque, Narda Hinkley and Dana McIntire. Chip, Norm and Narda are working to merge work order MACPAC data and Accuracy Control information. Mike and Dana are part of the group working to simplify the assembly and erection process for false decking.

that you'd like to feature in this column, please let me know. 

Tim Glinatsis, Director of Continuous Improvement



Dept.	Name	Dept.	Name	Dept.	Name	Dept.	Name
40 Years							
05	McPhail, Wayne Davis	86	Campbell, Thomas Charles	19	Zimmerman, Frank Joseph	86	McKenna, Michael James
07	Fournier, Laurier Roger	86	Rossignol, Daniel Joseph	20	Cassidy, Scott James	86	Patrie, Andrew Wayne
07	Martin, Ronald Gerald	87	Edgar, William Thomas	20	LaPointe, John Alan	86	Tardif, Susan Marie
15	Landry, Rodney Paul	87	Wong, Lechee Lily	20	Neron, Paul Francis	86	Ward, Melanie Dawn
19	Morton, Sharon Elizabeth	90	Jaramillo, Orlando Luis	24	Toothaker, David Michael	87	Boullie, Eugene Ora
20	Croxford, Chad Freemont	91	York Jr, James Everett	27	Bryan, Peter Arnold	87	O'Donnell, Mark Julian
27	Sheerer, Terry Eugene	30 Years		27	Castonguay, Rena M	87	Stodder III, Russell Henry
31	Martin, Stephen Richard	09	Mesimer, Robert Monroe	27	Dorr, Charles Frank	90	Nowinski, John Lawrence
43	MacPhee, Steven Neal	10	Holden Jr, William Hamilton	27	Hisler, Galen Forest	15 Years	
50	Norwood III, Ralph Clough	24	Faulter, Mona Tibbetts	27	Taylor, Arlene Theresa	10	Hayward, Robert Mead
80	Levesque, Raymond Donald	26	Glaser, Donna Marie	30	Johnson, Jeffrey Alan	10	Lambert, Darren Bruce
81	Pelletier, Donald Theophile	25 Years		30	Randall, Shawn Arthur	40	O'Connor, Timothy Michael
86	Rioux, John Micheal	10	Breton Jr, Gaetan	40	Andrews, William Seth	86	Roy, Paul Marc
35 Years							
06	Lozier, Gregory Leo	10	Lockwood, Peter Alan	40	Greenier, Thomas Andrew	10 Years	
09	Powell Jr, Richard Leonard	15	Fortin Sr, Gregory Ernest	40	Stenquist, John Robert	01	Fowler, Nathan Ryan
09	Rioux, Ronald Rodger	15	Henry, Randy Jerome	43	Conant, Douglas Edward	49	Mason, Jonathan Paul
10	Frey Jr, Earl Carl	15	Lucas, Kevin William	50	Allen, William Russell	71	Olsen, Karl Robert
11	Barrett, Phillip Andrew	15	McKay, Bruce Douglas	50	Brown, Hugh Belmont	5 Years	
15	Dunn Jr, Floyd Lowell	17	Fasano, Thomas Michael	50	Carleton, Mark Steven	05	Laberge Jr, Richard Joseph
17	Ouellette, Marc Steven	17	Snow, Randal Richard	50	Girardin, William Lawrence	10	Talbot, Colin Seamus Anthony
20	Herald, Craig Douglas	19	Bailey, Darryl David	50	Jordan Jr, Richard Colby	13	Eisenhuth, Jason Carl
25	Anderson, Clyde Weston	19	Keniston, Peter Stephen	50	Keenan, Michael Abbott	82	Lincoln, Celeste May
27	Garant, Normand Paul	19	Lindsay, Scott Stephen	50	Pottle Jr, Albert Martin	84	Bernier, Mark Steven
32	Pelletier, Michael Roger	19	Mace, Quentin Shane	50	White, Christopher Shawn	84	Ceglinski, Daniel James
66	Jewett, Daniel Lee	19	Mulkern, John Joseph	52	Grant, Richard Marshall	84	Durrell, Gene Adams
81	Cox, Sherry Lois	19	Stevens, Scott Milton	52	Miller, Christopher Michael	84	Spear, Nathan Robert
81	Shaw Jr, Joseph Andrew	19	Turmenne, David Joseph	84	Weathers, Roger Wayne	87	Albert, Marjorie-Sue
81	Turcotte Jr, Roger Evariste	19	Venuto, Daniel Jacques	86	Clark, Timothy Dale		
		19	Willard, William Joseph	86	Foster, Kenneth Norman		
				86	Gamrat, Glenn Mark		
				86	Gelineau, Kevin Gerard		

Margaret "Rosie" Couture

Margaret Couture came to BIW in 1942 at the age of 19 and worked as a welder during WWII—a true Rosie the Riveter. She later left to care for her family but her husband, **Pete Couture**, worked at BIW for over 60 years.

You may have seen Margaret's profile in this year's United Way video. Now 92, she receives assistance with transportation and companionship through a United Way Program which helps her stay independent and remain in her home.

Kathy Smith, Director of Donor Relations at United Way of Mid Coast Maine, met Margaret and came to understand that Margaret's time building ships at BIW was very meaningful to her and not at all a distant memory—she recalled her work in detail.

With help from **Mike Nutter** and **Ulrike (Ricka) Kemberling**, Kathy obtained permission for Margaret to visit BIW and meet with some of today's female mechanics. The visit took place during lunch break on a warm day in late September and Marie was accompanied by Marnie, her friend and United Way volunteer, as well as Kathy Smith. Ricka and others gave Margaret flowers, a pink t-shirt and a plaque which recognized her wartime work.



Current and former BIW mechanics met with Margaret (seated, black hard hat) during a lunch break, including: standing, l to r: Betsy Peavey, Arlene Taylor, Stella Richard and Lori Francisco. Kneeling: Tracy Dalessandris, Doreen Overlock and Ulrike Kemberling. Missing from photo: Danielle Willey.

Kathy related that Margaret told her when leaving that "this was the most exciting thing that had happened to her in a very long time."

Racing with the Moon in 2015

With winter fast approaching, the BIW Ski Team is gearing up for another exciting corporate race season at Shawnee Peak in Bridgton, Maine. If you sign up for the 10-week "Racing with the Moon" series on Thursday nights, your pass includes lift access starting at 12:00 p.m. every Thursday of the series. Get outside in the winter! Racing starts the first week in January.

BIW fielded three teams last year, the Destroyers, Cruisers and Frigates, and hopes to have as many or more this year. All abilities are welcome, as well as telemarkers and snowboarders. It is a great way to meet and network with other BIW employees who work in various capacities throughout the company.

If you are a competitive skier, note that the top ranking BIW team has consis-

tently finished near the top of the pack in recent years. Another highlight is racing against other teams such as SupShip Bath which raced two teams last year.

Please consider joining the BIW Ski Team, be you a snowboarder, a three-pinner, a novice or a CVA graduate skier. There will be an open house meeting at the Sea Dog in Topsham on November 17, 2014 at 4:45 pm where **Dave Wetherbee (D40)** may model his BIW Ski "swag." A follow-on meeting will be scheduled in December, also at the Sea Dog, to firm up teams and establish car pools.

For more information, contact Tom Hennessey (CROF, ext. 3982); Rick Brackett (James, ext. 2220); Keith Ostermann (MSC, ext. 5927), or team captain Mike Giza (North Stores, ext. 3666).



Members of last year's BIW Ski Team shown at Shawnee Peak, l to r: Tom Greenier, Tom Hennessey, Nate Leveassque, Michael Giza, Chris Patry,* Wyeth Bowdoin, Eric Schuyler, Steve Hansen, Cary Hirnak, Keith Ostermann, Rick Brackett, Dave Wetherbee, Sandi Colecchia,* David Shapiro* and Charlie Cary.* Not shown: Nathaniel Bedford and Bill Connors. Note: * denotes BIW family, friend or retiree.

Performance Incentive

Performance Period

September 29, 2014 – April 5, 2015

PERIOD GOALS:

Status as of October 24, 2014

- 1. **Average 95% PPE audit** observation rate over this period ending Apr 5, 2015 to include: hard hat use, hearing protection use, safety glasses use, respirator use, protective clothing, trade-required PPE (welding, burning, brazing, grinding).
- 2. **Hazard ID's/"Good Catches"** Identify 500 hazards by Dec. 28, 2014 and receive ½ payout; identify 500 additional hazards by April 5, 2015 and receive ½ payout—**Or**, identify a total of 1,000 hazards by April 5, 2015 for full payout.
- 3. **Average 95% overtime attendance rate** (i.e., OVT No Faults) over this period ending Apr. 5, 2015.
- 4. **Performance**— Close 24,235 installation work orders with required quality by Dec. 28, 2014 and receive ½ payout and close 26,787 installation work orders with required quality by April 5, 2015 and receive ½ payout— **Or**, close 51,023 installation work orders with required quality by April 5, 2015 for full payout. Work orders must be closed in sequence scheduled (out-of-sequence work may not be pulled in).



Welcome

The following employees recently joined BIW. Please welcome them.

Name	Dept.	Name	Dept.	Name	Dept.	Name	Dept.
Anderson II, Virgil Edward	2601	Demers, Marc Andrew *	2700	Knights, Jesse Steven *	2700	Rice, Matthew Maurice *	1700
Auvil, Amanda Katherine *	2700	Dupuis, Garrett Joseph *	1900	Knizeski IV, John Martin *	5000	Richardson, Trevor Andrew	4000
Barry, Nicholas Macadam	110	Ellis, Gregory Scott *	1700	Krainis, Isaac Benjamin *	1700	Riondet, Matthew Thomas	4000
Beaudoin, Gerard *	5000	Farrell, Brad Daniel *	1700	Labbe, Shawn Eric *	1900	Rugar, Michael David *	5000
Beaulieu, Peter John *	8700	Fogarty, Michael Patrick *	8700	Lagasse Jr, Brian Keith *	2700	Selbe, Daniel Raymond	8700
Blake, Steven Paul-Louis	4000	Frechette, Michael Joseph *	8700	Lawrence, Kimberly Anitagrace *	8700	Snow, Randal Richard *	1700
Blouin, Cameron James	8700	Garascia, Nicholas Carson	8700	Libby, Robert Duane *	1900	Stubbs, Corey Alan *	5000
Bonsant, Robert Paul *	1700	Gauthier, Raymond Eugene *	1700	Lundevall, Kevin Arthur *	1700	Tenney, Nickolas Allen *	1900
Bowles, Peter Jeffrey *	2700	Goyette, Travis Lee *	5000	Mikoski, Andrew Donald *	4300	Thompson, David Caswell *	4300
Brill, Kenneth Alan *	4000	Harper, Steven Michael *	5000	Morrell Jr, Wayne Auther *	4300	Thurlow, Brandon Lee *	8700
Brousseau, Chad Alan	2000	Harrington, Travis Dean *	1100	Morris, William Walter	8700	Torrey, Joshua Andrew *	1700
Burnham, Dana Roy *	2700	Hart Jr, Jim Edward *	1700	Murphy Jr, Herbert Lewis *	1700	Turner, Shaun Douglas	8700
Castonguay, Marc Roger *	2700	Harvey, Kerry Howard *	5000	Murphy, Kayla Elizabeth	2000	Weathers, Holden Christopher *	5000
Castonguay, Rena M *	2700	Hatch, Ryan Gary *	5000	O'Bar, Scott Joseph *	1700	Wells, William Lloyd *	1900
Chasse, Timothy David *	5000	Horton, Casey Shaw *	1700	Olehowski, Thomas Patrick *	8600	Wermuth Jr, Patrick Francis *	1900
Clark, Jared Louis *	4300	Howard, Dustin Anthony *	4300	Perkins, Eric Alden *	5000	Wright, Kenneth Edward *	1900
Crowley, Anthony Joseph *	2700	Hoyt, Michael James	2400	Perry II, Vernon P *	1100	Young, Ethan William	4000
Curit, Jonathan Cleo *	1900	Jackson, Darci Quint	2400	Pykare, Joshua Robert	1900		
Darling, Joseph William *	2700	Johnson, Joshua Louis *	5000	Ready, Aaron Paul *	4300		
Deane, Allan Chase *	1000	Keach, Richard Maxwell *	1700	Reali, Grace Demchak	8700		

* Returning employees

GENERAL DYNAMICS

Bath Iron Works

700 Washington Street

Bath, ME 04530



Faces of BIW

Chris Dempsey Loses the Bet and his Hair

The yearly wager between **Ken True** and **Chris Dempsey (both D10)** was made and paid in October. There can't be many New York Jets fans in the shipyard, but it's always fun when you find one. Chris's beloved Jets went down in defeat to the New England Patriots with a failed field goal attempt in an October 16 nail biter. The bet in the shipyard was that if the Jets won, Ken would shave his beard. Chris was on the line to shave his head.

Several of his co-workers laid down some cash to help ease the pain of Chris's loss and as a result, about \$400 will be donated to the Feed the Hungry shipyard challenge coming up in November.

Near term, Chris may be in need of a warm hat and it was suggested that a Patriots one might work. If you can help him out, look for Chris onboard DDG 1001. 



Chris Dempsey, with an "I'll see you next year" smile on his face. Photo by S. Savage.