

GENERAL DYNAMICS

Bath Iron Works

BIW NEWS

October
2015

BLUE ANGELS SALUTE

INSIDE

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From the Helm

Fred Harris, President, Bath Iron Works

For months we have talking about the importance of making BIW more competitive so that we can win important new work like the U.S. Coast Guard Offshore Patrol Cutter (OPC) contract and the Navy's next DDG 51 multi-year contract.

These are the contracts that will shape our future and determine the number of jobs that we will have here for the next 20-plus years.

We are making progress, but as we enter the final months of 2015 we must bring an even greater sense of urgency to our efforts.

I know that we all want the same thing for BIW. We want good jobs and opportunities for our workforce—for today and for the next generation of shipbuilders that is coming along. We want to be seen as the premier defense shipbuilder in the country, a yard with a proud history that builds quality ships at a competitive price.

We won't get there by doing things the same way we are doing them today. The world in which we compete has changed dramatically, and we have to change along with it, especially when it comes to affordability. Our biggest customer—the U.S. government—is demanding it and our competitors are doing everything they can to rise to that challenge.

Change is never easy, but we have to make some changes if we are going to compete successfully for new work. And because change can be difficult and messy work, sometimes you need a little help from a neutral, objective third-party who can guide you through the tough issues and keep the process moving along.

That's why I am pleased that BIW management and the leadership of IAMAW Local 6, our largest union, have agreed to engage the Gephardt Group to facilitate our ongoing discussions about ways to become more competitive and win new work.

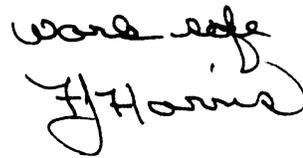
Led by former U.S. Rep. Dick Gephardt, who served 28 years in Con-

gress, including more than 14 years as House Democratic Leader, the Gephardt Group has extensive experience working on issues similar to the ones with which we are wrestling.

We are confident that they can help both labor and management work through the issues that have to be resolved in order for us to submit a competitive bid to the Coast Guard for the \$12 billion OPC contract next spring.

Representatives from the Gephardt Group have already started their work here at the shipyard, interviewing employees, getting a better sense about the current relationship between labor and management and learning more about the issues we need to resolve.

Next year will be one of the most important years in BIW history, and we have just three more months to get ready for it. We've made some real progress in training, safety, new facilities and process improvement, and I am confident that with the help of the Gephardt Group we can use these next few months to put the rest of the pieces in place.



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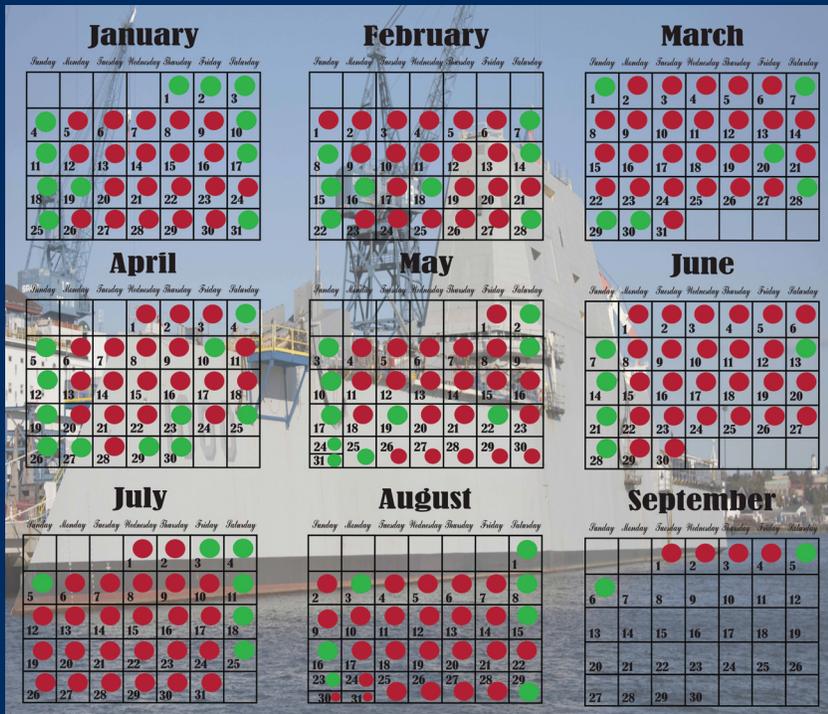


On the cover: The Blue Angels overflew DDG 1000 and BIW on September 3, 2015.

Blue Angels Salute

On September 3, members of the Blue Angels, the U.S. Navy and Marine Corps Flight Demonstration Squadron, flew over *Zumwalt* (DDG 1000) en route to the Brunswick Executive Airport where they performed in the Great State of Maine Air Show on the weekend. The flyover was arranged by DDG 1000 PCO Captain James Kirk. Officers and members of the crew anticipated their arrival from the bow of the ship.

2015 RECORDABLE/LOST TIME INJURIES

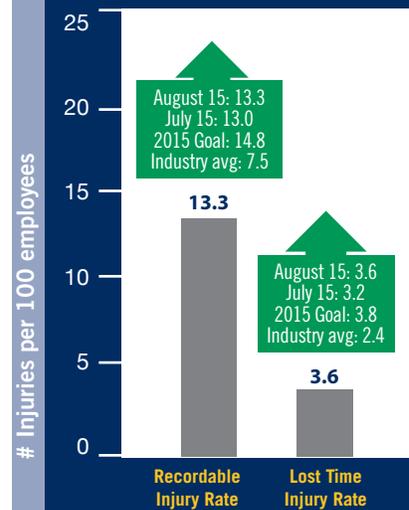


Safety Performance

August 2015

INJURY RATES

Cumulative Through August 2015



KEY
Arrows show trend compared to previous month



Colors show performance to goal

Meeting Goal Above Goal

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 (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**

CPI HOTLINE 207 442-5171 (ext. 5171)

B2B UPDATE

In addition to those listed in the September 2015 article, the following BIW employees also participated in the Beach to Beacon 10K race on August 2, 2015. Thank you for highlighting your participation in this high profile Maine race. We will look for you next year!

Name	Dept
Robert Bonsant	17
Munro Dodge	17
Craig Johnson	20
Troy Trask	20

EMPLOYEE SPOTLIGHT

TELL US A LITTLE ABOUT YOURSELF

I was born in Bath and have lived in Woolwich for the past 20 years. I moved to Texas in the 7th grade and in 1991 moved back to Maine because I have deep roots here. My grandfather, who was a Morse High School math teacher and genealogist, traced our family history back to the first settlers of Woolwich. My wife Donna and I have two children, Aaron and Amelia. Amelia is attending her first year at University of Maine Farmington.

HOW LONG HAVE YOU BEEN WITH BIW?

Almost six years. Before working at BIW I sold boots as an outside contractor at the Employee Store for 15 years. That experience helped when I was hired to work in the BIW Print Shop, because I interact with a wide spectrum of employees. We treat them like customers and provide good service when they need help with printing.

WHAT WOULD PEOPLE NEVER GUESS YOU DO IN YOUR ROLE?

Marc Turgeon (D45) and I always support anyone that needs printing, even after hours and weekends. For example, we once stayed in the Print Shop for 41 hours straight to print copies of the LS6 contract after negotiations so the union had copies before the membership vote.

WHAT IS THE NUMBER ONE CHALLENGE THAT YOU FACE IN YOUR JOB?

Being ready for last minute emergency printing and making sure it is on time and good quality. Marc and I are always trying to find new ways to do our job faster and with less.

WHAT ASPECT OF YOUR JOB DO YOU ENJOY THE MOST?

I like the challenge of trying to manipulate an electronic file for printing, and/or mailing, and seeing the final

JON BARRETT



Title LS7 Admin Tech in HR

Been with BIW since 2010

Department D45

product. I like the pressure and being counted on to deliver and I appreciate their thanks when we meet or exceed their expectations.

WHAT IS YOUR FAVORITE SPORTS TEAM?

Even though I'm a Dallas Cowboys fan, I think Tom Brady was innocent. I always stayed a Boston Red Sox fan.

NOMINATE OUR NEXT EMPLOYEE SPOTLIGHT

Want to see someone you know at BIW featured in our next employee spotlight? Nominate them today by emailing danielle.olson@biw.com



MULTI-PURPOSE TRAINING TOOL

Do9 mechanics shown l to r: include Charles Redding, Mike Rugar, Geoff Soule, and Ed Pierpoint

Earlier this year, **Rob Lailer (D10)** and **Mike Coombs (Do9)**, both Trades Trainers, collaborated to create a Machine Shop Training Table for use in the Trades Learning Center by new or returning outside machinists. With help from shipfitters, welders, pipefitters and electricians, the elevated table was outfitted with a variety of modules to demonstrate the installation and operation of a remotely operated valve.

When the BIW Family Open House came along in July, the table morphed into an exhibit to show family members some aspects of an outside machinist's job. With a little modification, it became an inviting, people-friendly as well as kid-friendly exhibit where visitors lined up to turn the wheels, operate a switch which turned an oversized red light bulb on and off, turn a hand wheel on a dummy valve, and rotate a handle to open and close the inner valves of a cutaway valve controller.

Mike said, "Part of my talk was to explain how a valve inside a space onboard a ship could be manipulated by a sailor outside the space in a fire or other emergency without exposing the sailor to danger. The demo helped get across the importance of the work done by an outside machinist."

When the Open House was over, the training table proved just as useful back on the training floor. In mid-September, a group of four BIW mechanics in the outside machinist trade were taking a 10-day orientation and training program which included safety, care and protection, work orders, precision measuring, tool use, foundation and equipment installation, resilient mounts, the timeline of how shipboard equipment is installed and the interdependencies that guide the work—it's a pretty long list. One aspect of the train-

ing is familiarity with the tools and the training table previews some of the things that will be seen or installed onboard ship.

The mechanics training that week included **Mike Rugar, Charles Redding, Edwin Pierpont, and Geoff Soule (all DO9)**, all of whom anticipate being assigned to DDG 1000 or DDG 115 in the near future. Geoff said that while he has worked here for two years, he recognized that the new work would be challenging at first and appreciated the opportunity to be introduced to the work of an outside machinist in a training environment. "It's helpful to start out with some up front, hands-on learning before going onboard ship and into the action of shipboard installation."

Mike Coombs said, "Safety is one of the most important things we teach during these ten days. Every job done by an outside machinist has safety considerations and we really emphasize that safety is number one. The rest of the curriculum is about previewing what they're here to do which helps them become productive and move through the ranks quicker."

Pipe Shop Golf Tournament

In early August, the BIW Pipe Shop held its annual Golf Tournament at the Meadows Golf Course in Litchfield with all proceeds donated to the nonprofit House in the Woods in Lee, Maine. House in the Woods is a military and family retreat which partners with veterans organizations to provide hunting, fishing and outdoor recreational programs to recovering veterans at no cost to them. It was founded by two Lee residents, **Paul House** and **Bill Emery**, who each lost a son during Operation Iraqi Freedom in 2007, and they operate it with the help of their families to offer veterans outdoor

recreational experiences where they are assisted by other veterans in their journey to overcome the negative impacts of war.

Rick Roberts (D15) organized the event with the help of the Golf Committee which included **Steve Turcotte (D09)**, **Ken MacDonald (D10)** and **John Bureau (D17)**. The 144 players, over two-thirds of them BIW employees from various trades, raised \$7,500 for the charity. **Mark Kendrick's (D10)** team finished first, with **Quentin Mace's (D19)** team second and Ken MacDonald's team third.

Rick said, "As a group, we took on the goal of supporting a veterans group by making our annual golf

event a fundraiser, and for two years running, we were able to support a very worthwhile organization. At the same time, we saw the fundraising component become more challenging, making it difficult to keep the focus on a fun, team building event for our folks. So we decided to return to our model of a prize-driven tournament next year, while looking for other ways to stay connected and supportive of the House in the Woods group. They are doing great things for veterans and we were proud to be associated with them during their start-up period."



EBMF has long supported veterans at the Togus Veterans Administration Hospital in Augusta. They recently donated a 65-inch television to the movie room at Patriot Place, a Togus facility for patients with dementia and Alzheimer's.

Norm Gagnon (D07), a Navy veteran, started Operation Support Togus four years ago. He periodically checks in with the Togus recreation department to see what their veterans might need. He recently learned that the Patriot Place movie room had only one small television set which made it difficult for more than a few people to watch a program at the same time, so the EBMF fund paid for a new 65-inch television set for the facility.

EBMF employees have supported Togus veterans for a number of years, providing books, magazines, videos and sometimes cash gifts for recreation purposes. They have also provided bus passes and gas cards to help veterans get to their medical

appointments. One year, they built horseshoe pits and cleaned up a garden area adjacent to the buildings to improve the accessibility for handicapped residents and make it more enjoyable for everyone to spend time outside in good weather.

Most of the funds are raised through collection bins which Norm placed throughout EBMF for recyclable cans and bottles. Proceeds from these activities and a coffee mess in the Pipe Shop area of the building support all activities. There is also a change container which collects spare change and, per Norm, the occasional \$10 bill. He said, "Because of the generosity of the EBMF employees, we see \$800 to \$900 a year and it all goes to help veterans."



From the Fleet USS *Winston S. Churchill* (DDG 81) in Arabian Gulf

A Fire Controlman mans a .50-caliber machine gun during a high value unit defense exercise aboard the Bath-built *Arleigh Burke*-class guided missile destroyer USS *Winston S. Churchill* (DDG 81). In August, *Winston S. Churchill* was in the Arabian Sea, deployed in the U.S. 5th Fleet area of operations supporting Operation Inherent Resolve, strike operations and theater security cooperation efforts in the region. *Photo and text courtesy U.S. Navy.*

Making Healthy Choices Don't Miss the Boat!

This is the last chance in 2015 for spouses to get screened—and to receive a \$50-value gift!

Your Fit for Life team is excited to partner with local health systems to sponsor community health screenings for all spouses of BIW employees. Come get screened, learn your baseline numbers and identify potential health risks before they get serious.

Nurses from your local hospital will check your cholesterol, blood pressure, blood sugar, weight, and percent body fat and results will be available in less than 7 minutes. Then meet with one of BIW's Fit for Life health coaches to review the results and learn more about how to work on your goals with your own health coach—for free!

BIW spouses who take time to participate in a community screening will receive a \$50 value reward. 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.



SCREENINGS

Tuesday, October 27, 2015

The Daniel
10 Water Street
Brunswick
10am-6pm

Tuesday, November 3, 2015

St. Mary's Regional Medical Center
LePage Conference Room
99 Campus Avenue
Lewiston
10am-6pm

Thursday, December 3, 2015

Gardiner Family Practice
152 Dresden Avenue, Gardiner
10 am-6 pm

To schedule your screenings, call Fit for Life at 442-3145, or email biwfitforlife@gdbiw.com

**limit one screening & one prize per year.*



CHRISTENING of *Rafael Peralta* (DDG 115)

Fifteen years ago at a recruiting station in San Diego, California, Sergeant Rafael Peralta enlisted in the United States Marine Corps. After completing basic training, he attended the Infantry Training Battalion, School of Infantry, Camp Pendleton, California, graduating with the military occupational specialty of Rifleman.

On Saturday, October 31, 2015, Bath Iron Works will host the christening of *Rafael Peralta* (DDG 115), our latest destroyer. The ship's sponsor is **Rosa M. Peralta**, the namesake's mother, joining us from her home in San Diego, California. Her two daughters, **Icela Peralta Donald** and **Karen S. Peralta**, are her Matron of Honor and Maid of Honor, respectively. **Richardo Peralta**, Rosa's youngest son and a former Marine, will also attend the christening.

Sergeant Peralta served in a number of infantry units; while assigned to 1st Battalion, 3rd Marine Regiment, 3rd Marine Division, and III Marine Expeditionary Force, he deployed to Iraq in support of Operation Iraqi Freedom.

During Operation Al Fajr, also called the Second Battle of Fallujah, Sgt. Peralta was killed in action on November 15, 2004, while clearing houses in the Iraqi city of Fallujah. As cited by the Marine Corps Office of Public Relations, "While clearing the seventh house the squad immediately came under intense, close-range automatic weapon fire from multiple

insurgents. Sgt. Peralta was shot and mortally wounded. After the initial gunfire exchange, the insurgents threw a grenade and fled the building. The grenade came to rest near Sgt. Peralta's head. Without hesitation and with complete disregard for his own personal safety, Sgt. Peralta reached out and pulled the grenade to his body, absorbing the brunt of the blast and shielding fellow Marines only feet away. Sgt. Peralta succumbed to his wounds." He was awarded the Navy Cross for his heroic actions.

"Without hesitation and with complete disregard for his own personal safety, Sgt. Peralta reached out and pulled the grenade to his body, absorbing the brunt of the blast and shielding fellow Marines only feet away."

In addition to the Navy Cross, Sgt. Peralta's personal awards include the Purple Heart and the Combat Action Ribbon. His other awards and decorations include a Marine Corps Good Conduct Medal, National Defense Service Medal, the Iraq Campaign Medal with one bronze campaign star, Global War on Terrorism Service Medal, and the Sea Service Deployment Ribbon.

As stated by the United States Marine Corps, "By his undaunted courage, intrepid fighting spirit, and unwavering devotion to duty, Sgt. Peralta reflected great credit upon himself and upheld the highest traditions of the Marine Corps and the United States Naval Service."

This is the first DDG 51 class ship to be christened since 2011 when we christened *Michael Murphy* (DDG 112). BIW and the Navy are proud to honor the life and courageous service of Sgt. Rafael Peralta while celebrating the christening of the 35th BIW-built DDG 51 class ship and the 65th ship of the class. Gates open at 9:00 am for a ceremony starting at 10:00 am.



The ship sponsor, Rosa Peralta, and her daughters, Icela Peralta Donald, left, and Karen Peralta, right, at the DDG 115 Keel Laying Ceremony in October 2014.

Bath Iron Works Presents

The Christening of the *Rafael Peralta* (DDG 115)

DETAILS
Saturday October 31, 2015
Gate Opens: 9:00 AM
Ceremony: 10:00 AM

LOCATION
General Dynamics BIW
700 Washington Street
Bath, ME 04530

Master Shipbuilders of Maine



On September 26, 2015, BIW celebrated the service and contributions of those employees who have served 40 years at BIW.

Welcoming these shipbuilders, their guests and managers, **Fred Harris** said, “The combined shipbuilding experience of our 41 honorees totals 1,650 years. I am proud to have been part of the shipbuilding industry for the last 49 years and would like to thank all of our Service Award recipients for their committed service to General Dynamics Bath Iron Works.” He also recognized the spouses, significant others, and family members for their support throughout the years.

Following a brief overview of significant 2015 events at BIW, Fred said, “These shipbuilding achieve-

ments would not be possible without the hard work and dedication of the skilled men and women who work at BIW. I want to thank everyone here tonight, especially the honorees, for the support and leadership you provide every day to our employees throughout the yard.”

In addition to this year’s honorees, eight members of last year’s 40-year anniversary class who were not able to attend the inaugural 2014 event were guests at this year’s ceremony. Those attending the banquet are shown above. On the facing page is a complete listing of all those who reached their 40-year milestone during 2015.



BIW'S 40-YEAR SHIPBUILDERS

Edward W. Arsenault
 Michael L. Biron
 Norman H. Bourque
 David C. Brewer
 Bruce N. Calden
 Stephen N. Carey
 Ronald P. Carr
 Gary D. Chapman
 Timothy B. Chubbuck
 Gerard J. Cloutier
 James H. Cox
 William H. Curry III
 Victor Czemerys

Clayton H. Day
 Peter L. Dennis
 Daniel B. Desjardins
 David R. Dodge
 Dennis R. Duval
 Mark A. Foye
 Gregory A. Gallant
 James P. Garneau
 Frank W. Grover Jr
 Terry E. Hadakin
 Ardenne S. Haines II
 Ewell Harper
 Richard F. Hart Jr

Peter A. Heald
 Eugene C. Hinkley
 Karl D. King
 Michael S. Knight
 Richard L. Knight
 William W. Leeman
 Kenneth W. Libby
 Gerald M. Lilly
 Harold E. Loveitt Jr
 Raymond E. Lowery-Whitt
 Daniel R. Madore
 Laurier J. Marcoux
 Henry A. Morton Jr

William W. Nichols
 Jeanne T. O'Neill
 Keith R. Perry
 Terry L. Sirois
 Gary P. Sleeper
 Mark A. Sleeper
 Roger R. Spearin
 William M. Stearns
 Charles H. Tarbox
 Donald K. Vannah Jr
 Gregory W. Ward
 Kenneth W. Withers

Focus on
**PROCESS
 IMPROVEMENT
 INITIATIVES**
 by Tim Glinatsis

This month, I want to highlight the PIIs coming from our electricians. The electricians have implemented over 450 PIIs so far this year—more than any other single trade. The electricians install, hook up, and test all of the electrical equipment on the ships. Many of our electricians are currently focused on pulling the last of the nearly 170 miles of cable on DDG 116. Let's talk about some PII examples from the electricians.

CALL THE CPI HOTLINE
 at ext. 5171 for help
 submitting your Process
 Improvement ideas



Larry Stegna

When those miles of cable go through bulkhead transits, we must add a packing material to keep them organized and undamaged, as well as to ensure fire boundary integrity. **Larry Stegna** found that there often wasn't enough slack in the cable to pack it properly. Larry saved time by creating a jig that extends the cable beyond the edge of the transit to leave a little extra cable for adjustments during packing.



Charles Parkinson

Some cable can weigh over six pounds per foot, so you can imagine that pulling cable along the cableways in the overhead would be one of the more strenuous tasks in the shipyard. **Charles Parkinson** suggested cinching a strap around the cables to assist in pulling them. Charles' idea improves safety and saves time.

Dan Darling's crew of electricians noticed that it was taking a long time moving a ladder around the compartment to remove the plastic safety caps that go on studs in the overhead. So the team developed a tool with a long handle that allows them to remove the caps without a ladder. The "cap puller" improves safety by reducing ladder use and saves time.



Dan Darling's crew of electricians includes, l to r: Scott Hoffer, John Firczak, Tim Millett, John Pushard, Ryan Reed, Carl Maxham and Rick Fontaine.

The electricians are a competitive bunch, and that competitive streak shows in the quantity and quality of their PIIs. Awesome ideas are being implemented all over the shipyard, so we'll talk about a different trade next time.

**PLEASE
 KEEP THE
 IDEAS
 COMING!**

Please continue to work with your supervisor to get your ideas implemented. But if you need more help submitting your idea, you can **call the CPI Hotline at ext. 5171.**

NEWS

FROM OTHER GENERAL DYNAMICS COMPANIES

GENERAL DYNAMICS, NASSCO, SAN DIEGO, CALIFORNIA

In August, NASSCO launched the second ship in a series of the world's first natural gas powered containerships, *Perla del Cariba*, built for TOTE a leading transportation and logistics company based in Princeton, NJ.

The new Marlin Class ships will carry cargo exports between U.S.-owned ports. The ships will reduce particulate matter by 98 percent and carbon dioxide emissions by 72 percent, making them the cleanest cargo-carrying containerships in the world.

The 764-foot-long Marlin class containerships will be the largest dry cargo ships of their kind in the world powered by liquefied natural gas. This ground-breaking green ship technology, designed by NASSCO and its partners, will dramatically decrease emissions while increasing fuel efficiency when compared to conventionally powered ships.



FAMILY DAY WINNERS!

Some of the children attending the July BIW Family Open House participated in our Family Day contest for "Best at-home PII", and we have our winners!



Emily Levesque (daughter of **Matthew Levesque, D87**) thought of a faster way to do one of her chores: folding laundry. Emily, age 12, sorts the laundry before she folds it.



Sofia VanHook (cousin of **Keith Hartford, D06**) understands the importance of looking for new tools to make her work easier. Sofia, age 10, suggested using a robotic vacuum like the Roomba instead of hand vacuuming.

Great job Emily and Sofia; thank you to all who participated!

PII FORUM UPDATE

A couple of months ago I wrote about the PII Forum—a weekly meeting where employees share their implemented PIIs. I'm happy to note that the PII Forum has been a huge success, and each week we come closer to filling the Shipway Conference Center. Last month, we decided to try a similar meeting format, but with a focus on Lean projects. These projects focus on key business processes that involve multiple divisions (e.g., Manufacturing, Engineering, Planning, or Materials) and many handoffs. There are over 60 projects in progress right now, and project teams are tackling major issues like: disruption caused by design change, lost and damaged material, and the process for fabricating new special jigs, fixtures, and tools.

Now that we've had our first Lean Forum, I'm happy to confirm it's a great venue for green belts and champions to brief completed projects to the rest of the organization and senior management. If you've been a part of a project that you'd like to share, be sure to let your supervisor know. We'll be doing the Lean Forums monthly, so there will be plenty of opportunity for everyone to share and learn from each other.

Snapshot of BIW History by Andy Toppan

As BIW built a series of 16 destroyers and assorted other vessels in the 1930s, it became increasingly clear that war was on the horizon. In the summer of 1940, BIW received contracts for six 2,100-ton destroyers, the start of the wartime shipbuilding program. That summer BIW also received a telegram from **Secretary of the Navy Frank Knox**—"Take immediate steps to expand your facilities with the view to greatly enlarged shipbuilding program. Speed is of the essence," which launched a fast-paced shipyard expansion effort.

To accommodate the coming influx of contracts, BIW purchased part of the railroad yard at the north end of the shipyard and built the North Stores warehouse, an assembly building, and two more shipbuilding ways. At the south end, the old Houghton Shipyard was purchased and the boiler shop was erected. To the west, the main office building was constructed along Washington Street. Speed was

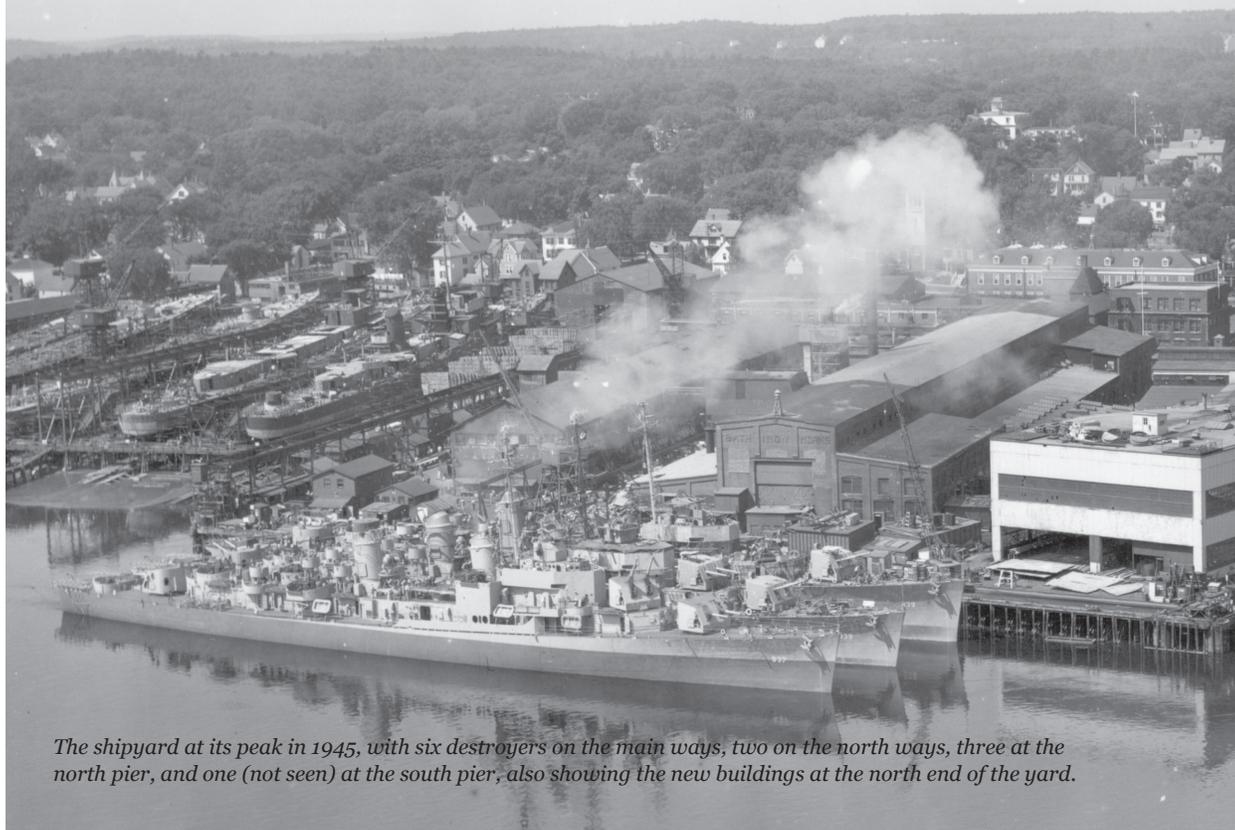
indeed of the essence, and by the following summer the first destroyers were under construction on the new North Ways, even before the cranes and the ways themselves were completed.

An even larger expansion took place at an old racetrack in Brunswick. BIW's urgent need for steel storage space was answered by construction of the Hardings plant, moving the entire steel fabrication process out of the cramped main shipyard. Ground was broken at Hardings in July of 1940, and work was 70 percent complete by September when the contract for this Navy-funded expansion was finally signed. Hardings cut steel for the first time in December 1940, a full year before the attack on Pearl Harbor.

Growth of the workforce paralleled expansion of the facilities. In 1938, BIW had 1,890 employees on the payroll. By 1940 the number had increased to 2,882; a year later, to 4,660; and by 1943 to an astounding 12,042. This 600% increase in just

four years required a comprehensive training program as well as company assistance with transportation and housing. Soon, employees were housed in nearly every apartment, camp, cabin, and spare room in the area and BIW was coordinating a ride share program for employees who lived outside the area. Later, BIW operated an extensive bus network to shuttle employees from as far away as Waterville and South Paris, as the number of usable privately-owned cars declined due to wartime restrictions on new car production.

Between 1940 and 1945, BIW received contracts for 31 *Fletcher* class 2,100-ton destroyers, 20 *Sumner* class 2,200-ton destroyers, and finally 29 of the 2,250-ton *Gearing* class ships. Each group of ships was identical, and each successive class shared as much as possible with the prior one to ensure production moved along smoothly. During this timeframe BIW also moved to a work order-based job management system for the first



The shipyard at its peak in 1945, with six destroyers on the main ways, two on the north ways, three at the north pier, and one (not seen) at the south pier, also showing the new buildings at the north end of the yard.

time, adopted the predecessors of today's subassembly-driven fabrication approach, and shifted to an assembly line manufacturing approach.

With process improvements and facilities expansions in place, BIW's relatively new workforce was able to deliver ships at an unprecedented rate—averaging one every 17 days during the war. During this period, BIW built about one quarter of all destroyers delivered to the US Navy—a truly impressive feat for a small shipyard in Maine that had been bankrupt less than 15 years earlier.

Next month: The Shipyard at War



Hardings facility in 1954

STANDING UP to Domestic Abuse

October is National Domestic Violence Awareness month and the LS6 Women's Committee is again raising awareness of issues surrounding domestic abuse by collecting items that support victims of domestic violence and raising funds for three Maine organizations. Throughout the month, the bridge on the house of the #11 Crane will be lit with purple lights, the color associated with this issue.

Jessica Chubbuck (D19) and **Melissa McMullen (D50)** are both members of the LS6 committee. Jessica said, "The issue of domestic abuse resonates with many of our members. Maine has a very high rate of domestic violence and unfortunately, many of these stories touch our own people."

Melissa noted that domestic violence is largely perceived as a woman's issue, but awareness of the fact that both men and women are affected continues to grow. "In fact, the statistics are now that one in four women and

one in seven men are affected by domestic violence in their lifetime."

Throughout the month, donations of useable clothing and goods will be accepted at the LS6 Union Hall on Washington Street. During the week of October 19, collection boxes will be available at all gates for donations and a gate collection will be held on October 23.

Donations will be distributed among three Maine organizations—Safe Voices based in Auburn, the Family Violence Project in Augusta, and the Aroostook Band of Micmacs Domestic and Sexual Violence Advocacy Center which serves all Native American tribes in Maine.

Jessica said, "Every year our efforts are a little bigger and BIW people now expect to see us each fall. This year, several local businesses also agreed to host our collection boxes. We know that together, we are helping Maine families."

YOU CAN HELP...

Throughout the month of October, donate items at the following locations:

All month

LS6 Union Hall
6 am–10 pm
*Office may periodically close;
check back later*

October 19–23

All gates
Collection boxes for donated items

October 23

All gates, all shifts
Cash and Goods gate collection



Dept Name

40 Years

10 Bourque, Norman Henry
 19 Stearns, William Matthew
 29 Haines II, Ardenne Scott
 43 Foye, Mark Alan
 60 Brewer, David Carlton
 80 Biron, Michael Laurent
 81 Perry, Keith Richard
 87 King, Karl Douglas
 87 Marcoux, Laurier Joseph

35 Years

20 Kuliga, Gregory John
 20 Martin, James Allen
 40 Davis Sr, Edward Wayne
 86 Dailey, Terry Michael
 86 Knowlton, Rick Stuart
 86 Oliver, Thomas Euguene
 87 Brooker, James King
 95 Suggs Jr, Merlin Hartwell

15 Years

40 Knowles, Barry Elbert

5 Years

06 Carrothers, Mark Allen
 07 DiDonna, Daniel Mark
 07 Michaud, Gary Roland
 07 Oleyar III, David T
 10 Burnham, Brandon Arnold
 10 Knight, Christopher S
 10 Ladner Jr, Wayne Stanley
 10 LeBlanc, Nicholas John
 10 Lowe, Scott Edward
 10 Shanholtz III, Wesley James
 20 Harmon, Matthew Scott
 40 Glazier, Sarah Elizabeth
 40 Harris, David Dwight

Dept Name

40 Syron, William Donald
 43 Bernier, Denis Romeo
 43 Brownwell Jr, Alex Clinton
 43 Burton, Scott Windgate
 43 Charron, Bradley David
 43 Chase, Benjamin Aaron
 43 Clair, Randall Scott
 43 Gayton Jr, John Lewis
 43 Gayton, Kevin Byron
 43 Griffeth, Allen Leo
 43 Halle, Timothy Leo Demers
 43 Hamm, William Joseph
 43 Hood Sr, John Patrick
 43 Jabbusch, Eric Gordon
 43 Lathrop, Theodore Southworth
 43 McDonald, Seth Edward
 43 Moore, Adam James
 43 O'Brien, Matthew Ronald
 43 Orff Jr, Raymond Merrill
 43 Pulk, Bryan Donald
 43 Staples, Nicholas Isaac
 43 Stratton, Jeffrey Wesley
 43 Thibeault, Norman George
 43 Toothaker, Joshua Ray
 43 Trenholm II, David Norman
 43 Ventimiglia, Travis Andrew
 43 Wilbur, Darren Robert
 43 Zando, Matthew Philip
 50 Bussiere, Daniel Armand
 50 Cairns, William Joseph
 50 Campbell, Joshua Reay
 50 Johnson III, John Harry
 50 Leighton, Kevin Bruce
 50 Parent, Jonathan Edgar
 50 Pelkey, Chad Clayton
 50 Perkins Jr, Keith Dodge
 50 Ring, Alan Linwood

Dept Name

50 Steinman, Geoffrey Walter
 50 Therrien, Matthew Raymond
 50 Williams, Christopher Jason
 60 Cochrane II, Dennis Neil
 60 McLatchy, Michael Robert
 80 Perkins, Brady Pierce
 80 Trudeau, Derek Russell
 81 Abbott, William Alan
 84 Tibbetts, Melanie Sue
 86 Davis, Charles Christopher
 86 Gaon, Noel Pulido
 86 McCracken, Bruce Robert
 91 Burnis, Rick David

Performance Incentive

Performance Period
 April 6, 2015–October 4, 2015

PERIOD GOALS:

Status as of September 20, 2015

- **1. Average 97% Safe Site House-keeping audit observation rate over the period from April 6, 2015 to October 4, 2015.**
- **2. Initiate 7,087 PIIs (Performance Improvement Initiatives) year to date within the Continuous Process Improvement Management System by October 4, 2015**
- **3. Average 98% overtime attendance rate (i.e., OVT No Faults over the period from April 6, 2015 to October 4, 2015**
- **4. Performance**
 - Close 26,401 installation work orders with required quality by June 5, 2015 and receive ½ payout and close 26,964 installation work orders with required quality by October 4, 2015 and receive ½ payout.
 - Or, close 53,365 installation work orders with required quality by October 4, 2015 for full payout.
 - Work orders must be closed in sequence scheduled (out-of-sequence work may not be pulled in).

05-00 Wayne D. McPhail
 40 Years, 11 Months
Estimating

20-00 Vaughn M. Gray
 37 Years, 2 Months
Pipefitter III

45-05 Robin R. Harris
 35 Years, 3 Months
Administrative Technician

66-00 William R. Peck
 35 Years, 9 Months
Insulator III

86-00 Clayton H. Day
 40 Years
Engineering

86-00 Paul T. Larkin
 41 Years, 1 Month
Designer, 1st Class

86-00 Lewis A. Wells
 33 Years
Designer, 1st Class

86-00 Robert M. Leighton
 39 Years
Engineer



The following employees recently joined BIW.
Please welcome them.

Name	Dept	Name	Dept	Name	Dept	Name	Dept
Aguirre, Christopher Joseph	1000	Desalle, Joshua Todd	1900	Kramer, Mark Thomas	1900	Rodgerson, Micah James	1900
Anderson, Jacob Arthur	2700	Drummond, Douglas Edward*	9000	Lam, Jonathan Richard	4300	Rodrigue, Cory Scott	8700
Atkinson, Kaitlyn Ann	2700	Dutil, Robby David	1900	Leathers, Adam Phillip	1900	Rodrique, Jeremy Leo	2700
Averill, Austin William	1900	Dyke, Dustin John	1500	Lemay, Nicholas Michael*	2400	Rogers, Matthew D	1900
Babidge, Bruce Warren*	2700	Eastman, Eric Samuel	1900	Levesque, Jason Russell	5000	Ruge, Dachmon	5000
Bailey, Brandon Jay	1100	Everette, Richard Daniel	1900	L'Italien Jr, Robert Joseph*	5000	Scala, Daniel Matthew	8700
Bailey, Jefferyton	4300	Fairweather, John Ernest	1900	Lowe, Jarred Leighton*	2700	Segars, Amy Hanna	6600
Barry, Ridge Edward Charles	1900	Fantozzi, Daren Mark	6600	Lucas, Garrett Lawrence	1900	Senence, Federico Hamilton	2601
Barstow, Keven Richard	1900	Faucher, Jason Joseph	2700	Madsen, Steve Brian	1900	Shaw, Jesse Jay	2700
Bayanilla, Joel Fredrick	1900	Fisher, Kevin Henry	1500	Marks, Richard Joseph	4300	Shellenbarger, Michael Loren	8700
Beaucage, Morgan Danielle	1900	Fitzgerald, Luke Michael	1900	Mathews, Edner	8700	Sirois, Craig Daniel	2700
Berger, Nathaniel Wade	2602	Gagne, Robert Emile	8700	McDonald, Michael David	2001	Skillings, Barbara Sue	8600
Bernier, Caleb Lauren	4300	Gemmecke, David James	2700	McGivney, Brendan Patrick	1900	Smith, David Day	1900
Billington Jr, Shane Gordon	2700	Gilliam, Don Everett	3000	McLaughlin, Michael Charles	1900	Smith, Lana Ann	2700
Bishop, Michael Kris	1900	Goodwin, Gary Thomas	2700	McWilliams, Nathan Daniel	4300	Spear, Rodney Richard	1900
Blanchette, Robin Joseph	4000	Gorden, Joshua Samuel	4300	Milano, Anthony Mario	2700	St Clair Jr, Leroy Elwood	2700
Bolduc, Ryan Joseph Lawrence	2700	Gorden, Joshua Samuel*	5000	Montgomery Sr, Michael Irvin	8600	Stasolla, John Joseph	4000
Brackett Jr, David Harold	2700	Grecenko, James George	2700	Moore, Kyle Gregory	1900	Stevens, Christopher Robert	1000
Bragg, Carlos Robert	2700	Griffeth, Gregory Allan	2700	Moroney, Michael Patrick	1900	Strauch, Kurt Damon	4000
Bragg, Melissa Joy	1100	Gurney, Robert Wayne	2001	Morse, Jackie Loren	2700	Stuart, Gary David	1900
Brann, Reginald Todd	2700	Gustin, Michael Roberts	1500	Moser, Joshua Michael	2700	Sullivan, Robert Maurice	1900
Brown Jr, Mark Anthony	6600	Haenel, Richard Lee	1900	Murphy, Ryan Kirkpatrick	0900	Swett, Ashley Lynn	9700
Buck, Robert James	1900	Hale, Gregory Wayne	1900	Musolff, Kalen Robert	1500	Sypniewski, Sean Arris	2700
Burns, Brent Murray	1900	Hanson, Matthew Bruce	5000	Paine, Douglas Orion	1900	Szwec, Michael Brian	1900
Cahill, Blake William	2700	Harper, Melinda Rose	1100	Palmer, Dylan Michael	4300	Thibeault, Gregory Michael	1900
Carlton, Christopher Michael	2601	Harwood, Josh David	5000	Parenteau, Alexander L. V.	8700	Thomas, Nathaniel P. Rancourt	2700
Carver, Anthony Todd	1900	Heanssler, Micah Charles	8700	Peaslee Jr, Dale Lee	1100	Thomas, Thomas James	1900
Case, Ryan Paul*	1500	Herrick, Kimberly Lori-Anne	1900	Pinkham, Carl Lewis	2700	Thompson Jr, Michael Kerry	1500
Cayouette, Michael R. R.	1900	Hill, Sarah Rose	8700	Pinkham, Craig Chesley	1900	Tibbetts, Jayna Rose	1900
Ceccola III, Vincent Joseph	1900	Hodgkins, Gregory Edward	2700	Pinsonneault, Cody Lazar	6600	Titcomb, Charles Adam*	8700
Chan, Wayne Y	8700	Howard, Emily Vanessa	2400	Plaisted, Dennis Scott	1900	Toothaker, Luke Olcott	2700
Cogswell, Andrew Charles-Louis	2700	Jacobs, Robert Michael	6600	Pooler, Nicholas Brandon*	1900	Tracy, Steven Philip	1900
Crawson, James Lambert	2700	Janelle, Arron John	2700	Pottle, Justin Edward	2700	Twist, Lindsey Heather	8600
Cray, Remington Gage	3000	Janelle, Chelsea Lynn	1100	Pounds, Ashley Nicole	1900	Utecht, Steven James	5000
Croy, Dennis Carlton	3000	Jenness, Tyler David	1900	Poussard, Brett David	4300	Vincent, Matthew Sherman	2700
Cummings, Chris Avery	6600	Jewett, Larry Scott	1000	Powell, Jordan Holmes	2602	Ward, Trevor Emerson	2700
Cyr, James Ernest	8700	Jewett, Robert Gordine	3000	Pride, Dustin Evan	2700	Whitmore, Benjamin Philip*	1900
Dauphin, Ryan Kenneth*	2700	Johnson, Ryan Wade	1900	Proctor, Robert Arthur	2700	Wolfe, Erik Tyler	2700
Davis, Peggy Lee	2700	Joseph, Tyler Anthony	2400	Purinton, Natasha Dawn	1100	Wright, Shawn Thomas	1900
Delair, Kendall Christopher	2700	Kazimer, Robert Denis	2700	Ray, Brad E	2700		
Delano, Matthew Ryan	1900	Kelly, John Ryan	4300	Reid, Michael Richard	1500		
DeMerchant, Joey Sheldon	5000	Kramer, Brent Thomas	8700	Robbins, Josh James	1900		

* Returning employee

NOW HIRING ELECTRICIANS

Employment appreciates your referrals!

JOB FUNCTIONS:

- Fabricate foundations
- Layout and install foundations using welding equipment
- Pull cable and band cables to foundations
- Install and bolt equipment to foundations
- Cut-in and hook-up cables to equipment

REQUIREMENTS:

- High School Diploma or GED
- Experience with pneumatic tools and blueprint reading
- Electrical experience preferred

Extensive training program included

If your interests and qualifications match our needs, apply online at WWW.GDBIW.COM/CAREERS

September 12, 2015
BIWRA Family Day
At Funtown/Splashtown USA





GENERAL DYNAMICS

Bath Iron Works

700 Washington Street
Bath, ME 04530

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



Faces of BIW

The Fit For Life program has two major components—screening and health coaching. The latter typically starts following a screening when the employee or spouse decides to begin working with a health coach to improve their overall health through healthier food choices, exercise or lifestyle changes.

Anthony Anderson, BIW Fit for Life Manager, was at the BIWRA Family Day in early September (see pg. 18) with members of the Fit For Life team to conduct health screenings. He describes the day as “overwhelmingly busy,” with about 65 employees and spouses requesting a screening to check some of their key health factors.

This year, the program aims to complete 2,800 health screenings. In the six years that Anthony has been at BIW, the number of people working with a health coach has gone from zero to about 1,300. Anthony says he is pleased with the trust and working relationships that have been created and enjoys every aspect of seeing people improve their overall health.

