

GENERAL DYNAMICS
Bath Iron Works

BIW NEWS

March
2015

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From the Helm

Fred Harris, President, Bath Iron Works

Company-wide, we have been beating the drums constantly on lowering costs, increasing productivity and becoming more affordable. Those are all different ways of saying the same thing: we have to drive costs out of every bit of our business if we're going to compete and win new work.

Why are we so intently focused on cost?

It is because that is *exactly* where our customers are focused. As construction in the three-ship DDG 1000 program winds down, our opportunities for new work are limited to DDG 51s and the U.S. Coast Guard's Offshore Patrol Cutter (OPC) program. We'll bid on both of those programs next year (see story, pg. 8).

We have a long history with our Navy customer, and know how critical affordability is for them—and for the American taxpayer. The entire government is under tight fiscal constraints, and the Navy is not immune.

The Navy plans to build 264 ships from now until 2044. A December 2014 Congressional Budget Office (CBO) report calls that plan unaffordable, given the Navy's historic funding for new-ship construction. The CBO suggests the Navy could only realistically afford 45 destroyers, as opposed to the 65 it would like in its 30-year construction plan. If the budget cap known as sequestration returns, the CBO reported, the Navy will buy three less destroyers by 2019.

No matter how you look at it, the Navy will focus on cost as it seeks to get the ships this country needs even in tight budgets. We can see the results of that cost-consciousness in our very recent past. We lost the last DDG 51 multi-year program when we were seriously underbid by our Gulf Coast competition, Huntington Ingalls. That should have been a wake-up call to everyone in the BIW family.

Our potential new customer for construction, the Coast Guard, may be even more keenly focused on costs. The 25-ship OPC fleet is projected to cost about \$484 million per ship, for a total \$12.1 billion. Defense analysts call it the biggest Coast Guard acquisition program—ever. While the Coast Guard averages \$1.4 billion in annual acquisitions funding, it would need \$2.5 billion annually to fund all its desired acquisition programs, including OPC.

A 2014 Congressional Research Service report quotes former Coast Guard Commandant **Admiral Robert Papp's** testimony before the Homeland Security Committee of the House Appropriations Committee:

"We have battled ourselves within the Coast Guard to make sure we're asking for just exactly what we need, nothing more nothing less. And I have said three things to my staff as we go on forward—affordable, affordable, affordable."

Translation: The Coast Guard wants the most affordable ship that meets their specifications.

His replacement, **Admiral Paul Zukunft**, is of the same mind. In a January 2015 *Defense Daily* article about the OPC, he's quoted as saying the "biggest challenge that we're facing right now is that this will not be affordable. I've turned it back to industry ... bring me a capable platform that is also affordable."

So we must provide ships to both the Navy and Coast Guard that meet specifications and are *lowest cost*. We know we can design and build ships that meet the specs. But we must beat our Gulf Coast competitors on cost.

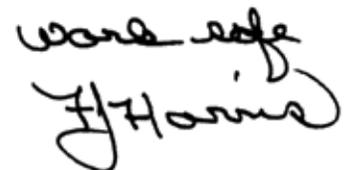
These yards enjoy a lower cost of living. They have lower energy costs. They pay their employees significantly lower wages. They have a flexible structure in the yards—different trades can do the work at hand as needed. They focus on core shipbuilding, letting outside businesses handle work if they can do so more affordably. They can build ships that meet specs.

That's the competition.

We can only beat these yards on cost if we harness our collective expertise to dramatically increase productivity and cut costs. It is just not one group or part of the organization—improvements are required in every area of the organization and at every level. Our continued investment in our facilities will play a key role in this effort. Shipbuilding is the greatest team enterprise on the planet and we all need to do our share and focus on becoming world class.

We have to look at everything we do, tasks big and small, with fresh eyes. Each of us has to look at ways to improve our processes, to continually strive to do better, to work harder and more productively. Take a look at some of the great examples of improvements we made with our Process Improvement Initiatives (see story, pg. 9). Every BIW employee should be working with their supervisors to submit these "PIIs"—every bit will help.

The challenge—and opportunity—falls squarely on our shoulders. We know what our customers want. We know who our competition is. We know what we must do. Let's get to it!



On the cover: DDG 1000 on February 19, 2015, lightly snow-covered from a recent storm.

Supply Chain Excellence



Kyan Dunlap is shown far left with Patrick Thomas, VP Materials & Quality, and Greg Harrison, Director, Procurement.



Phoebe Novakovic, GD President & Chief Executive Officer, far left, is shown l to r with Colette Ross, BIW Purchasing Manager, Paul Rossignol, Material Coordinator, and Eric Kruger, Manager, Capital Procurement.

BIW projects received two 2014 Supply Chain Management Excellence awards from the GD Supply Chain Management Council at a late 2014 ceremony at General Dynamics in Fairfax, Virginia. The awards recognize achievements from all GD business units for excellence in operational performance, including innovation, cost savings and best practices that can be shared across the supply chain.

The **Planning Yard Procurement Team**, represented by **Kyan Dunlap (D24)**, Procurement Supervisor, was recognized for process improvements resulting in higher levels of ship alteration material availability which contributed to higher performance scores at Planning Yard program reviews.

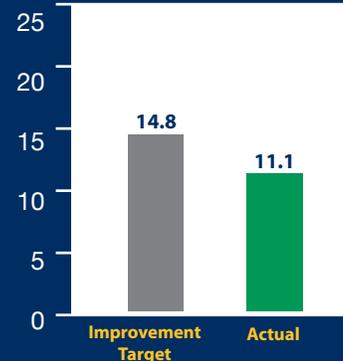
The second award went to the **Capital Procurement and Material Coordination Team of Eric Kruger and Paul Rossignol (both D24)** for process improvements associated with establishing additional, higher yielding markets for surplus equipment and non-conforming materials. Eric said, "We found better markets for much of our surplus material, which benefits both the Navy and BIW."

The awards are made from a field of nominations by each business unit. Eric said, "We enjoy the friendly competition between our procurement teams and look forward to the exchange of supply chain management best practices with the other General Dynamics business units. We hope to see more BIW projects and participants recognized."

Safety Performance January 2015

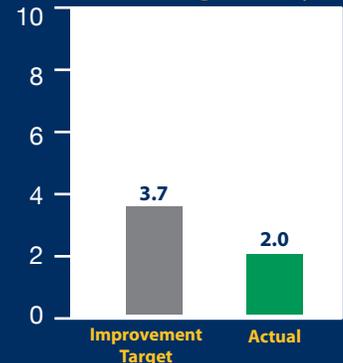
RECORDABLE INJURY RATE

Cumulative Through January 2015

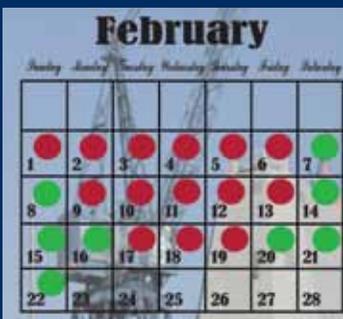


LOST TIME INJURY RATE

Cumulative Through January 2015



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 Survey

A focus group discussion was held in February to solicit feedback about this newsletter. The session was attended by 16 employees who represented a cross-section of the shipyard

and diversity of ages, years at BIW and departments. The attached survey was previewed by this group. Please take a few moments to fill it out and return the survey per the attached instructions.

BIW NEWS

How can we improve?

Help us improve your experience of BIW News. When done, please remove this page and return it to Mail Stop 1210 or email it to danielle.olson@gdbiw.com

How often do you read BIW News?

- Every month
- Every other month
- Several times a year
- Rarely

Do others in your household read BIW News?

- Yes
- No

Is BIW News a credible product?

- Yes
- No

How would you rate the overall product?

- Very Good
- Good
- Poor

How would you rate BIW News layout?

- Very Good
- Good
- Poor

What types of articles would you like to see more of?

- News or information about other GD business units
- Areas of the company other than your own (i.e., Engineering, Finance)
- Employee stories
- BIW business

How would you rate the quality of the articles?

- Very good
- Good
- Poor

Some of the GD business units publish quarterly newsletters. What do you prefer?

- Monthly
- Quarterly
- Either way

What articles do you read regularly?

- From the Helm
- Process Improvement Corner
- From the Fleet
- Performance Incentive
- Ethics Corner
- Safety
- Other _____

Additional Comments

Name (Optional): _____

Thank you for your participation

Health Improvement

Improved 2015 Fit For Life Incentives

Designed to help more BIW employees and family members achieve their own Fit for Life success stories in 2015, BIW is expanding its incentive program for employees and spouses, increasing the value of rewards for health screenings and introducing two new incentive programs.

These incentives are described below with details on how you can take advantage of them, as well as a few comments from individuals regarding their own path to a healthier lifestyle.

For more information about your 2015 incentives, contact your Fit for Life team at extension 3145 or email biwfitforlife@gdbiw.com.

\$35 for Onsite Employee Health Screening

Employees who participate in the annual onsite health screenings delivered by Mid Coast Hospital and the Fit for Life team will enjoy a \$35 value reward in 2015, up from a \$25 value in 2014. In 2015, employees are eligible for one of four options: \$35 Cumberland Farms gas card, \$35 L.L. Bean gift card, 4 movie passes, or a full-sized Leatherman Wingman from L.L. Bean.

Doug Rines (D27) said, "I do the health screenings because it's held right here in my work area and it gives me good information to work on."

\$50 for Community Health Screenings for BIW Family Members

BIW spouses and children ages 17 and up who take time to participate in a community screening will qualify for a \$50 value reward. The choices include a \$50 gift card to L.L. Bean, \$50 Cumberland Farms gas card, six movie passes, or a full-sized Leatherman Sidekick from L.L. Bean.

Community Screenings will be scheduled in the Midcoast, Lewiston/Auburn, and Augusta areas over the course of the year.

\$300 for the Salaried Health Incentive Program (SHIP)

Salaried employees may earn \$300 by accomplishing one of the following: demonstrate a healthy weight, complete the National Diabetes Prevention Program (DPP) program, lose 7% of their body weight, or meet with a health coach four times during 2015.

Salaried employees should call ext. 3145 or email biwfitforlife@gdbiw.com to learn more about the SHIP Program.

Up to \$200 for National Diabetes Prevention Program (DPP)

New in 2015, BIW is offering incentives for any employee or spouse that participates in the DPP. Class participants may earn up to \$200 in gift cards, \$100 for handing in all 16 of their weekly activity trackers and another \$100 if they meet the program's 7% weight loss goal.

In Maine, one in three adults have prediabetes—and most do not even know it.

Your BIW Fit for Life Team is collaborating with area health care providers to offer DPP classes. The DPP is an intensive, 16-week program that focuses on eating healthy, increasing physical activity and tracking your progress, all in a supportive group environment. Mid Coast Hospital, St. Mary's Regional Medical Center, Central Maine Medical Center, and Maine General Health are currently offering these life-changing classes in conjunction with Fit for Life.



Bill Hamilton

A member of the initial DPP class held jointly with L.L. Bean, **Bill Hamilton (D86)**, described how the program has helped him: "My blood work from earlier this year (2014) placed me in pre-diabetic levels. After completing the DPP class, my latest blood test indicates I am back in the normal range." 

DDG 115



A winter snapshot of Rafael Peralta (DDG 115).

BIW Retirees

January 2015

Dept.	Name
10-00	Kenneth L. Richardson 36 Years, 7 Months <i>Front Line Supervisor</i>
15-00	Gregory E. Fortin, Sr. 23 Years, 5 Months <i>Pipefitter III</i>
20-01	Paul W. Terstegen 36 Years, 7 Months <i>Front Line Supervisor</i>
24-00	Michael O. Bolton 33 Years, 10 Months <i>Program Manager, Materials</i>
50-00	Norman D. Holbrook, Jr. 26 Years, 5 Months <i>Shipfitter III</i>
50-00	Larry J. Shaw 44 Years, 1 Month <i>Shipfitter III</i>
71-00	Walter S. Ogden III 32 Years, 5 Months <i>Manager</i>
81-00	Raymond R. Berube 42 Years, 6 Months <i>Material Clerk III</i>
86-00	Stephen L. Mallett 29 Years <i>1st Class Designer</i>

Hardings' New "Caddy"



Shown l to r: Hames Borkowski, Matt Giffen, and Peter Barrett at the Hardings Plate Yard.

Monobox crane at work.

The Hardings Monobox crane, built in 1972, recently received a major upgrade. In normal operation, the crane cab and loads travel back and forth on the beam to locate and pick up plates, carried by 20 drive and idler wheels. When the crane sat for any period of time, especially in winter and especially with a heavy plate, the urethane drive wheels were susceptible to flat spots which often prevented the cab and beam from moving and caused heavy vibration.

Matt Giffen (D20), Project Engineer for the Monobox upgrade, said, "We had a number of operational and performance issues to deal with. We determined that the springs were bottoming out under load so we changed the

location of the springs from the bottom to the top. We were not able to get replacement wheels from the manufacturer and had been getting by with an in-house solution which was not up to the task. We found a new vendor who led us to wheels with the right composition. We replaced the magnet covers and made changes to the gear boxes to give the crane more torque and improve the performance of the swing motor."

Scott Carpenter (D20) performs maintenance on the Monobox. He said, "I repeatedly had to remove and replace the drive and idler wheels because they either broke apart over time or developed flat spots. You had to get down on

the ground in all kinds of weather to cut the damaged wheels off and press the new ones on. The drive wheels had to be replaced in pairs and weighed about 30 pounds each. They had to be handled and were tough to install. I've replaced many of them over the years"

Greg Bridgman (D20), Facilities crane engineer, said, "This crane hasn't run properly in the winter for some time. Often it wouldn't move at all, then when you could get it going, the operator felt like he was riding a buckboard. It was a real problem for Production and prone to cause delays on all shifts."

James Borkowski (D80) is the Monobox operator. He said, "The ride is 100 percent better and I don't feel like I'm riding on a flat tire all the time. I have more control over the swing drive and the new motors have the necessary power to move the crane. It feels like I've gone from a beater to a Cadillac."

Peter Barrett (D81) is the Monobox ground man, responsible for selecting the plates to be lifted. He said, "Before, it would take as much as 90 minutes to get off the landing and moving. Now we come right out of the landing, go down range and back to make sure the track's good and we're ready to roll. Efficiency has taken a drastic turn for the better, making our jobs faster and easier, and a lot less aggravating." 

March Blood Drive

March is Red Cross month, coincident with the next onsite blood drive conducted by the Portland Branch of the American Red Cross during the first week of March. Please note new times at James, CROF and Hardings to better accommodate second shift donors.

Every two seconds, someone in America needs blood. That's why your blood donation through the American Red Cross is important. The Red Cross states: Not all heroes wear capes, but you can be a hero to those in need.

- Donation sites are by appointment, times subject to availability. Walk-ins are welcome, but those who have scheduled appointments will be taken first.
- Contact Charleen Hurley, ext. 3917, for appointments in Bath or contact the administrator of your offsite facility.
- If you have a donor card, please bring it with you. You must bring ID that shows your full name as BIW badges with last name and first initial are no longer sufficient.

- Calls left after hours will be returned. Charging for donation time is available.
- For further information, contact Charleen Hurley, ext. 3917. 

March Blood Drive

Date	Time	Location
Mar 3, Tues	5:00 pm—10:00 pm	FCC
Mar 3, Tues	11:00 am— 5:00 pm	CROF
Mar 3, Tues	11:00 am— 5:00 pm	James*
Mar 4, Wed	9:00 am— 2:00 pm	FCC
Mar 5, Thur	9:00 am— 2:00 pm	FCC
Mar 5, Thur	11:00 am— 5:00 pm	Hdgs/EBMF
Mar 6, Fri	9:00 am— 2:00 pm	FCC

*ARC Blood mobile

Ergo Cup Winners

4th Quarter Ergo Cup The 4th Quarter Ergo Cup goes to **Bill Jackson (D10)** for his lightweight scriber for measuring the depth of welding on a fitting. The new item is easier to use than the bulky table top scriber which was not only cumbersome but hard to fit into many areas where it was needed. It was also hard on the wrists and hands as it required a lot of force to make the scribe line.

Bill created the new tool using an off-the-shelf inscriber that he retrofitted with pipe clamps and steel for use in all areas. It's easier on the body, decreases the time required to do the job and makes a better scribe line.

In Bill's words, "It's a real simple tool. Also durable and made for scribing stainless steel and hard metals. We're tweaking the prototype a bit and will have more made up shortly."

Kevin Levesque (D50) said, "It's really handy, lightweight and you can use it on pipe in places where it's nearly impossible to get the table top model or the hand scribe. We like it because it's very easy to use and gets the job done much faster"



Kevin Levesque, left, using the inscriber developed by Bill Jackson, right.

2014 Grand Champs The second shift EO2 CREST Committee, winners of the 2014 Second Quarter Ergo Cup, were recently named the overall 2014 Ergo Cup Grand Champions and will represent BIW at the Ergo Conference in Nashville, Tennessee on March 16, 2015. The team is cited for a process change regarding the 15K HV (high voltage) cable pull for the Advanced Induction Motor (AIM) that increased overall efficiency while decreasing labor hours, wasted material and exposure to injury.



Overall 2014 Ergo Cup champs include front row, l to r: Greg Niva, Andy Skolfield, John (Giz) Walsh and Paul Desjardins; back row: Randy Romatowski, Craig Barrows, Larry Stegna, Larry Reed, Walter Beaudoin and Dave Kirshmann.

Pulling cable through the ship is a tough job at best, but the difficulty factor is multiplied when handling heavy, high voltage cable. Imagine trying to handle that HV cable after it has been exposed to freezing cold temperatures—that is the issue tackled by the second shift EO2's.

Previously, the length of cable for the job was estimated, pre-cut and prepped in the building, then placed on pallets and stored under the ship in mostly frigid temperatures. When needed, the cable was lifted by crane onto the ship and rolled into the engine room.

The coil then had to be unrolled and warmed before attempting to pull the cable. Now, however, a fairly simple process change sends the cable reel to the ship where it is placed on the OST in a heated tent. From there, the cable is pulled from the reel, measured, cut to the exact length and carried into the engine room where it is installed into the cable run, all without coiling the cable again.

The benefits are huge. Before this change, the length of the required cable was typically overestimated, wasting about 2,000 feet of cable per ship. Coupled with those savings, the improved installation process saves approximately 900 hours, fewer transports and crane lifts are required and care and protection requirements due to outside storage are eliminated.

Andy Skolfield (D19) originated the idea. When asked what prompted him to seek a better way, he said, "My back. I was thinking how hard it was to install these cables. The biggest problem is trying to put a cold cable through a twisting run or when you try to go against the coil in the cable. Putting heat to the cable makes it so much easier to run." He added, "I also think this process can be used for switchboard cables on DDG 51 ships."

1st Qtr Ergo Cup An additional 2014 Ergo Cup project was selected to exhibit at the Ergo Conference in Nashville.

Richard Campbell (D09), the 1st Qtr winner, developed a jig to rigidly hold critical dimensions while setting Remote Operating Gear foundations in the overhead. Mechanics previously used the final assembly gearbox for this task which posed an ergonomic risk due to weight and overhead work. This low cost tool reduces the ergonomic impact and results in an improved quality of alignment. While Richard is unable to attend the conference, the project will be exhibited by **Roland Dagneau (D09)** and **James Barbour (D10)**.

Ben Zavitz (D46), BIW Ergonomist, said, "These are all examples of BIW employees looking at their processes and coming up with innovative ways to reduce cost while increasing safety and efficiency. This is exactly what is needed to make us more competitive and help us continue building quality ships here at BIW." 

USS Kauffman—the Last FFG 7



USS *Kauffman* preparing to depart Naval Station Norfolk in January 2015 for its final deployment before scheduled decommissioning in September. Photos courtesy US Navy.

Earlier this year the last FFG 7 Class frigate built by Bath Iron Works departed Norfolk, Virginia, on its last deployment. As USS *Kauffman* (FFG 59) sailed south, its journey marked not only the last deployment for that ship, but for all FFG 7's.

Kauffman, BIW's last FFG 7 was delivered to the US Navy in 1987, and today is one of only seven active *Oliver Hazard Perry* frigates left of the 51-ship U.S. fleet. All will be decommissioned by year's end and *Kauffman*, in September, will be the last. Many of the ships were sold to foreign navies as they neared their 30-year lifespans.

BIW built the lead ship, FFG 7, as well as 23 follow-on ships of the class. And while there's a new "frigate" slated for the U.S. Navy—an up-gunned, hardened version of the Littoral Combat Ships—it does not represent a construction opportunity for BIW.

Mike Tyler (D19), an electrician, remembers working on the original frigates when he started at BIW 39 years ago. He first worked on the lead ship, *Oliver Hazard Perry*, and it, as well as those that followed, made an impression on the young man from Randolph, Maine. "It was an amazing sight to see when you had four or five of them lined up," said Tyler.

Today, Tyler works on DDG 1000. The FFG 7s were much simpler in terms of electronics and computers, he said, and

with a length of 445 feet (453 after one modernization) and a beam of 45 feet, "they were quite small compared to what we build today."

In addition to designing and building the frigates, BIW has managed their planning yard services since 1996.

Patricia Caton (D86), senior project manager for FFG 7 planning yard work, is an acknowledged expert on the ships, having started in the late 1970s doing FFG lead yard services work and managing HME change orders. BIW supported the Navy's FFG Modernization program through 18 ship modification, Caton noted, including six major ones.

Caton, who retired on March 2, said the FFG 7s had their day and served the Navy well. "Before DDGs were a glint in someone's eye, the FFGs were an escort ship. They serviced the fleet very well, right up to the end," she said, noting that maintenance efforts extended the ships' life from 20 to 30 years. "To me, it was time (to retire the FFG 7s). They served their purpose for years. They were out there, and they went above and beyond—you have to recognize that, over time, these ships were work horses."

In addition to handling planning yard services for U.S. Navy ships, BIW also works through the Navy on questions and material orders for ships sold to the Polish and Australian navies, and Caton expects that work to continue.

While the FFG 7 fleet will be gone from the Navy this year, a new "frigate" is on the horizon. In December, the Navy said that it would up-gun and harden the last 20 of the service's planned 52 Littoral Combat Ship (LCS) variants, reclassifying those ships as frigates, under the "FF" designation. It also plans to backfit the other 32 LCS vessels with new weapon systems, potentially earning them the FF designation, as well. These new FFs are how the Navy has proposed to meet its future "small surface combatant," or SSC, needs and will be built by the current builders of the LCS—Austal and Marinette Marine.

BIW earlier responded to a request for information by the government regarding potential directions for the SSC program. Given the Navy's decision to go with an LCS-based design, BIW sees no construction opportunities for the upgraded ships. Given that and the relatively near-term end of construction on the three-ship DDG 1000 class, BIW's future construction opportunities are limited to DDG 51s and the U.S. Coast Guard's Offshore Patrol Cutter (OPC) Program. 



USS *Kauffman* docking at Naval Station Key West in transit to its final deployment.

Process Improvement Corner



Tim Glinatsis

Can I kick off this month's column with some incredible statistics? I promise not to get too nerdy with the numbers very often, but this is worth sharing.

- In January, BIW initiated 361 Process Improvement Initiatives. In the first two weeks of February, we submitted 523 additional PIIs, a 145% improvement over the entire month of January (in just two weeks!).
- Also in January, 289 individuals submitted an idea. Two weeks into February, that number is already up to 548—we doubled the total number of participants in two weeks!
- Nineteen different departments submitted PIIs in January. Halfway through February, that number is now 41.

Take a minute and consider what that means. It means we have taken the PII concepts onboard and we're making them happen. It means that we are thinking about how we can improve each day, work more efficiently, work more safely and improve our competitiveness. And it means we are doing it more and more every week.

As we've rolled out the new Continuous Process Improvement (CPI) system over the last couple of months, I've heard this repeatedly: How is this different from the Employee Suggestion Program?"

It's an excellent question and I always say, ESP was a suggestion program, this is an empowerment program. It's not that there aren't ideas that require help from someone else—because there certainly are lots of those. But there are also many more ideas that we can implement right now, with what we have.

We are committed to implementing almost 5,700 PIIs in 2015. You guessed it: that's one per employee, across every

department in the company. Given the momentum we have established in just a few short weeks, I'm confident we will beat that goal by a long shot.

Now let's talk about some specific improvements that are happening this month.

We send a lot of bulkhead curtain plates into the shipyard, and up until recently, they were all banded to pallets in sections. When the curtain plates were needed, mechanics had to move, shift and sort through the plates in order to find the right piece. Noticing an opportunity, **Dan Pinoski** and **Doug Hall (both D17)** devised a curtain plate carrier that would allow curtain plates to be neatly stacked (it looks like a dishwasher rack) when they ship from EBMF. Not only does this carrier reduce time for the tinsmiths and the material handlers, it also reduces a safety risk associated with moving heavy plates.



Larry Weathers

The Engineering and Design team continues to be hard at work on Shipbuilder Initiatives—including an ongoing effort to provide lighting hookup data in wire connection lists on the DDG 51 program. **Larry Weathers (D87)** is working to provide all of the information required for lighting hookup packages so that electricians in the shipyard don't need to search for design information. While Manufacturing is the primary beneficiary of this project, there will be additional benefits for Planning and Engineering thanks to the ready availability of detailed data.

Tagging sonar transducer cables



Steven Daggett

(pigtailed) can be pretty tricky with standard pliers. But **Steven Daggett** and **Donald Goggin (both D19)** devised a custom pair of contoured pliers that fits the



Donald Goggin

resulting tags are much more presentable—the first time.



Jason Levesque

saves time and improves accuracy, but also eliminates welded attachments and variability in the process.



Randy Russell

Russell (D43) created a simple aluminum track for the welding machine. The track ensures a smooth, uninterrupted surface for the machine, improves consistency in the weld and reduces rework.

It is getting harder to choose which ideas to discuss in this column each month, considering how many are being implemented. Please keep them coming... and let us know if you have a recommendation for this column next month!

Any questions or suggestions on CPI?
Call the CPI Hotline at ext. 5171



Service Anniversaries January 2015

*Several 2014 anniversaries were inadvertently omitted in the December 2014 issue.

Dept	Name	Dept	Name	Dept	Name	Dept	Name
	40 Years				15 Years		
09	Morton Jr, Henry Abbott	87	Stearn, James Anthony	05	Shirley, Tamara H	07	Reed, Rodney Earl
20	Dodge, David Robert	91	Haley, Sandra Lynne	10	Berry, Steven Douglas	15	Burleson, Scott
24	O'Neill, Jeanne Therriault	91	Morawski, Debra Susan	26	Flanagan, Michael Paul	20	Kipp, Andrew David
	35 Years		30 Years	40	Crowe, Kenneth Charles	24	Fitzpatrick, Tyler Matthew
10	Ater, Robert Gordon	07	Ross, David Lee	40	Pazdziorko, Emil Jude	40	Bragg, Donald Page *
17	McFarland Jr, Arthur Ellsworth	19	Barnes, Daniel Charles	84	Kelly, Reuben Rival	40	Fontaine, Wilfred Rene *
17	Stanhope, Brett Jordan		25 Years		10 Years	66	Campbell, Jennifer Lynne
19	Stegna Jr, Lawrence Eugene	20	Doyle Jr, James Daniel	01	Gamage, Michael Douglas	86	Chapman, Andrew Mark
20	Marquis, Dennis Paul	24	Sherburne, Kimberly Anne	10	Sookma, Attapol	86	Harper, Robert George *
25	Boilard, Robert Lawrence	32	Monsen, Arthur Maurice	40	Desjardins, Jason Edward	86	Herbst, John Matthew
50	Hull, Stuart Boyd	40	Ross, Brett Wotton	71	Malis, Michael Anthony	86	Herreid, Chris Henry
50	Pinkham, Cheryl Ervine	82	Witherell, Doris Theresa	84	Boyle, Matthew Scott	86	Mayer, Richard Walter
52	Douglass, Glenn Lee	86	St Onge, Daniel Roger	87	Pashos, Costas Vasilios	86	Pullen, Matthew Judson
54	Liller, Robin Porter	87	Gourhan, James William		5 Years	87	Davignon, Monique Mae
57	Osgood, Cynthia Lee	87	Grant, Kim Marie	05	Karczewski, Chris Lee *	87	Martin, Dana Lawrence
68	Blake Jr, Donald Edward	87	Nadeau, Anthony Wayne	05	Scott, Michael Francis	87	Roy, Daniel Edward
81	Grover, Brian Leeman	87	Pelletier, Gary Joel			91	Shields, Matthew Leigh

Performance Incentive

September 29, 2014 through April 5, 2015

PERIOD GOALS:

Status as of February 22, 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

BIW People Bowl For Kids

The mission of Big Brothers Big Sisters (BBBS) of Bath/Brunswick is to provide children facing adversity with strong and enduring, professionally supported one-to-one relationships that change their lives for the better, forever.

Eric London (D40) and **Tom Stevens (D10)**, strongly agree that BBBS has a long, excellent record of doing exactly that for young people in five nearby communities. Eric has served as a Big Brother in both the community and school programs, and Tom recently joined the organization as a committee member supporting all BBBS events. Together, they are working to bring a strong BIW presence to the annual BBBS Bowl for Kids Sake (BFKS) fundraiser which will be held on March 28, 2015, at Yankee Lanes in Brunswick.

Eric and Tom are organizing BIW teams for BFKS with a goal to create 25 BIW teams, a significant increase over last year. Each team is comprised of four bowlers who will raise pledge donations and strut their bowling stuff on March 28. This year's theme is Rock & Roll Bowl; bowlers are welcome to wear fun and funky clothing from their favorite decade.

When asked why he is a Big Brother, Eric stated, "Being around young people keeps you young." Engineering employees



Dave Colfer, Sean Ames and Christian Carlson, l to r, teamed up as the Royal Order of Water Buffalo for the 2013 Bowl For Kids Sake. Photo courtesy The Tiffany Studio.

Leigh Callahan and Sarah Robbins (both D87) are also Big Sisters in the community program. If you are interested in signing up for a BFKS team, or want to learn more about BBBS, contact Eric at ext. 3914 or Tom at ext. 4650.

BBBS would like its supporters to know that 100 percent of the funds needed to run their agency are raised locally. BFKS is their major fundraiser, which they forecast will represent 30 percent of their 2015 operating budget. The organization states that for every \$1,000 raised, a Big/Little match is professionally supported by trained/degreed staff for one year. 

Mr. Valentine

Dennis Flannery (D86), a DDG 51 and DDG 1000 model manager, is a man of few words but a lot of kindness in his heart. For the past eight years he has delivered roses to the women at CROF and for the past three, to those at the James Building as well.

His gesture is rooted in one of his early jobs in Presque Isle when he noticed that it was Valentine's Day and along with low morale, there were no flowers on the desks of the majority female work force. He went out and bought "a couple paychecks worth of roses," and made the day special for a lot of women.

Fast forward through college, a lot of student debt, and his arrival at BIW in January 2007. After a year in which to save up, he resurrected his Valentine tradition. Over time he has worked between CROF and James and collected coworkers in both buildings. Since "it

didn't seem right to get flowers for only some of them," he includes everyone, which amounted to 12 dozen this year, 144 roses in different colors, individually wrapped in cellophane, ribbon and baby's breath. Fortunately," he said, "I've been getting a good deal at Skillins."

If you're wondering about his male co-workers, Dennis says there's always some ribbing but "despite some comments and requests (for flowers), they always back down for some reason."

One of the women who received a rose wrote to say that "Dennis' father must have taught him well." Upon hearing that, Dennis said that he was influenced by his grandmother who ably raised seven children with little help and was a key figure in his family. But he quickly acknowledged that he always paid attention whenever his father had something to tell him. One year he explained



Dennis Flannery. Photo courtesy J. Crocker-Wilson.

Mother's Day thus: "Dennis, women have enough to deal with. We usually cause a lot of aggravation, so if you get the chance to do something nice for them, do it."

Jonna Crocker-Wilson (D87) said, "Dennis came in early, ahead of his shift, to deliver the flowers. His vehicle was totally full, a sight to see. It is a wonderful gesture and makes us all feel special on Valentine's Day. My new hires, who were not familiar with Dennis' tradition, were delighted." 

BIW In Remembrance

Albert F. Austin, Jr. (R)

November 11, 2014
37 Years
Leadman

Russell R. Levesque (A)

January 30, 2015
41 Years
Material Clerk III

William K. Millar (R)

September 27, 2014
31 Years
Tax Manager

Douglas E. Small (R)

December 30, 2014
18 Years
Facilities Manager

Eric J. Linkel (A)

January 15, 2015
17 Years
Electrician III

Joseph A. Michaud, Jr. (R)

February 24, 2014
12 Years
Machinist

Donald Pulsifer (R)

August 20, 2014
20 Years
Electrician

BIW Welcome *The following employees recently joined BIW. Please welcome them.*

Name	Dept	Name	Dept	Name	Dept	Name	Dept
Amero, Marc Eric Everett	4000	Freeman, Derek Allen	2602	McCourt Lane, Theresa Marie	2000	Seekins, Brian Richard	0900
Artea, Alexander Trujillo	4300	Golubev, Oleg	4000	Mclean, Alexander James	2000	Shafer, Ryan James	0900
Bean, Scott Robert	2000	Griebel IV, Charles George	2601	McMahon, Jacob Daniel	4300	Smith, Bennie Lyle	1100
Bessey, Rick Thomas	4300	Hernandez Martinez, Daniel	4000	Mitchell, Alan Guy	2602	Talbot, Kim Judy	2400
Burke, John Allen	2000	Iuzzolino, Kaitlin Melissa	2602	Moody, Adam Allen	2601	Thorpe, Tyler James	2602
Caplinger, Wade Alan	2400	Jawdat, Tammy Lynne	4900	O'Grady, Christopher Andrew	0900	Tolan, James Josphe *	4000
Chase, Nehemiah Curtis	2602	Jent, Thomas Lee	1100	Parent, Brian Thomas *	4300	Warner, Jason Scott	1900
Clarke, Michael Anthony	2601	Johnson, Benjamin Eric	2601	Pearson, John Edward	2000	Wells, William Lloyd *	4300
Coleman, Jermaine DeShon	8600	Lea, Pamela Ann	4505	Pelletier, Robert Wayne	4300	Williams, Thomas Durant	0900
Collins, Chase Michael	1100	Lee, Jeromy Robert	2700	Przelomski, Dylan Sean	4000	Wood, Sarah Anne	8600
Denham, Roy Merlin	2000	Leighton, Marc Raymond	1900	Ringer, Charles Douglas	2400		
Elwell, Maverick Austin	4300	Luehring, Robert Daniel	2700	Robinson Jr., Jeffrey Gayland	2400	*Returning Employees	
Favreau, Nicholas Dionne	0120	Lussier, Caleb D	1100	Rogers, Paul David	2400		

GENERAL DYNAMICS

Bath Iron Works

700 Washington Street
Bath, ME 04530

PRSR STD
U.S. POSTAGE PAID
BATH, ME
04530
PERMIT NO.31



Faces of BIW



Shown l to r: Brian Lagasse, Jason Heath and Chad Clark (all D27) were part of the snow shoveling team during the first blizzard of 2015 in late January and claim to have moved snow mountains. Their efforts, and those of all who plow and shovel during winter storms, contribute to a safe work environment and a quick return to normal operations.