

GENERAL DYNAMICS  
Bath Iron Works

# BIW NEWS

December  
2016

## *Shipbuilders Give Thanks on Veterans Day*



Trades Learning Center

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# From the Helm

Fred Harris, President, Bath Iron Works

As we prepare to close the books on 2016 and look ahead to major changes in the New Year, it's a good opportunity to reflect on what we have accomplished and what the future might hold.

At the end of this year, I will retire from a long and rewarding career in shipbuilding. I want to extend a sincere "Thank you" to the BIW workforce. It's been my pleasure and distinct honor to be here. I'm very proud of what we have achieved in the past three years.

When I arrived, I said safety trumps everything. That is still true. Injuries affect more than the worker who gets hurt, they affect everyone who relies on that person – family, friends and coworkers. Injury rates have dropped but they still are higher than the industry average. Safety is something everyone must keep striving to improve, every day.

We delivered DDG 1000 to the Navy – the most advanced destroyer ever built. DDG 115 is undergoing sea trials, the first ship in a program that had been cancelled then restarted four years later. We have built a remarkable ship. We also look forward to Christening DDG 116 early next year, and will soon lay the keel for DDG 1002.

There have been many improvements in how ships are built here, not all as visible as the new Outfitting Hall and Blast and Paint building:

- 48 databases to track ship construction were reduced to four
- 40,000 design and planning errors in the DDG-51 class design were corrected and 150,000 design improvements were added
- Improved material delivery, including slump reduction through better kitting
- Robust training for new mechanics so they can "hit the ground running"
- A Professional Development Program to ensure that future generations of managers and leaders have broad experience throughout the shipyard

Continual improvement across the company must become a way of life. Driving down costs is vital to winning future work.

If you succeed, then BIW's future is bright – ensuring strong, safe ships for our sailors and Marines and securing good-paying manufacturing jobs for our current employees and for generations to come.

Perhaps it's fitting that I end my career here in Maine, where it began when I graduated from Maine Maritime Academy in 1967. I still cherish the lessons learned there: personal integrity matters; address problems as they occur; pay attention to details because small things can have large impacts. They have served me well over the years and I have tried to share them with the people I've worked with.



WWW.OneYardBIW.com

Bath Iron Works has top notch leadership and a healthy mix of experienced talent and youthful vigor. This shipyard is positioned to accomplish great things in the future. I wish you nothing but the best.

*Handwritten signature: Fred Harris*

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On the cover: Workers gather outside the Trades Learning Center during a moment of silence held throughout BIW to honor veterans on Veterans Day.

# From Father to Daughter

**D**eanne Knight Blake received a surprise last month when she unwrapped a pallet in the main yard.

In his off hours, her father **Norman Knight**, a Welder at EBMF, had his tool box refurbished for Blake, who is a BIW Electrician. Knight, a 43-year employee who will be retiring soon, wanted to pass it on to his daughter.



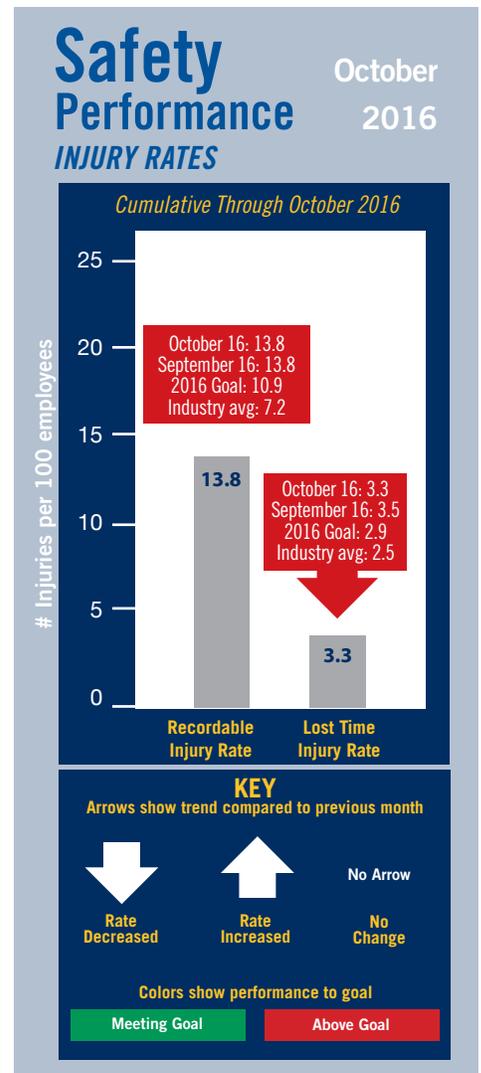
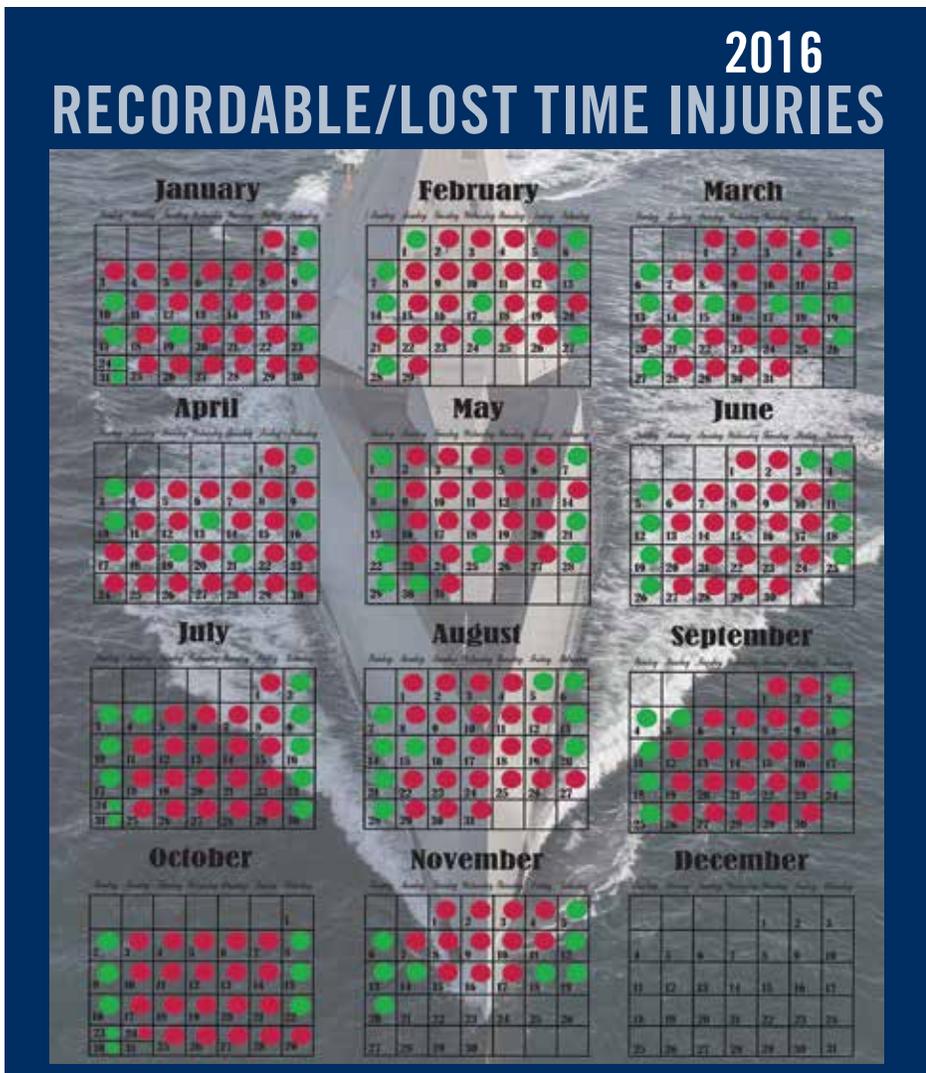
Blake was moved by the gesture.

“It’s great to be working at a company that my dad has proudly worked for and to have his toolbox is awesome!” she said.

Knight’s friend **Dave Gilchrist**, a Welder, was the one who created the artwork on the toolbox.

Along with her name and badge number, the forest green tool box now bears an appropriate quote:

“Experience & Knowledge is a gift that one generation passes on to the next . . . to enlighten their journey.”



## DISTRIBUTION CHANGES

BIW News is changing its distribution schedule in 2017 as well as making other adjustments. The newsletter will be published quarterly, with winter, spring, summer and fall issues. The next issue will be published in February.

BIW News is published quarterly 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 David Hench at Mail Stop 1210 or by email at david.hench@gdbiw.com.

## INFORMATION CALL LINES

### FACILITY/SHIFT

Toll free information on facility status, work shift delays, and cancellations  
**1-866-630-BATH** (2284)

### BAD WEATHER IS COMING

Sign up (web address below) to receive automatic messages regarding emergent matters, including facility closures  
[asp.schoolmessenger.com/biworks/subscriber](http://asp.schoolmessenger.com/biworks/subscriber)

### MAIN GATE SECURITY (24/7)

**207-442-2266**

### AMBULANCE-FIRE-POLICE

Bath, Main Yard: **ext. 2222**  
Hardings, CW, EBMF: **ext. 1222**  
Bissons, CROF, James: **911**;  
then call **ext. 1222**

### MEDICAL 207-442-2231

### BIW REC ASSOCIATION

For questions or suggestions regarding BIWRA programs **207-442-1113**

Check us out on Facebook:  
General Dynamics Bath Iron Works



# EMPLOYEE SPOTLIGHT

## TRACY LARUE-HANSON



**Title** Buyer II

**Been with BIW since** 2008

**Department** 24

### TELL US ABOUT YOURSELF.

I reside in Lewiston with my husband Allen of eight years and our daughter Avery who is 3 years old. We also have two dogs: Bruno our Norwegian Elkhound and Papi our very grumpy Chihuahua. I have my bachelor's degree in Accounting from University of Maine and I graduated in 2005 with my MBA from Southern New Hampshire University. I worked as an accountant for almost 15 years.

### HOW LONG HAVE YOU BEEN AT BIW?

I came to BIW seven years ago and have been in Procurement ever since.

### WHAT DO MOST PEOPLE NOT KNOW ABOUT YOU?

I'm an active member of the Deaf and Hard of Hearing (HOH) Community. I currently hold a seat on two boards; I'm the Treasurer for Maine Hands and Voices and I'm on the State of Maine Newborn Hearing Screening Advisory Board. I'm also part of the educational subcommittee for the advisory board, where we focus on educating doctors, nurses and parents on the Newborn Hearing Exams.



My daughter Avery was born with a progressive hearing loss. Currently, she has bi-lateral Moderate / Severe hearing loss and wears pink and green hearing aids with purple glitter. Life sometimes brings you places you never imagined and because of this I found a passion I never knew I had.

### WHAT IS ONE THING YOU COULDN'T LIVE WITHOUT?

Ice coffee—and lots of it.

### WHAT IS YOUR BIGGEST PET PEEVE?

I don't really know if I have one... but, my husband did bring this GIANT MOOSE HEAD into our house that I would LOVE to donate to someone! God, I hate that thing, but I deal with it. He would seriously kill me if I did give it away! A girl can dream though...

### WHAT ASPECT OF YOUR JOB DO YOU ENJOY THE MOST?

I love dealing with the vendors, troubleshooting and managing equipment problems.

### IF YOU WERE STRANDED ON AN ISLAND, WHAT IS THE ONE THING THAT YOU COULDN'T LIVE WITHOUT?

Toothpaste!

### NOMINATE OUR NEXT EMPLOYEE SPOTLIGHT

Want to see someone you know at BIW featured in our next employee spotlight? Nominate them today by emailing [david.hench@gdbiw.com](mailto:david.hench@gdbiw.com)

# Big Brothers Big Sisters Thanks BIW

Employees at Bath Iron Works were presented with the “Big Impact Award” for their long-standing generous support for Big Brothers Big Sisters of Bath/Brunswick at the 35th anniversary banquet on Nov. 10 at the Brunswick Hotel and Tavern.

“BIW employees have always been incredibly generous and supportive of our programs, but they have really stepped it up in the past two years,” said **Lindsay MacDonald**, Executive Director of Big Brothers Big Sisters of Bath/Brunswick. The Bowl for Kids’ Sake events in 2015 and 2016 combined with gate collections last year raised \$36,450.

MacDonald credited the work of dedicated BIW volunteers who have encouraged, organized and supported their fellow employees to achieve fundraising goals.

Accepting the award on behalf of the BIW employees were Engineering Director **Eric London**, who is also a Big Brother, Welding Superintendent **Tom Stevens**, who is on the BBBS board, and Director of Ships Completion **Phil Kinney**, a long-time supporter.

“We are helping young children by supporting Big Brothers Big Sisters, giving them the resources needed to run the



*L to r: Phil Kinney and Eric London, receiving the Impact Award on behalf of Bath Iron Works employees. Tom Stevens with a very Big Brother, Celtics legend Dave Cowens, who was the keynote speaker at the banquet.*



program,” said Kinney. “Not only are we helping kids, we are creating teams inside of Bath Iron Works. This is a huge team-building event.”

Money raised helps fund one-on-one youth mentoring programs in the communities of Sagadahoc County as well as Brunswick and Harpswell.

“BIW donations are a major factor in the number of matches the agency is able to support,” London said. “Those matches allow young people to enjoy the benefits of

having a mentor which include higher self-esteem, improved performance at school, and enhanced social skills.”

“Mentoring a young person in the community and watching them grow serves as a reminder of how important each individual person is,” said London. “I encourage anyone to consider becoming a mentor through Big Brothers Big Sisters. It is a rewarding experience for both parties.”

## THIRD ANNUAL No Shave November



*L to r: 1st Sgt. Ray Doughty, Cpl. Timothy Morse, 1st Sgt. Sean Clement, and Cpl. Eric Henley.*

The BIW Security Force for the 3rd year in a row grew their facial hair to support Disabled American Veterans. If you are used to seeing a clean shaven Security Force you may have noticed many different shades of beards last month. Just keep in mind it was for a good cause.

Those who participated donated \$10 a week throughout the month of November but as soon as Dec. 1 rolled around, a cleaner cut security force was back protecting the yard.

According to 1st Sgt. **Sean Clement**, they raised over \$700 for a great cause. “The money will help veterans get the help that they need,” he said. BIW security is made up of veterans and former law enforcement, so this foundation touches close to home.

# RESTART SHIP

## *One Step Closer to Delivery*

**R**afael Peralta (DDG 115) completed a successful Builder's Trials last month, bringing it one step closer to Acceptance Trials and ultimately to its delivery to our Navy customer.

The four-day trials focused on weapons systems and included launching missiles and firing the destroyer's five-inch and Phalanx guns at a test range off the coast of New Jersey.

"When we take a ship to sea on the weapons trial it is when the collective efforts of all parties who have built this great ship come together to demonstrate her capabilities," said **Clint Robbins**, Director of Ships Completion. The men and women of BIW who assembled and tested the

ship, the Aegis Weapons System test team (ATT), which plays a leading role in the integration of the ship's sensors and weapons systems and the SupShip Bath engineering and quality team, all worked together on this major event in the life of a new ship, Robbins said.

"*Rafael Peralta* performed very strong and completed the mission she was prepared for by our collective teams, which put her together and tested her systems," Robbins said. "A hearty 'well done' to the team for a great job. Our Navy is getting a great ship."

When *Rafael Peralta* joins the U.S. Navy fleet, it will become an integral part of our nation's ability to project power and preserve security across the

globe.

DDG 115 is the first *Arleigh Burke*-class destroyer built in Bath since the Navy restarted the DDG 51 program after a break of more than four years.

Bath shipbuilders already are incorporating the experience of building DDG 115 into the work going into *Thomas Hudner* (DDG 116) and *Daniel Inouye* (DDG 118)—improving quality, efficiency and schedule.

At *Rafael Peralta*'s next set of trials, the Navy's Board of Inspection and Survey (INSURV) will conduct a thorough dockside and at-sea inspection to determine if it will recommend the government accept delivery of the ship.



# Engineering Development Graduates

Three BIW Engineers graduated from the Engineering Development Program (EDP) on Tuesday, November 29, 2016 at the Fitzgerald Conference Center.

Graduates, **Andrew Blackman**, **Kiva Hermansen** and **Eric Schuyler** completed the two-year program developed for Engineers, providing them a unique opportunity to rotate through multiple business areas.

Led by Senior Program Manager, **Mark Poitras**, the program allows participants to gain management perspective and insight into the shipbuilding process.

At a minimum, rotations include Design, Planning, Production and Engineering assignments. To be selected



*Andrew Blackman*



*Kiva Hermansen*



*Eric Schuyler*

for the program, Engineers must apply for this opportunity and be endorsed by their management.

On occasion other assignments are given to the EDP participants. Blackman was assigned to the Off-Shore Patrol Cutter (OPC) proposal effort and delivered the proposal to Washington D.C. Hermansen did a rotation in the Human Resource Department allowing her to offer employment to people who became current coworkers. Schuyler worked with

**Gerri Redmond** on the ground floor of the Digital Steel project, where CATIA V6 data is automatically extracted to drive the robotics machine at Hardings.

Congratulations to the 2016 graduates for completing this important program and we wish them well in their new positions: Blackman – ILS Planning Manager, Hermansen – Position in D40 Electrical Engineering and Schuyler – Hull 508 Engineering Rep.



## Animal Shelter Thanks BIW Employees

Volunteers from the Lincoln County Animal Shelter (LCAS) accompanied by dogs needing new homes were positioned at the main yard, CROF and James on a cold morning in November to collect donations. The generosity came through again from the BIW family, which donated \$1,804 to cover the care of homeless animals and the cost of finding them new homes.

LCAS serves surrounding communities and virtually never turns down an animal in need. These funds will go to the feeding, medical care and support of every type of animal—birds, bunnies, cats, dogs and even goats. Roosters and horses have also been rescued and cared for at LCAS. This shelter and their staff are a vital and crucial part of our community.

On behalf of the staff of Lincoln County Animal Shelter and the animals who will benefit from all the donations—a huge, heartfelt thank you to the BIW Family for their continuing generosity.

**Caroline Dorr**,  
Engineering Technical Clerk

## Health Improvements

# Three Things to Know Before Borrowing from Retirement Account Savings

If you're in a situation where you need extra cash now, you may be peeking at all your accounts to see what you can tap. While your retirement savings may seem like a good place to start, here are three important factors to consider before taking money from this account:



### 1. It's not free money—it's a loan.

When you tap retirement plan savings, you are taking a loan from your account, one you are required to repay. So, before you initiate that loan, be sure you can afford to take the immediate hit to your paycheck and cash flow.



### 2. Borrowed money is no longer working as hard for you.

Sure, the cash you take out is helping you with some short-term needs. However, at the same time, you lose the long-term growth potential that your money could've had within your retirement account. We're talking about compounding interest, potential dividends and participation in any growth in the markets — an opportunity lost. You have to weigh whether you can afford the potential long term hit to your savings.



### 3. Repayment speeds up if you leave your job.

Keep this in mind: The loan repayment period you agree to is only valid as long as you're working with your current employer. Once you leave your employer — by choice or by termination — you must repay the loan in full within 60 days. What happens if you don't? The IRS will treat that loan as a taxable distribution, hitting you with a tax bill on the outstanding amount — plus a 10 percent early-withdrawal penalty.

### Here's the bottom line:

When you are looking across your accounts to see where you can tap money, you'd be wise to look at your retirement account as a last resort. Your money is working hardest for you in that account — and borrowing from it comes with some potentially costly strings.

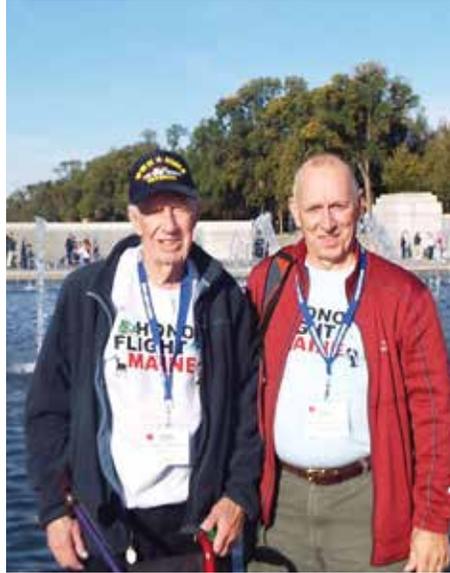
# Maine Veterans Take Flight

**D**on Emerson, Supervisor, Technical Publications recently had the opportunity to travel on an Honor Flight to Washington D.C. as a companion for his father **Paul Emerson**, 89, a retired Senior Chief from the Navy Construction Battalion. Paul was a Navy Seabee in World War II and the Korean War.

Honor Flight is a non-profit organization providing senior veterans an all-expense paid trip to Washington D.C. to see the memorials honoring their service in World War II, Korea and Vietnam. The organization was founded in Ohio by **Earl Morse**, who now lives on Vinalhaven.

Morse was inspired after speaking with several veterans of World War II who said they had not had a chance to visit Washington D.C. and who did not get honored for their service when they returned home from war. Using private donations, Morse has been able to fly 180,000 veterans from across the country to the nation's capital.

Don Emerson and his dad flew with 45 Maine veterans, 45 companions and 10 organization members on Oct. 28, on Southwest Airlines, which donates over 2,000 free tickets to the non-profit group each year. The three-day trip included visits to Fort McHenry, where the Star Spangled Banner was written, the World War II Memorial, Korean War Memorial, Vietnam War Memorial and the changing of the guard at the Tomb of the Unknown Soldier in Arlington Cemetery.



*L to r: Paul Emerson and his son, Don Emerson, in Washington, D.C. during Honor Flight trip*

*Using private donations, Morse has been able to fly 180,000 veterans from across the country to the nation's capital.*

Emerson recalled a touching moment when the group visited the Women in Military Service for America Memorial. A 99-year old woman veteran, one of four women in the group, was greeted and hugged as she entered the memorial, by a female General.

They were then off to the Navy Seabees Memorial, which was of special interest to Emerson's father. The Navy Seabees are a construction battalion that operates heavy equipment and helps to build airfields, hospitals, base camps and bunkers for military uses.

Dinner was served at Ft. Meade with entertainment by the Army's Six-String Soldiers Band. Emerson said his father usually does not talk about his service but at the dinner table, the conversation really flowed, with veterans talking about their action in the service including one who landed on Iwo Jima.

When they returned to Maine, the veterans were greeted at the Portland airport by hundreds of people, including Gov. **Paul LePage**, Congressman **Bruce Poliquin**, Girl Scouts, Boy Scouts, veterans groups and members of the public, all cheering and thanking them for their service. The group received hugs, handshakes, cards and gifts, giving them the reception they hadn't received when they returned from war.

Emerson said his father really appreciated the experience.

"Dad was thrilled with his opportunity to go."



*45 Maine veterans, visiting the World War II Memorial.*



## Process Improvement Awards

### Quarterly CPI Awards

On Tuesday, October 25th, the CPI team hosted the Quarterly CPI Awards in the MSC Shipway Conference Center. The crowd applauded as over 20 of our BIW teammates accepted their award certificate and prize for their outstanding contributions to continuous improvement during the third quarter of 2016.

#### CALL THE CPI HOTLINE

at ext. 5171 for help submitting your Process Improvement ideas

### Award categories and winners are as follows:

#### The Thomas Edison Award:

*Most PIIs initiated by a Mechanic*

Jerry McLaughlin (D19)

Dennis Murphy (D19)

Richard Allen Jr. (D15)

#### The Henry Ford Award: *Most PIIs initiated by a Designer or Planner*

Essence Grotton (D87)

Dustin Goulet (D87)

Norman Williams (D9105)

#### The Bob Vila Award:

*Most PIIs implemented by a salaried employee*

Lawrence Estabrook Jr. (D10)

Louis Levasseur III (D10)

Mackenzie Riley (D24)

#### The Compass Award:

*Most PIIs implemented by a Front Line Supervisor*

Timothy Vear (D10)

Bruce Calden (D10)

Blane Fenderson (D10)

#### The Garmin Award:

*Most PIIs implemented by a non-manufacturing supervisor*

Michael Baxter (D87)

Craig Wyman (D86)

Mandie Wintle (D0120)

#### The Big Kahuna Award:

*PIIs with the largest savings*

Gary Bedard (D19)

Shannan Estes (D9105)

Coreen Neron (D86)

Bradford Walfield (D24)

#### The Lean Ninja Awards:

*Green Belts who made a significant contribution with their project work*

Harold Pierce (D10)

Todd Farrington (D84)

Nathan Power (D08)

#### The Beatles Award:

*Most PIIs implemented by a non-manufacturing department*

D84 Master Scheduling and Production Control

#### The A-Team Award:

*The manufacturing trade that improved the most*

D43 Welders



## The A-Team Award



Welders

## The Beatles Award



Master Scheduling and Production Control. Accepting for the team are: Sr. Principal, Planner, **Chris Berlew**, and Director Master Planning **Mark Young**.



Welder **Don Brann** hoists the A-team trophy as Manufacturing CPI Coordinator **Shon Martin** looks on.

*Submit your PIIs  
for your chance  
to win!*

## Lean Ninja Awards



Packaging Supervisor **Todd Farrington**.



Front Line Supervisor **Harold Pierce**.



Third quarter Continuous Process Improvement award winners.

From the Fleet

# USS *Spruance*, USS *Decatur* Drill with Amphibs

Two Bath-built destroyers steam in formation as part of interoperability drills between the Pacific Surface Action Group and Bonhomme Richard Expeditionary Strike Group in the South China Sea.

The drills were being performed on October 13 to enhance the readiness of destroyers to rapidly integrate with an amphibious task force in support of crisis response or disaster relief. Photo courtesy of U.S. Navy.

*Clockwise from left, the Bath-built USS Spruance (DDG 111), ammunition and cargo ship USNS Washington Chambers (T-AKE 11), Bath-built USS Decatur (DDG 73), amphibious assault ship USS Bonhomme Richard (LHD 6), fleet oiler USNS Walter S. Diehl (T-AO 193) and amphibious dock landing ship USS Germantown (LSD 42).*

## Going the Distance to Support Vets

**Chris Fisher**, a Supervisor in mechanical engineering, was in the nation's capital on Oct. 30 running in the Marine Corps 10k—but his main purpose for being there was to support his wife.

**Leigh Fisher** was one of 28,000 people running in the signature event, the Marine Corps Marathon—26.2 miles winding through Washington D.C. and Virginia, starting near the Pentagon and ending at the Marine Corps War Memorial.

The Marine Corps Marathon is the largest marathon in the world that does not offer prize money to top finishers. Instead it celebrates every finisher's "honor, courage and commitment to training."

Leigh was running to raise money for Fisher House (no relation), which



provides free or low-cost housing to veterans' families when a loved one is receiving treatment at military medical centers. She raised more than \$3,000.

Leigh was the 125<sup>th</sup> woman to cross the finish line and 9<sup>th</sup> in her age group.

This was Leigh's first Marine Corps Marathon but

she had experience with long distance. She first ran a marathon in Jacksonville, Florida, to raise awareness about cancer. She qualified for the Boston Marathon in 2013, the year terrorists targeted the finish line. She finished the race before the attacks took place.

Leigh, who works for a financial services company, ran the Marine Corps Marathon with a friend. Their husbands went along for support and ran the 10k while they were there.



"We figured we ought to get a little exercise," Chris said.

Chris said he and his wife like the benefits of running.

"We've always exercised together just so we can eat what we want," he said.

# Snapshot of BIW History by Andy Toppan

## *BIW and the Hyde Windlass Company*

*The histories of Bath Iron Works and Hyde Windlass Company have long been intertwined.*

In the 1880s the Bath Iron Foundry, owned by General Thomas Hyde and located on Water Street in downtown Bath, was a well-established builder of deck machinery, such as windlasses, and other shipbuilding hardware, such as anchors. The business was reorganized as Bath Iron Works in 1884, and in 1888 acquired its first waterfront property, beginning an expansion into shipbuilding.

By 1896 both sides of the business—shipbuilding and machinery—were doing well and General Hyde decided to separate the machinery business, creating Hyde Windlass Company. Although now a separate company, Hyde Windlass remained under the same ownership as BIW, with the same senior leadership. Hyde constructed a new plant a short distance south of the existing BIW shipyard, on the grounds of the former Morse shipyard.

BIW and Hyde both grew over the next several years. Throughout this era, Hyde supplied machinery, boilers, and other hardware to BIW, many of the



*the Hyde Windlass campus in its final state, 1964.*

other shipyards in Bath and to yards up and down the coast. As Bath-built sailing ships voyaged to the far corners of the world, Hyde's products were a familiar sight in distant ports.

Like BIW, Hyde's fortunes rose and fell with the shipbuilding business. Hyde, under separate ownership, survived the lean years of the 1920s, and by World War II saw significant expansion, with employment rising to 1,100 people. BIW re-purchased Hyde Windlass in October of 1961. Although the business and its 320 employees were a good fit with BIW, the 12 acres of waterfront property immediately adjacent to the shipyard must have been attractive as well. Hyde initially operated independently of BIW, and the new leadership invested in modernization of Hyde's operations and attempted to diversify into new product lines.

Despite these efforts, and faced with the overall decline of U.S. shipbuilding, Hyde's business remained challenging. In 1969, the company's management closed down the operation entirely. Hyde's name and product lines were sold to another company and survive today as Hyde Marine, while the facility was incorporated into BIW's growing shipyard.

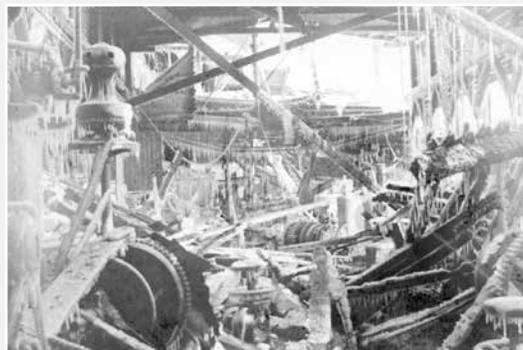
Over the years, former Hyde buildings took on various roles in the shipyard, and many vanished as the shipyard evolved. Several buildings were demolished or reduced in size when BIW's Assembly Building was built and again when the roadway along the Assembly Building was constructed in 1998. More recently, construction of Blast & Paint #4 claimed Hyde's World War II-era assembly building, long known to shipbuilders as "South Hyde". Today the Carpenters Shop building is a survivor from the Hyde era, along with Hyde's former main office building, across Washington Street on the Supervisor of Shipbuilding campus.

*With the shipyard history complete, future issues will include histories of noteworthy BIW ships, starting with the famed racing sloop Ranger.*



*THE HYDE WINDLASS*

*An early advertisement for Hyde Windlass*



*Hardings main shop 1954.*

## Work Packages

# GETTING A MAKEOVER

*“The more feedback we get, the better the next product out of our shop will be.”*  
—Matt Boyle

**S**hannan Estes checks a parts list on a work order package, making sure every pipe hanger is properly color coded on the detailed plan that will be sent to the mechanic working on auxiliary machine room No. 1 on Hull 520.

Using consistent, easy to read, color coding is one way Planning is trying to make work packages better for mechanics.

“It makes the presentation of what they receive clearer and more consistent,” said Estes, a Planning Tech.

Making work packages clearer is aimed at making the construction of our ships more efficient and is especially helpful for less experienced mechanics, says **Todd Farrington**, Packaging Supervisor.

Farrington holds up a thick stack of papers, a traditional work package which has 28 pages. In the other hand he holds a single sheet that replaced them.

“This shows exactly what we need to supply to the mechanic to do the job,” said Farrington, who was first hired by BIW as a pipefitter in 1988. “It makes it easier for the mechanic and it will cut costs for Planning.”

As the effort ramps up, mechanics will be given a chance to get familiar with the new packages.

“We’re going to meet with all of production in groups of 25 or so and go through the packages so they can understand exactly what this is supposed to do.”

A mechanic who has built the same section of ship more than a half dozen times may not need the clearer instructions, but they can be essential to someone building their first or second DDG 51. Each new work package gets checked



by an experienced production worker.

“The goal of this effort is to give every mechanic everything they need in one shot so we can keep them on the decks building ships without interruption,” said **Matt Boyle**, Trade Planning Manager.

New packages are also being captured in computer databases that are easier to change when problems are identified so they can be fixed on future hulls.

The new packages are showing up first in the Assembly Building with Hull 520 – the future *Daniel Inouye* (DDG 118). After that, they will start being used in PO2 and Ultra Hall, working their way downstream to Land Level.

“It has been a learning experience for all involved, and we continue to refine the process as these products get used throughout the yard,” Boyle said. “The more feedback we get, the better the next product out of our shop will be.”

*Electrician **Corey Stubbs** and Front Line Supervisor **Mark Whitman** scan a traditional work package in the Assembly Building.*

# BIW DONATES BIG: “YOU ARE AMAZING”

To say that this year’s United Way campaign was a success is an understatement. BIW alone surpassed its goal by more than \$130,000 to a total of \$730,078. United Way of Mid Coast Maine honored BIW with the Campaign Excellence Award at a ceremony held on Nov. 10 at Bowdoin College.

“BIW employees—you are amazing,” said Campaign Chair **Rick Bohan** of L.L. Bean in presenting the award to the campaign team led by **Bob Murray**, Senior Program Manager, **Steve Cornish**, Material Handler, and **John Portela**, Sandblaster. “Please tell everyone you work with, from United Way and our community, that we are thankful, that we are so impressed, and that we are so, so grateful!” Bohan said.

The campaign team for BIW, which helped form United Way of Mid Coast Maine 60 years ago, worked hard to get in front of as many employees as possible, and to let them know of the challenge United Way faced with many long-time supporters retiring. By encouraging newer, younger employees to give, the team



*L to r: Tom Blatz, Director of United Way of Mid Coast Maine, Bob Murray, Steve Cornish and John Portela receiving the Campaign Excellence Award.*

was able to make sure that the important programs United Way supports will be around for the next 60 years.

“This was a tremendously successful campaign due to the generosity and the increased participation of the employees,”

said Cornish. United Way’s mission is “to improve lives by mobilizing the caring power of communities.”

Some 20,000 Mid Coast residents were helped last year by United Way and its 37 local partner agencies.

## New PDP Class *READY TO SHINE*

The newest recruits for the Professional Development Program (PDP) have been selected – a great group of individuals who have already been working throughout the shipyard for the past four months.

There are 15 people in the class that will graduate in 2018, including three former BIW interns. The program is aimed at developing the next generation of shipyard leaders, people with a comprehensive understanding of the shipbuilding process.

“It’s a great opportunity to see the entire shipyard’s capabilities other than the specific area that you may work in,” said **Phil Carlson** one of the new PDPs. “I’m very excited to learn new stuff.”

The PDP was created in 2014 and is now on its third class. The first class which graduated last July had just five participants.



*L to r: Catherine Kelley, Luke Levasseur, Lucas Miller, Josh Hersom, Structural Front Line Supervisor, Allan Deane, Electrical Front Line Supervisor, Chris Whalen, Phillip Carlson, Test & Activation, Elizabeth Young, Brett Milliken, Kaleigh Miller, Gordon Stilwell, Zachary Radcliffe, Jason Gardner and Josh Taylor. Not shown Jawad Azam.*

The PDP is a two year rotational program in which an Individual Development Plan is developed that outlines the employee’s professional, technical and personal development goals. The core program rotations range from four to 10

weeks in length reaching all areas of the company, from Program Office to Ships Test & Completion.

Their rotations started in August, so keep a look out for the newest additions to the BIW Family.

# BIW Service Anniversaries

## October 2016

Dept	Name	Dept	Name	Dept	Name	Dept	Name
	<b>45 Years</b>						
10	Mank, Richard Loring	19	Beauchesne, Donald R	86	Major Jr., Russell Wallace	87	Sandmaier, Nickolas Joshua
91	Leclair, Regis Jean	19	Brann Jr., Allen Eugene	86	Ximiness, Chad Roy		<b>5 Years</b>
	<b>40 Years</b>	19	Cook, Tracy Russell	87	Adams, Mitchell Roy	09	Hood, Randy Wyane
10	Clukey, Anthony Jay	19	Eldredge, Edward A	87	Brown, Donald Alan	10	Barbeau, Penni Lynn
10	Poulin, John Edward	20	Dearborn, Thomas Paul	87	Crocker, Neal John	10	Martin, Shon Michael
40	Marenius, Dennis Edmund	20	Erickson, Robert Galen	87	Schenberger, Robert James	15	Rowe, Casey Charles
87	Douglass, Kirk Russell	24	Soreide, Jimmy Dean	87	Sprague, Dean Michael	17	Boucher, Ronald Raymond
87	Rioux, Timothy Charles	27	Bernard, Mark Daniel		<b>25 Years</b>	17	Farrell, Bryan Patrick
	<b>35 Years</b>	27	Cook, Lisa Arlene	19	LaCroix Jr., Normand Lucien	19	Ouellette, Travis Carl
27	Wright, Rodney Spencer	27	McCluskey, Roy Keith	21	Birckbichler, Darren Anthony	20	Milligan, Daniel Robert
91	Durand, Charles Francis	32	McGloin, Patrick Leo	50	Halm Sr., David Louis	20	Peaslee, Jake Douglas
	<b>30 Years</b>	32	Miclon, Gerard Louis	86	Oakes III, Fulton Donald	25	Bizier, Jeremiah John
07	Genthner, Ricky Francis	40	Heath, David Edward		<b>10 Years</b>	25	Tracy, Robert John
07	Lebel, Paul Francis	43	Coburn, Charles Clair	06	Demers, Brian James	27	Morrell, Stephen Lester
09	Foster Jr, David Ransom	43	Holt, Timothy James	13	Desjardins, Mark Gregory	27	Sewell Jr, Michael Lawrence
10	Galipeau, Jeffrey Albert	43	Purington, Jeffrey Scott	40	Snowden, Suzanne Marie	43	Kenney Jr, William Anton
10	Hamm, Robert Eugene	50	Caron, David Lloyd	86	Fellows, Paul Marley	50	Hartwell, Brandon Owen
10	Murphy, Dana Scott	50	Christiansen, Eric Scott	86	Foster, Benjamin Alonzo	50	Hunt, Christopher Forrest
10	Pease, Michael Alphonse	50	Hill, David Matthew	86	Frost, David Earl	50	Kellett, Michael Dale
15	Chubbuck, Brian Michael	50	Hinds, Sean Joseph	86	Gagne, Steven James	50	Lewis, Brandon Scott
15	Linehan, David Peter	50	Manson, Clifton Gordon	86	Lahey, Irene C	50	Watson, Matthew Del
17	Chouinard, David John	50	Marquis, Francois Aurele	86	Macdonald, Peter Paul	66	Day, Joseph Galn
17	Roy, Robert Roland	50	Nielsen, Walter Robert	86	Merrill, Henry N	69	Harris, Brandon Allen
		50	Yergin, Fred Eugene	86	Seamans, Justin Ryan	87	Romano, Joseph Anthony
		69	Larrabee Jr., Clarence Ervine	87	Grotton, Essence Renee	91	Stewart, Stephen Benjamin
		69	Wellington, Douglas Michael	87	Jordan, Patrick James		
		81	Fournier Jr., Donat Leon				
		81	Menard, Robert Joseph				

# BIW In Remembrance

<p><b>Ronald G. Belanger (R)</b> Oct. 6, 2016 37 Years <i>Preservation Tech Double Craft</i></p>	<p><b>Clarence W. Burnham (R)</b> Oct. 30, 2016 43 Years <i>Shipfitter III</i></p>	<p><b>Norman D. Holbrook Jr. (R)</b> Nov. 5, 2016 26 Years <i>Shipfitter III</i></p>	<p><b>Granville H. Thompson (R)</b> Oct. 3, 2016 43 Years <i>Maintenance Pipefitter Single Craft</i></p>
<p><b>James K. Blake Jr. (R)</b> Oct. 10, 2016 28 Years <i>Pipefitter III</i></p>	<p><b>Daniel A. Bussiere (A)</b> Nov. 19, 2016 6 Years <i>Shipfitter III</i></p>	<p><b>John H. O'Connell (R)</b> Nov. 27, 2016 27 Years <i>Electrician III</i></p>	<p><b>John H. Walker (R)</b> Aug. 3, 2016 27 Years <i>Electrician III</i></p>
<p><b>John J. Borzoni (R)</b> Oct. 8, 2016 36 Years <i>Pipefitter, Double Craft</i></p>	<p><b>Edward S. Crosby Sr. (R)</b> Oct. 30, 2016 12 Years <i>Leadman</i></p>	<p><b>Carroll F. Schroeder Jr. (R)</b> June 27, 2016 37 Years <i>Outside Machinist III</i></p>	<p><b>John E. Wardwell (R)</b> Oct. 12, 2016 24 Years <i>Pipefitter III</i></p>
<p><b>Leon R. Burgess (R)</b> Oct. 24, 2016 33 Years <i>Leadman</i></p>	<p><b>Richard M. Gammon (A)</b> Oct. 13, 2016 30 years <i>Pipefitter III</i></p>	<p><b>John R. St. Pierre (R)</b> Sept. 13, 2016 44 Years <i>Maintenance Mechanic Single Craft</i></p>	
	<p><b>Ronald R. Hicks (R)</b> Sept. 24, 2016 39 Years <i>Designer, 1st Class</i></p>		

# BIW Welcome

The following employees recently joined BIW. Please welcome them.

## October 2016

Name	Dept	Name	Dept	Name	Dept
Barnford, Brady Nicholas	4300	Johnson, Peter Redwing*	0700	Tingley, Alicia Ann	2601
Brewer, Ethan David	4300	Leaf, Cody Nelson	8600	Turmenne, Evan Silas	8600
Cupelli, Lana Marie	2601	Lopez, Miguel Angel	4300	Warren III, John Francis	8600
Emery, Shane Cody	4300	Martz, Charles Edward*	1000	Waters, Thomas Frederick	8700
Gawle, Cody Joseph	8700	Osmond, Joseph William	4300	Wehry, Zachery Michael	4300
Harris, Ronald Vincent	4300	Sprague, Cori Joshua Michael*	1900		
Haverlock, Fernald James	4300	Stewart, Andrew James	1000		
Hester, Andrew Charles	8600	Thorne, Troy Daniel	1000		

\* Returning employee

# BIW Retirees

## October 2016

<b>01-20 Kathryn E. McLean</b> 45 Years, 2 Months <i>Analyst II, Finance</i>	<b>32-00 Paul M. Turgeon</b> 42 Years, 9 Months <i>Yard Rigger III</i>	<b>86-00 Randall A. Griggs</b> 34 Years, 8 Months <i>Principle Technician, Engineering</i>
<b>05-00 Stephen E. Gross</b> 42 Years, 7 Months <i>Analyst II, Estimating</i>	<b>50-00 Raymond M. Picard</b> 42 Years, 5 Months <i>Shipfitter III</i>	<b>87-00 Paul B. Cournoyer</b> 28 Years, 4 Months <i>Project Manager, Principal</i>
<b>10-00 Charles A. Barnes Jr.</b> 36 Years <i>Front Line Supervisor</i>	<b>52-10 Kathleen G. Nadeau</b> 27 Years, 7 Months <i>Administrative Assistant</i>	<b>87-00 Cheryl A. Farnham</b> 32 Years, 4 Months <i>Designer, 1st Class</i>
<b>10-00 Henry D. Peavey</b> 40 Years, 1 Month <i>Front Line Supervisor</i>	<b>82-00 Barbara J. Bryant</b> 9 Years, 8 Months <i>Technician II, Engineering</i>	<b>87-00 Timothy R. Gingrow</b> 28 Years, 7 Months <i>Designer, 1st Class</i>
<b>15-00 Kent P. Bryant</b> 28 Years, 11 Months <i>Pipefitter III</i>	<b>84-00 Frederick H. Dute</b> 28 Years <i>Sr. Planner</i>	<b>87-00 Mary A. Cunningham</b> 35 Years, 8 Months <i>Designer, 1st Class</i>
<b>26-02 Lawrence M. Call Jr.</b> 37 Years, 5 Months <i>Fire Inspector Specialist</i>	<b>84-00 Michael R. Williams</b> 40 Years, 8 Months <i>Sr. Planner</i>	



Tugs from Portland Tugboat position Rafael Peralta (DDG 115) as it prepares to depart for Builder's Trials Nov. 14.

# Shipyard Workers Stock Food Pantries

The eighth annual Feed the Hungry collection took place last month. This fundraiser collects food or cash donations from BIW/CSC employees that are then donated to five area food banks.

A total of \$7,300 and 100 cubic feet of food was collected from both BIW and CSC employees in the span of 2.5 hours. Each food bank received a half a truckload of food and \$1,460. Over the past eight years, BIW employees have been a lifeline to the food banks by continuing to help support them each year.

“The food banks were overwhelmed and extremely thankful for our donations,” said **Bob Murray**, Senior Program Manager and organizer of this year’s event. “Thank you to all the volunteers and for everyone’s generosity.”

The purchasing power at the food banks is \$12.50 to the dollar, really making it a bang for your buck when you donate. Overall the donations from BIW and CSC provided up to \$91,250 of purchasing power to the five area food banks in Maine.



Employees donating food to help support local food banks.

# Fit for Life Praised for Collaboration

The Maine Health Management Coalition presented Bath Iron Works with the organization’s first Collaboration Award, singling out the shipyard’s Fit for Life program for working with community partners to improve employee health.

BIW partners with area health systems like Mid Coast and St. Mary’s hospitals, Maine General, Martin’s Point, and Central Maine Healthcare to help employees and their spouses stay healthy.

“In order to be successful at improving the health of our families and the value of healthcare services we receive, BIW feels employers must work hand in hand with local healthcare providers and systems,” said **Michelle Probert**, Manager, Integrated Health Services.

“This award provides affirmation of the important work that BIW and our Fit for Life team carries out on a daily basis to improve the health of our families both inside BIW’s gates and in the community at large,” she said.

The core components of Fit for Life are health screenings and coaching for employees and spouses. The effort also includes the Diabetes Prevention Program.

The program has shown results: the number of employees participating has doubled since 2013 and spouse participation is 10 times higher than it was then. Employees who participate in the coaching are more likely to lose weight and quit smoking.

Participants in the Diabetes Prevention Program nationally reduce their risk of developing diabetes by almost 60 percent, and BIW’s participants have some of the best weight loss results in the country for the program, when compared to data from



**Michelle Probert**, left, accepts the award from **Judiann Ferretti Smith**, of the Daniel Hanley Center for Health Leadership.

the U.S. Centers for Disease Control.

BIW’s work to promote healthy communities also drew attention in a recent edition of Forbes Magazine, along with efforts by GE, IBM and LL Bean.

# SAFETY HUB



By Vince Dickinson

*Learning about safety is part of the job.*

## SAFETY CHATTER

Safety words and abbreviations heard in the shipyard:

### **P00: Point of Operations**

relates to the guards installed on machines and the proximity of a worker to a point on the machine where the hazard and potential for serious injury exists.



L to r: **Greg Seeley**, **Andy Verge**, **Joe Bluteau** and **Christ Knight**.

## EBMF Slashes Lost Time Injury Rate

The people at EBMF are leading the way this year in Lost Time rate improvement.

The team reduced its lost time rate by 87 percent from what it was in 2015, and went the first nine months of 2016 without a lost time injury.

We asked the EBMF team to shed some light on how they were able to achieve such an improvement.

For EBMF, the recipe includes a great deal of focus on the Safety Roadmap, said Machinist **Joe Bluteau**. It also involves good communication on safety awareness at each morning muster and a clean building with clean workstations. They also put special emphasis on the hazards encountered by everyone on a daily basis and encourage teamwork between mechanics and supervisors to keep everyone safe.

“We are doing a good job of taking care of safety issues immediately,” said **Chris Knight**, Area Supervisor, in ex-

plaining what they are doing differently from years past, “When there is an issue identified, we stop and take care of it.”

Knight’s words were echoed by **Greg Seeley**, EBMF Building Manager: “We are stopping to recognize and correct ‘good catches’ and then making sure they are logged and discussed at shift turnovers and musters.”

Machinist **Andy Verge** said “working together, regular safety audits, better communication and higher mechanic participation are all attri-

butes of our success.”

At EBMF, the significant rate improvement has taken a lot of effort from the entire team. By focusing on the Safety Roadmap, taking housekeeping to the next level, stressing the importance of communication and making safety the priority, they have nearly eliminated Lost Time-type injuries.

Verge summed it up best: “The common goal is to keep everyone safe.”

*“We are doing a good job of taking care of safety issues immediately.”*

# GENERAL DYNAMICS

Bath Iron Works

700 Washington Street  
Bath, ME 04530

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



## Faces of BIW



*L to r: Colby Whynot, Outside Machinist and Angie Raymond, Insulator.*