

GENERAL DYNAMICS
Bath Iron Works

BIW NEWS

April
2015

Outfitting Hall Topping Off

INSIDE

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From the Helm

Fred Harris, President, Bath Iron Works

I began building ships in 1973 and have worked on submarines, support ships, commercial ships and now destroyers during those 41 years. Many of you have been building ships for that long—or longer, while still more of our fellow shipbuilders are just entering the trade, starting off as shipfitters, electricians, designers, engineers and more. We are all members of what I believe is one of the greatest human endeavors: naval shipbuilding.

When you consider the role you play in a much larger undertaking, it is simply breathtaking. From designing a ship to procuring materials, to cutting steel at Hardings and constructing the bulkheads and decks that make up our units, we work together as part of an amazing team.

Our individual efforts would fade quickly into insignificance were they not supported by the 5,700 or so other BIW employees. Yet as a team, we build huge, complex warships for the U.S. Navy.

The shape and size of that effort becomes increasingly clear as the ship takes shape. With modular construction, it sometimes seems to be almost instantaneous—we move a few 4,000-ton units out of our buildings, join them up and there's a destroyer sitting on the land-level!

The teamwork continues as we proceed along the build plan, preparing the ship for launch. It all comes together, and with a proper paint job, the ship is ready for the pier. The translation into the drydock, then into the river, is a testament to our workers' shared experience and skills. And then we're working on the home stretch—final construction and test and activation.

That's where we currently are on DDG 1000. **Phil Kinney (D10)**, Ship Superintendent, credits Hull Managers **Mark Haines** and **Chris Comora (both D10)** and the 500 or so people on average who have worked onboard the ship over the past three years for bringing it to today's advanced stage of construction. He said, "Being the first of the class, we had many, many things to deal with but our people have kept their heads down and their attitudes positive and we enter the home stretch with a sense of urgency to complete the job. Several weeks ago, **Captain Kirk** (PCO) came onboard to speak with us and stressed that the Navy needs this ship. I took to paraphrasing him when speaking with mechanics or anyone working onboard and often reinforce my words with, "The man (Capt. Kirk) needs this ship."

As the intricate teamwork intensifies and we bring 1000 to life, Phil and his team have the ship aimed straight down the river toward the open sea.

Steve Colfer (D10), Director Test & Trials, has been in this position before. He says, "Some of us have been working on the Test and Activation phase since the DDG 1000 construction contract was signed. We are following an Activation Plan that moves along the Critical Path, logically completing events which support and lead to subsequent events. This is a complicated ship and ours is not an easy job, but the ship is vital to the Navy and we know that it will be a warfighter, as well as a technology generator, throughout its entire life."

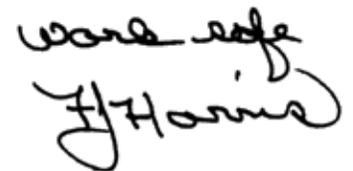
Steve's sense of urgency regarding all that we must accomplish to send this ship on sea trials matches that of the Navy, other contractors, the prospective crew and others—even as we maintain our focus and efforts on the other five ships currently under construction.

Rear Admiral David Gale, PEO Ships, and his team have committed to be at BIW once or twice a month during the next six to eight months to coordinate and ensure that everyone – the Navy, BIW and other contractors—are meeting schedule on 1000. Their efforts will augment the sustained Navy presence we have through our partnership with SUPSHIP Bath. Many eyes are on this ship as we work.

This is one of those feats of shipbuilding that all of us will one day be grateful to have been part of, rather like what was achieved in the homestretch of *USS Arleigh Burke* (DDG 51).

Whether we are part of Steve's immediate team of several hundred, doing important work that supports them, or making sure the shipyard is meeting its commitments in myriad other areas, make sure that the work you do every single day is what it takes to move us toward DDG 1000 going to sea. That is a day that we all want to see and remember.

DDG 1000 and the follow-on ships will be a strong part of the U.S. Navy. And they—like all the ships BIW has built—will be a testament to the expertise and teamwork of this shipyard.

A handwritten signature in black ink that reads "Fred Harris". The signature is written in a cursive, slightly slanted style.

On the cover: The final "Topping Off" beam of the Outfitting Hall, the last major structural steel of the building to be erected, was raised on March 9, 2015. The tree at the top of the beam is a tradition in the construction industry which references Scandinavian and Native American beliefs that a tree, or leafy branch, at the top of a structure ensures good fortune. See story on pg. 7.

How Are We Doing?

A message from Mike Mulligan, VP and General Manager



When I walk around the shipyard, the question I am most frequently asked is a version of "how are we doing?"

I try to be responsive, but the answer can be complex. How are we doing with the customer? How are we doing on safety? How are we performing on cost and schedule? How are we doing on our initiatives to get better? All of these topics and more are important aspects of the more general question: how are we doing?

To ensure everyone gets the same facts and has a common understanding of where the shipyard stands, we are going to start doing periodic presentations (not unlike the all hands meetings that Fred delivered last year) to update how we are doing.

The goal is to keep everyone informed on the major initiatives underway in the yard and what other people and organizations are doing to get better at designing and building better ships, faster and for less money. We want to keep some time at the end of the presentation for questions and answers and therefore will try to keep the groups small.

The number of presentations as well as the fact we want to get the information out there fast means that neither Fred nor I can be at all of them, so other members of senior management may give the briefing you attend.

The presentations will be the same and over time, you may have the benefit of hearing from several different presenters and asking them questions, which I believe will benefit all of us.

I look forward to getting the message out there because there is so much going on across the yard. I think a lot of people will be surprised to learn all the good things we are doing to get better at being the shipbuilder of choice for the U.S. Navy and Coast Guard.

Recent Contract Award

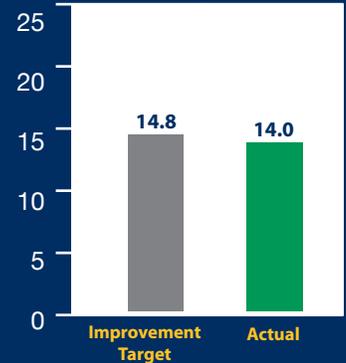
DDG 51 Class Lead Yard Services

On February 9, 2015, BIW received a \$13 Million modification for the first year of design work for DDG 51 Class Flight III upgrade design services primarily associated with a new radar and support infrastructure on Flight III ships.

Safety Performance February 2015

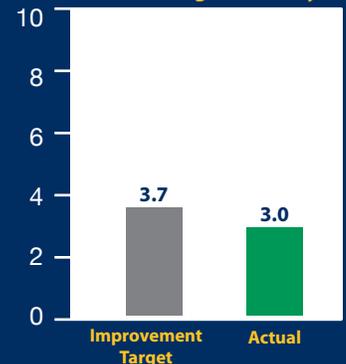
RECORDABLE INJURY RATE

Cumulative Through February 2015



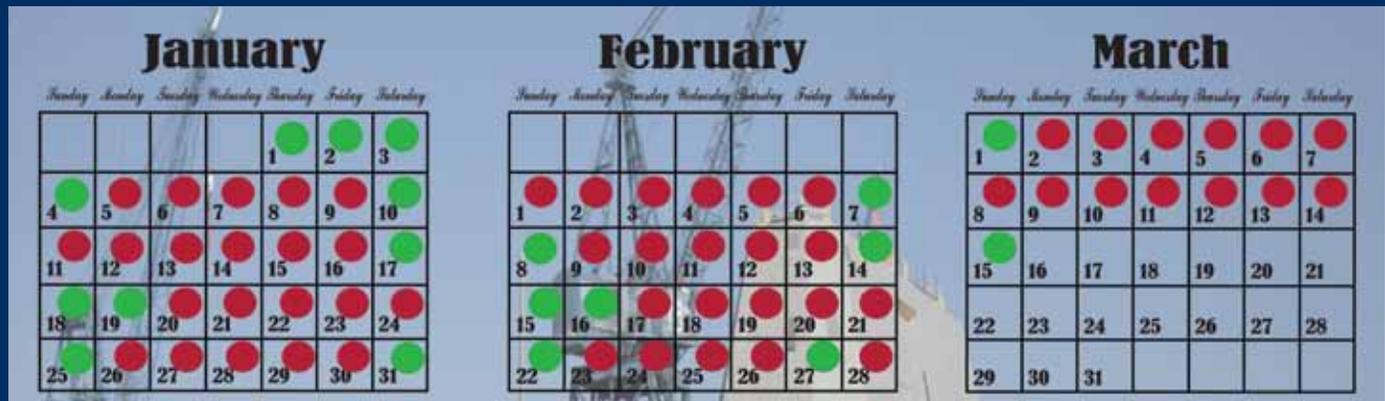
LOST TIME INJURY RATE

Cumulative Through February 2015



Note: Recordable and Lost Time Injuries are reported as rates in accordance with standard industry practice. For example, cumulative through February, we have experienced 14 recordable injuries per 100 employees against a target of 14.8. We are currently below target in both areas, which is positive.

RECORDABLE & LOST TIME INJURIES 2015



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.

Comments and suggestions are welcome

Forward 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



BIW News Update

All employees are now receiving home delivery of the newsletter and onsite hard copies have been discontinued, although paper copies will still be available in areas where there are visitors. If any area wishes copies for this or any other business reason, please contact BIW Communications, ext. 5863.

As home mailing has matured, we have tried to reduce multiple mailing to a shared address. If you are not receiving a newsletter, or if the number being sent to your household needs to be revised up or down, please contact us as noted in the previous paragraph.

Going forward, an address change or change of employment status may affect these efforts. Let us know if you detect a change in service so we can determine the cause.

Thanks to all who participated in the BIW News survey in the March issue. We are hoping for some additional

responses to make the data as meaningful as possible. The survey will be available on the Learning Management System shortly, or you can find it online on the Intranet at Communications: Latest BIW News; or on the Internet at gdbiw.com at Who We Are: News.

Anyone that fills out a survey and chooses to include their name will be entered into a drawing at the BIW Open House in July (see below) for a prize. Signed responses previously submitted will be included in the drawing. 



Upcoming BIW Events

BIW Open House

Saturday, July 18, 2015

Details to follow—save the date!

DDG 116 Keel Laying

Friday, August 28, 2015

Proposed date

BIWRA Family Day

Saturday, September 12, 2015

40 Year Service Awards

Saturday, September 26, 2015

DDG 115 Christening

Saturday, October 31, 2015

Proposed date

Health Improvement

Health Screening Schedule

Are you curious about your health and want to know if you're on the right track? Want to get motivated to meet your goals for 2015? Sign up for a free onsite employee health screening (see schedule below) to learn something new and walk away with prizes in your pocket. We have increased the employee incentive to a \$35 value. For your prize options, see below right, *Choose one*.

Each year BIW and Mid Coast Hospital work together to offer screenings right at your worksite. *We want you to attend each year.* Attending year after year is a great way to compare how you are doing with your health. Are your numbers getting better or worse? And who wants to pass up a free gift?

Already working with a health coach? Please continue to attend your annual screening. Your coach can help you stay on track even better when they know your health numbers. "The information I get at the screenings helps me to put a plan together with my health coach," said **Jerry Mack (D10)**.

Onsite health screenings are free and confidential. You will leave knowing the numbers for your cholesterol, blood sugar, blood pressure, BMI and body fat %, as well as have a chance to meet an onsite Fit for Life health coach.

Attending your annual health screening allows you to gain a better understanding of your health. We look forward to seeing you this year.

To sign up for a health screening, call **Betsy Peixotto** at 442-3145 or email biwfitforlife@gdbiw.com. Note: Separate community health screenings for spouses are scheduled throughout the year in the mid coast, Lewiston, and Augusta/Gardiner areas. Stay tuned for details or contact Betsy to learn more. 

2015 Health Screening Schedule

Area	Screening Dates
CROF	Mar 17, 18
CROF	Mar 24, 25
Main Yard Engineering	Mar 31, Apr 1
Main Yard Engineering	Apr 7, 8
Facilities	Apr 15, 16
James	May 12, 13
James	May 19, 20
PO1	June 2, 3, 4
PO1	June 16, 17
EBMF / CW	July 21, 22, 23
Land Level / Ships Completion	Aug 4, 5
Land Level / Ships Completion	Aug 11, 12
Land Level / Ships Completion	Aug 25, 26, 27
Planning / IT	Sept 1, 2
Hardings	Sept 15, 16
PO2 / Ultra	Sept 29, 30
PO2 / Ultra	Oct 6, 7
HR / Finance	Oct 14, 15
Materials / Quality	Nov 17, 18, 19
Make Ups	Dec 8, 9

Choose one:



BIW Retirees

February 2014

Dept.	Name
19-00	Robert H. Adams, Jr. 33 Years, 9 Months <i>Electrician III</i>
20-00	Sean J. Fournier 11 Years, 5 Months <i>Maintenance Mechanic III</i>
69-00	Thomas M. Stoklas 43 Years, 8 Months <i>Stagebuilder III</i>
81-00	Gary H. Pinkham 40 Years, 11 Months <i>Material Clerk III</i>
82-00	Judy A. Deion 27 Years, 8 Months <i>Technical Clerk, 1st Class</i>
84-00	Stephen L. Gray 31 Years, 9 Months <i>Planner II</i>
90-00	Douglas W. Grant 43 Years, 7 Months <i>Principal Project Mgr, Program</i>
91-05	Wesley D. Plummer 47 Years, 6 Months <i>Planning Tech</i>



FIT TIPS

New Financial Education Class

Thinking about trade school or college for you or a family member? BIW is offering a new Financial Education class titled **Money for School** to help you

plan to pay for higher education. You may be able to receive:

- \$300-\$900 from the NextGen Program
- State of Maine tax deduction

Pre-registration is not required for these classes. For more information contact BIW Benefits, ext. 2527. Note that Financial Education classes are for employees only, except where noted, and are on employees' own time.

Financial Education Classes

Money for School (3 sessions)

Day/Date	Time	Location	Room
Weds, Apr 8	11:30 am – noon	MSC	Shipway
Weds, Apr 8	3:45 – 5:30 pm	EDC	Rm 1*
Weds, Apr 15	3:45 – 5:30 pm	James	Perry/Burke

* Spouses welcome

Safety Perception Survey

In December 2014, BIW partnered with the National Safety Council (NSC), a nonprofit nongovernmental public service organization with over 55,000 members from business, labor, education, and public and private groups, to survey BIW employees regarding their perception of safety at BIW. NSC calls this survey the Safety Barometer and on March 19 and 20, briefed senior management and union leadership on the results.

Who took the survey? A total of 829 employees participated in the survey, a representative sampling of all employees at all levels across the company. The selection of those who took the survey was managed by NSC to ensure a random, broad and comprehensive sampling. Their responses and comments will be further analyzed to develop action plans.

What was the survey? Survey participants were presented with 50 statements about our safety system and asked to select one of five possible responses regarding how they felt about the statement: strongly agree, agree, neutral, disagree and strongly disagree.

Participants were also offered the opportunity to include written comments on aspects of safety at BIW and over half did so. This level of comment response, according to the NSC spokesperson, was "extraordinarily high."

How are the results used? The NSC survey has been taken by 750 other organizations against which our results were compared. **Vince Dickinson (D52)**, Director Environmental, Health and Safety (EHS) said, "This form of benchmarking is very powerful as it goes beyond surveying BIW and compares the results against a large number of other companies, all with track records of hard work and self-analysis to improve their own safety records."



Vince Dickinson

In addition, the NSC approach adds context to the results. Some of the NSC questions are purposely biased but their database allows us to see how we compare. For example, a question could receive a negative score but compared to the other organizations, the score might be considered high scoring.

Our overall score places us in the 19th percentile compared to the other 750 organizations in the database. In the context of this survey, it means that 19% of the 750 companies which our scores were compared to ranked themselves lower than BIW, and 81% of those companies ranked themselves higher.

All companies used for comparison are described by NSC as having a mature approach to safety already in place, as well as the ability to manage change and improvement. Companies not committed to improving safety generally do not seek out this level of feedback.

Vince said, "This overall score is not where we want to be, but the purpose of the survey is to identify what needs to change, take appropriate action and resurvey our population, typically about two years out, to determine the effectiveness of the steps taken." The real measure of improvement, if achieved, will be a continuous progression of reduced injuries and an improved safety climate.

Top performing components. The 50 questions and percentile responses were ranked from high to low scoring, indicating where we are doing well and where we are the most deficient. Our top performing components were:

- (1) Management emphasis on the importance of safety through communications (69th percentile)
- (2) Supervisors investigating injuries (66th percentile)
- (3) Supervisors behaving in accord with safe job procedures (61st percentile)
- (4) First responders well trained in emergency practices (58th percentile)
- (5) Significance of job stress for employees (56th percentile).

All of these components scored above the 50th percentile—meaning that we rated ourselves higher on these questions than over 50% of the compared organizations.

Bottom performing components. Lowest performing components include:

- (1) Good environmental (working) conditions are met (12th percentile)
- (2) Condition of departmental teamwork (11th percentile)
- (3) Effectiveness of incentive programs in promoting safe behavior (11th percentile)
- (4) Condition of employee morale (10th percentile)
- (5) Role of the Central Safety Committee and CREST committees in improving safety (8th percentile)

Next steps. BIW will enlist NSC's help to facilitate targeted planning sessions to develop actions which align with the Safety Roadmap. This is an existing, long-term plan which identifies six key elements: management involvement, employee involvement, housekeeping, training and education, PPE and design for safety.

Each element of the Safety Roadmap must advance through five levels of maturity. The idea is to focus on the key elements and master one level; then start to work the next level, incorporating the premise that you have to learn to roll over, sit up, crawl, walk and then run. Achieving a Total Safety culture is a process and we cannot skip any of the steps.

Vince said, "Based on the survey results, we will work with the Environmental, Health and Safety (EHS) Steering Committee and other joint safety committees to develop plans in conjunction with the Safety Roadmap which target meaningful improvements. We agree to work across all aspects of the company and in partnership with everyone who wants to contribute to greater safety at BIW. This is an opportunity to get better." 

New Buildings Top Off

Of the many facility improvements underway in the shipyard, the most prominent are the new Outfitting Hall on the south side of the Ultra Hall and the new Blast & Paint building in the footprint of the former Hyde building, both scheduled to complete later this year.

Erection of the final “Topping Off” (or topping out) beams, the last major piece of structural steel, took place back to back, occurring March 9 on the Outfitting Hall and March 10 at Blast & Paint.

Why the tree on the final beam? **Justin Reynolds** of PC Construction, the general contractor for both areas, said, “Back in the day when there were a lot of Native American iron workers, it was their custom to put a tree on the final beam. They believed that the tallest thing on the earth should be the tree and that it meant safety and good fortune for the building.”

The Outfitting Hall is a massive structure which required significant excavation, ground preparation and anchors before work was visible above ground level. It will house two overhead cranes and the floor can support even heavier loads than the Ultra Hall. Despite the rugged winter, PC Construction and CCB, the subcontractor for steel erection, have worked through all obstacles.



Dennis Masse

The Outfitting Hall will be ready to go by fall. **Dennis Masse (D10)**, Manager, 5 Skids said, “Today, we are building units outdoors because we don’t have the height to move them in and out

of the Assembly Building. Weather is always a challenge and this winter was a bit worse than usual. When you grind steel and remove rust in preparation for welding and it rains the next day, you have to prep it again and that’s not cost effective. We also do ultrasonic



The new Blast 4 structure was “topped off” on March 10. The symbolic tree is camouflaged by the crane, but the flag, also part of the custom, is easily visible. The Outfitting Hall Topping Off is shown on the cover

testing of welds which can only be done in good weather. Our forefathers knew that building indoors was far better. Moving these operations inside will knock weather out of the equation and that is a big deal.”

The pressurized two-cell Blast & Paint building is designed to handle the largest units being built. The blast and paint cells are independent systems with a divider to transfer units between operations without moving outside. The transfer door is sized for all units and sealed to prevent blast grit contamination on the paint side. Both cells will operate simultaneously.



Travis Clark

Travis Clark (D10), Blasting Supervisor, said, “We pulled the mechanics into the process early on and they came up with good ideas that **Fred Bragdon (D20)**, Manager Facilities Engineering, then took to

Engineering for inclusion in the final plan.” Travis continued, “Staging is important and we will be able to drive a condo lift all around any unit in there.” Other improvements eliminate the source of breakdowns. “In fact,”

said Travis, “the building is intended to be as ‘breakdown free’ as possible.”

A challenge in the blast and paint process is maintaining the humidity to prevent rusting between the two steps, which is greatly improved by not transitioning units outdoors.



Dave Kinee

Dave Kinee (D10), Process Control Blast & Paint, called dehumidification control (DH) for the new building “one of the biggest improvements.” He said, “We can control the humidity without raising the

temperature and mechanics will be in a much better work environment.” The existing Blast 3 structure was set up for future DH when built and that functionality will now be hard piped over from Blast 4, extending full capability to both buildings.

Dave concluded, “We will be closer to the Land Level and consolidated in one area with respirators, laundry, locker rooms, lunch room and showers in the same complex. When complete, Blast 3 and Blast 4 will comprise our primary blast and paint facilities.”

From the Fleet

USS Curtis Wilbur (DDG 54)

USS *Curtis Wilbur* (DDG 54), BIW's third DDG 51 Class ship, was delivered to the U.S. Navy in December 1993 and commissioned in March 1994.

DDG 54 recently completed sea trials following an extended drydock shipboard repair availability (EDSRA) in Japan. The EDSRA lasted 335 days and is said by the US Navy to be the longest and most extensive DDG

overhaul in the history of forward deployed naval forces.

The overhaul took place at US Navy Ship Repair Facility Yokosuka, Japan to upgrade the ship's systems and weapons. The ship is permanently forward deployed to Yokosuka to support the security and stability of the Indo-Asia-Pacific region. 



Text based on US Navy information; photo courtesy US Navy.

Snapshot of BIW History



Beginning this month, **Andy Toppan**, a D40 engineer and maritime historian, will provide a regular glimpse of BIW history. Andy joined BIW

in 1998, newly graduated from Worcester Polytechnic Institute and long interested in the company from family vacations in Boothbay Harbor during which he looked forward to seeing the cranes and big ships in Bath. His interest in maritime history led him to create a naval history website which caught the attention of the publisher of the *Images of America* series. His book, *Images of America: Bath Iron Works*, was published in 2002.

Steel Ships on the Kennebec

In the 1880s, Bath, Maine was a widely known center of wooden shipbuilding, with busy shipyards along the Kennebec River building a wide variety of wooden sailing vessels and steamships. Although business was good, there was growing concern among civic and industry leaders that Bath would be left behind as iron and steel displaced wooden shipbuilding. The trend towards these new materials was undeniable, and with a US naval buildup on the horizon the opportunities were obvious, if Bath's shipyards could adapt quickly.

Among the concerned leaders was General Thomas Hyde, who had taken over management of his family business, the Bath Iron Foundry, when he returned



from the Civil War in 1865. Starting from only seven employees, Hyde expanded the foundry to become a busy and respected supplier of machinery to shipbuilders near and far. In 1884 he reorganized the business as Bath Iron Works, and in 1888 acquired a waterfront property with a goal of expanding into steel shipbuilding. Within two years BIW was awarded contracts for construction of three ships for the US Navy, and the era of steel shipbuilding in Bath was born.

The photo above, taken in the winter of 1892, shows BIW in those early days. The shop complex at left extends from the area of today's Trade Learning Center and Building 18 north to the former site of the Machine Shop. The shipbuilding ways are in the area occupied by "A" ways until recently and currently used for storage. Hull 2, the gunboat *Machias* is afloat in this view, with her sistership

Castine (Hull 3) on the center set of ways, and the armored ram *Katahdin* (Hull 5) at right, surrounded in staging. Hulls 1 and 4 were coastal steamships whose machinery was built by BIW, with the wooden hulls subcontracted to the nearby New England Company shipyard.

Machias and *Castine* were successful ships with long careers. *Machias* earned early notoriety by exceeding 15 knots on sea trials, and *Castine* hit 16 knots, easily surpassing their contract speed requirement of 14 knots. Both ships saw service around the world in many roles, from the Caribbean and Mediterranean to the Philippine Islands. While anchored off the Dominican Republic in 1916, *Castine* survived a series of enormous waves that swept through the harbor, wrecking a much larger ship anchored nearby. *Machias* was sold to the Mexican Navy and scrapped in 1935 at over 40 years old. 

Process Improvement Corner



Tim Glinatsis

As usual, I have exciting process improvements to share with you. Across the organization, the BIW team is innovating and implementing ways to work more safely and more effectively. In fact, we're closing in on 1,000 implemented PI's!

As I look back on the first couple weeks of March, I'm reminded of a very important element of the process improvement journey we're on. Although setting goals and measuring progress is an important indicator of whether we're on the right track, Continuous Process Improvement is *not* about counting beans. This is about *getting better*. And our best chance of getting better is to make process improvement a part of how we think.

Everyone's busy. It's very easy to see how "doing process improvement" or "generating PI's" can become just another thing on top of our day jobs (it even *sounds* like counting beans). But if we change the way we think, and we train ourselves to look for improvement opportunities everywhere we go, the

burden becomes opportunity. Instead of a thing that we set out to do, improvement becomes a byproduct of our work—because it's how we view our work.

We do that, and *the numbers will take care of themselves*. Here are some examples from this past month.

After discovering a misalignment in the DDG 1001 MTG resilient mounts, **Tom Beaumont (D09)** worked with Engineering to develop a custom punch to move the mounts. The punch significantly reduced rework associated with setting up and jacking up the MTG and made the job safer all around.



Mike Coombs

and company were doing just that, until Mike devised an aluminum template for laying out the hole pattern. The template covers half the circumference and can be flipped to cover the other side.

Imagine laying out an intermediate strut bolt pattern with a scribe, a number of calculations and a lot of very tricky measurements. **Mike Coombs (D09)** and



Jeff Stone

employees either didn't know about the templates and jigs, or didn't have access to them. At his suggestion, sets of templates have been ordered and a cabinet has been dedicated to their storage and organization within the AB.

Jeff Stone (D50) noticed that many shipfitters—himself included—created templates and jigs to simplify activities in the Assembly Building. But he also noticed that many new



Scott Smith

and rewelding pieces of the mock for DDG 1002 Unit 3170 to ultrasonically test the weld of the shell strips. They worked with Planning to get the shell strips installed in an earlier construction stage so they can be tested before the unit is set on the mock. The build plan modification made the job safer, more efficient, and faster. 

Scott Smith, Bill Kelley, Ian Waterhouse, John Foster and Al Smith (all D10) noticed that welders and shipfitters were curled up in uncomfortable positions, incrementally removing



Steven Daggett



Service Anniversaries February 2015

Dept	Name	Dept	Name	Dept	Name	Dept	Name
	40 Years						10 Years
24	Gallant, Gregory Alan	27	Harrington, Edwin Scott	30	Valentine Jr, Richard Jesse	71	Maurer, Matthew Michael
50	Sleeper, Gary Paul	27	Jones, Jill Annette	40	Bordeleau, Albert James	87	Kidney, David Scott
80	Lowery Whitt, Raymond Erwin	27	Moody, Carol Ann	40	Simmons, Dean Ernest		
87	Chubbuck, Timothy Brian	27	Pulk, David Lee	40	Vachon, Marc Armand		
87	Garneau, James Patrick	50	Doyle, Leon Earl	43	Boulet, Raymond Robert		
87	Loveitt Jr, Harold Everett	57	Skillings Jr, Warren Phillip	43	Robinson III, Brigham James		5 Years
		86	Lavoie, Norman Raymond	50	Acker, John Edwin	07	Cunningham, Christopher Robert
				50	Bosse Sr, David Norman	24	Beaulieu, Kristy Joy
	35 Years		30 Years	50	Boucher, Alfred Robert	24	Gildart, Matthew Brian
09	Gordon, Robert Emery	45	Spicer, Robert Lee	50	Gilbert, Yvon Roland	24	Perkins, Shawn Ryan
10	Cloutier, Robert Allen			50	Marquis, Steve Jean	24	Stover, Jocelyn Cooper
10	Duquesnoy, Michael Roger		25 Years	50	Tardiff, Daniel Robert	84	LeBorgne, David Lambert
17	Sites Sr, Richard Allan	09	Kaiser, Mark Winfield	84	Sippola, Michael Eric	86	Kritzman, Darlene Rose
19	Canavan, Robert Michael	10	Case, Theodore Williams	86	Kelley, Edward William	87	Bukauskas, Arunas
20	Curtis, Thomas Bradwell	10	Pinard, Ronald Norman	87	Fleming, James Michael	87	Thibault, William James
20	Marshall, Steven Lee	15	Sawtelle, Dana Michael			91	Ozzella, Carl Phillip
20	Ziehm II, Rudolph Arthur	19	Daigneault, David Maurice		20 Years		
27	Grondin, Timothy Alton	19	Fontaine, Richard Gary	28	Mazorra, Maria Elena		
		30	Fogg, Leland Norris	91	Nickerson, Ernest Steve		
		30	Gosselin, Paul Marcel				

Engineers Honored at 2015 BEYA Awards

During the 2015 Black Engineer of the Year Awards (BEYA) Conference held in February in Washington, D.C., Assistant Manager **Jay Kim (D87)** and Electrical Engineer **Dru Khaira (D40)**, along with other professionals from various industries, were recognized at the Modern-Day Technology Leaders Luncheon.

The Luncheon recognizes the accomplishments of exemplary women and minorities for outstanding work in Science, Technology, Engineering and Mathematics (STEM). Dru and Jay also joined other GD business unit awardees at a dinner in their honor sponsored by GD Corporate.

Jay said, "What a great event! To hear how high ranking officials and CEOs of prominent companies started their lives with essentially nothing and grew into a successful leader was truly inspirational. It goes to show that with a vision, hard work, and a positive attitude, you can accomplish anything."

Jay recently graduated from the Engineering Development Program (EDP) and has taken a job in the Design division of BIW in the role of assistant manager for Hull.



Shown l to r are Jay Kim, Jerry Cashman and Dru Khaira at the 2015 BEYA Conference in February.

As a member of the EDP Class of 2015, Dru recently began a six month rotation as Test Manager on the LCS 4 (Littoral Combat Ship) Post Shakedown Availability (PSA) currently underway at NASSCO in San Diego, California.

Dru stated, "It was encouraging and inspiring to be recognized as a 2015 Modern Day Technology Leader from Bath Iron Works and really nice to see General Dynamics' corporate commitment to promoting and inspiring leadership growth in engineers like me."

Jerry Cashman (D110), VP of Engineering, accompanied Jay and Dru to D.C. to receive their awards and said, "I am very proud of the achievements by both Jay and Dru that led to the receipt of this Modern Day Technology Award. They are leaders within the BIW Engineering Division and will ultimately play a larger role in the company's future leadership plans. Congratulations once again."

Safety Glasses for Students



Paul Rossignol, center, is shown with representatives of four of the nine vocational programs that received a donation of safety glasses from BIW, including, l to r: Todd Fields (Westbrook Regional Technology Center); Joel Austin (Bath Regional Vocational Center); Barry Lohnes (Maine Vocational Region 10, Brunswick); and Peter Gagnon (Lewiston Regional Technology Center).

BIW recently switched to a wrap-around style of safety glasses which more consistently conform to the variety of shapes and sizes of the people wearing them in manufacturing areas. In other words, our heads aren't all alike. This style fits closer to the face and is 50% more protective. The selection was based on protection, visibility, user ratings and lifespan in a shipbuilding environment.

As the new style showed up throughout manufacturing, older styles were removed from the tool cribs and other areas where mechanics typically access glasses.

It fell to **Paul Rossignol (D22)** to evaluate disposal of older model glasses by the standard alternatives—sell, scrap or donate. He contacted Maine secondary vocational schools in Augusta, Bath, Biddeford, Brunswick, Lewiston, Oxford Hills, Portland, Waterville and Westbrook, each of which received more than 400 pairs. Paul said, "Everyone I talked to was grateful for BIW's consideration of their programs."

Safety is part of every vocational curriculum and schools seek to instill in their students the need for lifetime safety through knowledge and training in the correct use of safety equipment. BIW supports development of high standards of safety compliance beginning early and continuing throughout a student's vocational education. Today's students will be tomorrow's skilled graduates and we hope that many become future BIW employees.

A word about the new glasses (shown right) and how they are being rolled out. Everyone who needs to pick up or replace a pair of safety glasses gets them from a nearby tool crib and acknowledges receipt by swiping their badge. The old style glasses are still useable in non-manufacturing areas and by people passing through, but not directly working in, manufacturing environments. The older models can also be used by shipyard visitors as they offer an approved level of eye protection throughout the shipyard. The new version is simply better for those working in manufacturing areas. 

Performance Incentive

September 29, 2014 through April 5, 2015

PERIOD GOALS:

Status as of March 23, 2015

- **1. Average 95% PPE audit** observation rate over this period ending April 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).

Contact supervisor for more information



A snapshot of the Nemesis V30 safety glasses which are required in all Manufacturing areas.

BIW Welcome

The following employees recently joined BIW. Please welcome them.

Name	Dept	Name	Dept	Name	Dept
Bendson, Brent Edward	2601	Hickey, Christian William	4300	Robbins, Chester Leo	1900
Bernier, Mark Anthony	2601	McClintock, Ellen Lindsay	5100	Smith, Richard Clayton	1000
Chabot, Steven Alan	2400	Osborne, Don Wayne	2000	Towle, Aaron Charles	4300
Curtin, Ryan David	0145	Page, Joshua Reed	0900	Walker, Steven Nicholas	4300
Field, Michael James	1900	Pease, Matthew Johnathan	1900	Watson, Jessica Mae	5400
Fisher Sr., Joseph Scott	1900	Pierce, Trever Ray	1100	Ziglar, Zackary Maurice *	4300
Goodell, Dustin Keith	2601	Pillsbury, Thomas Mitchell	4300		
Gordon, Robert Dean	5700	Pushard, Robin Jean *	1900		

* Returning employee

GENERAL DYNAMICS

Bath Iron Works

700 Washington Street
Bath, ME 04530

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04530
PERMIT NO.31



Faces of BIW



The U.S. Navy recently noted that DDG 51 Class life boat cradles were requiring increased maintenance and asked BIW to fabricate 12 ship sets of new cradles using stainless steel. As an internal process improvement, BIW elected

to use a powder-coating process in lieu of the more-common paint process to improve the finished product, resulting in about a 70% efficiency improvement over the former methods. BIW has delivered these improved cradles to five

ships to date. Blast and Paint mechanics at Hardings responsible for the process improvement included, l to r: **Richard Guimond, Brian Madore, John Portela, Marc Boulanger** and **Glen Haggett (all D27)**.