THOMAS HUDNER (DDG 116) MAST LOADED

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For over a year now we have been discussing how essential the U.S. Coast Guard’s Offshore Patrol Cutter Program is to the future of BIW.

I’m pleased to report that on March 7 we submitted a bid to the Coast Guard which we hope will be competitive enough to prevail over the two Gulf Coast shipyards that are also bidding for the contract, Eastern Shipbuilding and Bollinger Shipyards. The OPC Proposal Team and all the other skilled shipbuilders at BIW have worked extremely hard to get our costs down.

The Coast Guard already has determined that all three yards have an acceptable design and the skills and capacity needed to build the ships. Coast Guard leadership has said repeatedly: cost will determine who wins.

We won’t learn of the Coast Guard’s decision until the fall and we stand ready to respond to any questions the government may have on our proposal.

We should all be proud of the work we’ve done to become more efficient without sacrificing the quality that is our heritage. The progress we have made working together with men and women of Local S6 has been critical to our ability to submit a realistic and strong bid. Employees throughout the company have brought forward outstanding ideas aimed at making BIW a safer and more affordable shipyard. We’ve been listening to their proposals and acting on them.

In 2015 and 2016 combined, we initiated more than 9,500 Process Improvement Initiatives, or PIIs, and we implemented more than 6,600. Our goal for this year is to initiate at least 7,375 PIIs and to implement at least 5,900 of them. Every one of these great ideas makes us a better company and I know we can achieve those goals so we can prosper over the long haul.

All of these improvements put us in a better position not only for the OPC Program, but also for the next DDG 51 Multiyear Program, a proposal which we expect to start working on later this year. We will likely submit a bid in the first quarter of 2017.

These two contracts will shape our future and determine our ability to continue providing quality manufacturing jobs here for the next two decades.

Even as our market environment becomes increasingly competitive, I believe we have done an excellent job positioning ourselves to win future work.

Remember, however, that our competitors are also doing everything they can to win new work. We can never afford to slow down—we must continue to find ways to work together to reduce costs and provide a quality, affordable product for our customers.

That’s what best-built means in 2016: quality + affordability. We know we can do the quality part; now we just have to demonstrate we’ve got affordability covered. We have made great progress and I am optimistic that all this hard work is going to pay off for us.

Fred Harris, President, Bath Iron Works
Royal Navy Visits BIW

On Wednesday, February 10, Vice Admiral Simon R. Lister, Chief of Materiel (Fleet), Royal Navy, visited BIW for the first time.

Vice Admiral Lister first met with SUPSHIP Bath as part of the government-sponsored visit, then with BIW leadership. Discussions included shipbuilding challenges and initiatives of mutual interest and benefit with a goal of promoting sharing of build and support knowledge between the United Kingdom and the United States.

Vice Admiral Lister was reportedly very impressed with the new planning improvements BIW is implementing. Vice Admiral Lister was able to tour DDG 1000 before heading to Electric Boat in Connecticut.

L to r: Rear Admiral (SEL) Jim Downey, Vice Admiral Lister, two members of the Royal Navy and Phil Kinney (D10), Director of Ships Completion.
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 Danielle Olson at Mail Stop 1210 or by email at danielle.olson@gdbiw.com.

INFORMATION CALL LINES

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

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

REACHING OUT
Do you coach or officiate a spring sport or know a fellow BIW employee who does? We’d like to hear from you for a future story in BIW NEWS. Contact Danielle Olson at 442-5863 or Danielle.olson@gdbiw.com.

EMPLOYEE SPOTLIGHT

JOE LAMONTAGNE “GFM JOE”

TELL US A LITTLE ABOUT YOURSELF.
I was born in Rumford and moved to Lewiston when I was 4. I attended St. Mary’s schools and graduated from Lewiston High. After college, I moved to Lisbon Falls and worked at the old gypsum mill for two years. My son, Jason, was born in 1978 and now works as a high pressure boiler engineer at Wiscassett, Waterville & Farmington (WWF) railroad museum in Alna. He and Sheila married in 2004. I met my wife, Sarah while working at BIW at Consolidated Warehouse. We just married two years ago after being together for 20 years. Sarah has 26 years at BIW and just retired last month. Her daughter, Dru, works at Camden National Bank and her son, Curt, works at Morong of Brunswick. I am also a stage four colon cancer survivor. Timing and positive attitude helped me through.

HOW LONG HAVE YOU WORKED AT BIW?
I started at BIW in March of 1974 and I spent all but nine months of those 42 years as a M16 Material Clerk (Do8). I spent those nine months on the 3rd shift clean-up crew. My first 10 years or so I cut cable in the cable shed at the first floor North Stores. I will say that BIW has been good to me. I put my son Jason through college, built and payed off my house and I met my wife at BIW.

WHAT IS YOUR ROLE AT BIW?
I’m responsible for receiving, inspecting, locating and maintaining inventory accuracy of all Schedule A and Schedule D Government Furnished Material (GFM) stored at our new model warehouse in Brunswick. I work with a great team, my supervisors John Hobson (Do8) and Bruce Tyrol (Do8) and my co-worker John Haskins (Do8).

WHAT ASPECT OF YOUR JOB DO YOU ENJOY MOST?
I work every day with Front Line Supervisors along with Supervisors of Shipbuilding and Aegis Test Team reps. My best times are when I can help with their questions; little do they know how much they really help me. Some of their issues are quite challenging, which I enjoy. There are very few dull days around here.

WHAT ARE YOUR HOBBIES?
I enjoy the dozen or so hikes up Mt. Katahdin with my brothers Jim and Phil. I also enjoy woodworking and especially spending time with our grandkids, Amelia (3), David (8), Abigale (9) and Chris (27).

WHAT IS ONE THING THAT YOU COULDN’T LIVE WITHOUT?
My family and ice cream.

WHAT IS YOUR BIGGEST PET PEEVE?
When we send material out to the trades and it comes back.

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
Bath Iron Works (BIW) received the 2015 Supply Chain Management Excellence award from the GD Supply Chain Management Council at a fall ceremony at General Dynamics headquarters in Falls Church, Virginia.

The Council recognizes achievements from all GD business units for excellence in operational performance, including innovation, cost savings and best practices that can be shared across supply chains.

The Planning Yard procurement team, represented by Scott Blackburn (DoI), VP of Material and Quality, Joey Theriault, Director of Procurement, Derek Dumont, Procurement Section Manager, Sue Lambert, Senior Buyer, and Melissa Haggett, Buyer II, all from Department 24, was recognized for how it dramatically changed BIW’s supply chain strategy for the fabrication and assembly of cable terminals.

The Planning Yard contract covers maintenance or modification of ships in the fleet after delivery. The Navy then issues out a tasking to BIW to provide material in support of upcoming “Availabilities.” Availabilities refers to a scheduled timeline in which specific modifications to the ship’s hull, mechanical and/or electrical systems may be performed. The timelines for each of these Availabilities can be as short as two months or as long as one year depending upon the complexity of alterations. There are approximately 500 employees supporting the Planning Yard’s Life-Cycle business at BIW.

Installation Challenges
The previous process saw the Navy contracting BIW to procure and provide the needed materials. Those materials were turned over to the Navy prior to shipment from BIW’s warehouse. The Navy then would contract an “Installing Agent” to plug cable to the associated connectors and install the cable terminals. Installation was done onboard the ship in small crowded rooms.

A New Process
BIW reviewed the process and discovered that the bottleneck was the time that it took the Installing Agent to plug cable to connectors and then install cable terminals in those crowded rooms.

To solve the problem BIW’s Subcontracting Team now awards a contract to the supplier, which procures all the material laid out in the Statement of Work. The supplier then assembles the pre-plugging parts in its own facility and labels and packages the supplier end product and delivers it directly to the installing contractor. That contractor then installs the material during the Availability.

Improved Process
- Efficiencies gained by using dedicated tooling at the supplier’s controlled bench environment
- Clean work environment
- Test cable/connectors throughout production
- Improved quality through unlimited space and control measures established
- Possible defects experienced at the vendor’s facility are caught during the testing phase, before shipment.

The Results
This process improvement demonstrates how BIW received feedback from the Navy and the waterfront, identified a problem and fixed it by taking work out of the critical path. The fix also increased the quality of the product. By using already existing processes and procedures and the knowledge of the supplier base, BIW was able to accomplish this task successfully.

This increases BIW’s chances of a higher Award Fee Score for the Planning Yard Program. This also improves the company’s competitiveness within the market and for Lifecycle Contracts which may be competed in the future.
Health Improvements

Employees Making Healthy Ways

**TODD UNDERWOOD OVERCOMES A TOUGH DIAGNOSIS**

During his yearly trip to Florida in 2014, **Todd Underwood (D87)** sensed that something was wrong. He was feeling run down and unwell. When he returned to Maine he decided to take advantage of an annual BIW health screening and learned his blood sugar was elevated. Underwood visited his doctor the next day, who confirmed that he had diabetes.

Once back at work he started working with TrestleTree Health Coach **Kathy Coffey** as part of the Fit for Life program. Coffey provided suggestions on how to decrease Underwood’s blood sugar and gave him food tips, recipe ideas and a daily calorie goal. Underwood followed Coffey’s diet advice, and also joined the local YMCA to start exercising regularly.

Since learning he had diabetes, he’s lost 45 pounds—almost a fifth of his body weight—and his blood sugar is stable. “I changed my whole life around,” says Underwood.

Underwood has good advice for those who aren’t sure about getting a health screening.

“The health screening is what led me to get my diabetes diagnosed,” he says. “People think they don’t need to get screened, or they think they don’t have big health problems. But if you’re not sure about your health, do the screening.”

**LEON DVAL’S ROAD TO HEALTHY LIVING**

**Leon Duval’s (D06)** journey started with a simple BIW health screening in November 2014, where he met with **Heidi Werwaiss**, TrestleTree Health Coach, as part of the Fit for Life program.

“**My energy level is out of sight,**” he says. “I tell everyone I feel 19 again.”

“She’s awesome,” Duval says. “We hit it off.” His health wasn’t great. He was taking medication to manage his high cholesterol, and he was borderline diabetic. With Werwaiss’ encouragement, Duval enrolled in the Diabetes Prevention Program (DPP), a free 16-week class available to BIW employees and spouses.

The DPP classes provided Duval with tools to track his eating, weight and exercise. He started to change his habits. He found a physical activity he liked—cycling—and started going for 30-minute rides, increasing his distance over time.

Duval has now completed both the Trek Across Maine cycling event (180 miles in three days) and the Dempsey Challenge (100 miles in one day). There’s more: Duval lost weight, his doctor took him off all his medications (even the daily aspirin!), and he feels fantastic. “My energy level is out of sight,” he says. “I tell everyone I feel 19 again.”

**FRED MUESSE MAKES A PLAN FOR A BETTER LIFE**

In May 2015, **Fred Muesse (D08)** started feeling that his health was a little bit off. After having some blood work done, the results weren’t great; Muesse had developed diabetes.

Muesse started meeting with **Jacqueline Maillet** regularly as part of the BIW Fit for Life health coaching program. Maillet saw that Muesse needed some more information on his health.
“She gave me a good explanation about how the body breaks down what you eat. The way she explained it made more sense to me and helped me understand my diabetes.”

Fred Muesse

Muesse started following a healthy eating plan and began to pay attention to food labels. He also started getting more exercise. To track his progress, Maillet had Muesse weigh in on a body composition scale.

“I step on the scale regularly,” says Muesse, “and Jacqueline gives me a printout of the results so I can see the progress.”

He has lost 35 pounds, and his most recent bloodwork showed a dramatic improvement. Muesse can feel a difference, too.

“I feel great,” says Muesse. “I’m sleeping better and I’m feeling better.” His motivation remains strong. “There are a lot of people at BIW who are concerned about their health,” he says, “and I think it’s an individual choice. You can actually get healthy and have a better life if you want it.”

A FEW CHANGES, BIG RESULTS

In June 2015, Bob Ferrara (D87) made a decision: it was time to make a change. He had a few health concerns and he found that the older he got, the harder it was to stay fit—so he decided to do something about it. Ferrara made an appointment with Trestle-Tree Health Coach Kathy Coffey. Coffey suggested that he make a few simple but important adjustments to his daily routine. One of those adjustments was to be more active during the workday.

“I took my lunch back,” says Ferrara. “I take a real lunch break now. That’s 30 minutes of exercise I can get in the middle of the day, and it gives me more energy for the afternoon.”

That wasn’t all. Ferrara knew he needed to be accountable to a few different people on his path to fitness. “I surrounded myself with accountability,” he says. He started going to Weight Watchers to keep an eye on his weight loss, he saw his doctor regularly and he checked in with Coffey every two weeks. Ferrara even started wearing a fitness tracker to keep a close eye on his results and stay motivated. The changes paid off. He has lost 70 pounds and takes fewer medications than he used to.

“Ring size, appearance, medications, weight, clothing, energy, sleep and attitude—everything’s better,” he says.

The key for Ferrara was to embrace the change in lifestyle. He has some good advice for people who are thinking about working with a health coach. “The help is there,” he says. “It’s an incredible boost to have such great support while you’re at work. Just ask for the help you need.”

“I take a real lunch break now. That’s 30 minutes of exercise I can get in the middle of the day, and it gives me more energy for the afternoon.”

Bob Ferrara
Crews are making steady progress building the Lyndon B. Johnson (DDG 1002), by taking advantage of lessons learned from work on the lead destroyer Zumwalt (DDG 1000) as well as Michael Monsoor (DDG 1001).

“It’s a complex ship and every day it’s amazing to see the ship come together more and more,” said Todd Estes (D10), Ship Superintendent for DDG 1002.

The ship was about 40 percent complete as of Feb. 21.

There are advantages and challenges to building the third ship in the class. The budget for the third ship calls for building the vessel for a significantly lower cost, and fewer hours. Meeting those goals means learning from the previous ships and putting those lessons into practice.

“Engineering has done a really good job implementing changes to fix things that frustrated ships one and two in the late stages of construction,” Estes said.

Evan Gilman (D10), Ship Superintendent for DDG 1001, has assisted the progress of DDG 1002 by working with crews from the third ship to point out lessons learned on DDG 1001, Estes said.

Even while building the final ship in the class, workers are still looking for new efficiencies, Estes said.

“The workforce trades are really on board with constantly improving what we’re doing out here, and are on board with improving costs,” Estes said. “We get ideas every single day of how to do things better and first-time quality has improved.”

A major change from the previous two destroyers is that the ship’s deckhouse and hangar are being built in Bath, rather than at Huntington Ingalls Industries in Pascagoula, Miss.

Using steel instead of composites, BIW is able to build the deckhouse in multiple units rather than one large structure so unit integration is more cost effective and has less risk, Estes said.

While workers across the shipyard are helping pull the ship together, Estes said he was particularly proud of the people in the Ultra Hall.

- Crews in the Ultra Hall loaded out the Mount 62 Magazine on Jan. 27 and they loaded out the Number 2 Auxiliary Turbine Generator (ATG), on Feb. 2.
- In the week that followed, crews loaded out the Number 1 ATG and the Number 2 Advanced Induction Motor (AIM) and associated thrust bearing.
- By mid-February, units 3130 and 3140 were erected and large grading products 6232 Starboard and 6232 Port were integrated into Main Machinery Room Number 2.

Estes is familiar with the complex demands and tight timetable associated with building the nation’s most sophisticated destroyer. He has worked the DDG1000 program since 1999.

“I have an appreciation for what this ship is used for, and in my all-hands meetings, I spend a good portion of the briefing telling mechanics what this ship is used for and what it can do compared to the Arleigh Burke-Class.”

“When they see this ship in the news, they should take pride in knowing the most advanced warship in the world is built in Bath,” he said.
Dr. Nia Foderingham (D28) has worked at BIW’s occupational medicine clinic, known by most workers as just “medical,” for a year now, overseeing a staff that treats ill and injured employees and monitors employee health.

Dr. Foderingham moved to Maine from Nashville, Tenn., where she was teaching at Meharry Medical College. She graduated from the University of Pittsburgh School of Medicine and is board certified in general preventive medicine and occupational medicine. Her husband had lived in Maine previously and she had been looking for a position that would allow them to move here. When the opportunity to work at BIW came up she jumped at it. She has been in the process of transitioning with the chief of occupational medicine, Dr. Maria Mazorra.

The medical department triages and treats work related injuries and conducts surveillance such as respiratory and hearing evaluations. Dr. Foderingham helps to facilitate accommodations for workers who have health issues. “Our job is to advocate for employees who come in with medical conditions and make determinations regarding any limitations or restrictions that may be required” she said.

She reported the most common types of injuries are musculoskeletal—not surprising given the nature of the work done in the shipyard. “It’s absolutely hard work that these guys and gals do,” she said. “You want to have whatever safety mechanisms that are available to prevent or reduce injuries . . . In an ideal world; (injuries) would be eliminated.”

Her top tips for staying healthy on the job?

“Wear your PPE (Personal Protection Equipment) and come in for your surveillance,” she said. The latter not only insures compliance with regulatory standards but also allows the health care staff to check on other conditions that might have developed in the worker’s heath.

Dr. Foderingham said she is adjusting to the differences between working at a shipyard and teaching or even staffing rural emergency rooms, which she did previously.

“BIW is a separate culture—it’s a city unto itself. . . . You kind of have to learn how the city operates and how the many parts intertwine.”

“You want to have whatever safety mechanisms that are available to prevent or reduce injuries . . . In an ideal world; (injuries) would be eliminated.”
The new Outfitting Hall – one of several new buildings erected as part of a recent $70 million investment – is already showing its worth.

One very visible sign: second shift workers moved, Hull 604’s 2160 unit out of the Outfitting Hall to the Land Level Transfer Facility (LLTF) on Friday, February 12. This is the first time this unit was built indoors.

That unit is going to finish for about 4,000 to 5,000 hours less than it took to build the same portion for DDG 1001, all because it was built inside and out of the weather. The 2250 Unit also was finished in 1,000 to 1,200 fewer hours than before.

“It’s a tribute to our workers for doing a great job and doing it out of the elements,” said Dennis Masse (D10), Area Manager. “The workers really appreciate being inside. They’re much happier. I remember the first snowstorm we had this year. You have no idea how elated I was not to have to worry about people slipping, tripping, falling and shoveling and about snow melting then turning to ice.”

Masse noted that the 2160 unit weighs 362 tons; that is the closest to capacity lift that has been performed to date in the Outfitting Hall. Before the new facility, this unit would have been too heavy for the Number 11 crane on 5 Skids so it would have been built on beams and jacked up. By not having to build the unit on beams, about 300 hours’ worth of work was eliminated.

“At right: Stephen Hodgdon (D5205) and Kendall Whitehill (D50)
Another significant advance is the mechanics can now take advantage of a portable robotic welding machine, increasing efficiency.

The old 5 Skids process, in place before the Outfitting Hall was built, included erecting a tent around the unit to protect the edges of the seams which had been prepared for welding.

The indoor process also enables using more advanced technology.

“Normally these kinds of seams—between two units—are welded using a mechanized process with a Bugo machine and it takes about one and a half weeks,” Adam Bonnell (D10), Welding Supervisor, said. A Bugo machine requires setting up tracks for the welding machine to travel on, but because it doesn’t naturally follow the contours of the ship, the tracks must frequently be adjusted.

Inside the outfitting hall, the mechanics were able to use the portable robotic welding machine, which can closely follow the contours of the weld, instead of the Bugo machine. No tent was needed because the entire unit already was protected from the elements by being inside the hall.

“The starboard side of the first unit went exceptionally well (using the robotic welder) and we were able to do it in four and half days,” said Bonnell, referring to the seam joining units 1310 and 1320.

The success of the robotic welder also depends on the skill of the welders using the equipment, Bonnell added.

Mike Fitzpatrick (D43) and Dave Brackett (D43), pictured right, welded the starboard seam and are “exceptional operators,” he said.

The next step will be to weld the upper seams, connecting connected unit 1320 to unit 1330. The goal is to set up the robotic welder on the starboard side because there is more room to maneuver there. Welds on the port side, where space is more restricted, will be done with the Bugo setup.

Both processes will start at the same time and the results compared. Being able to bring more work inside because of the new facility has increased opportunities for process improvement.
From the Fleet

**USS Stockdale**

The aircraft carrier **USS John C. Stennis** (CVN 74) and the Bath-built **Arleigh Burke**-class guided missile destroyer **USS Stockdale** (DDG 106) conduct replenishment-at-sea with the fast combat support ship **USNS Rainier** (T-AOE 7) on February 4. Providing a combat-ready force to protect collective maritime interests, both **Stennis** and **Stockdale** are assigned to the Stennis strike group, operating as part of the Great Green Fleet on a regularly scheduled Western Pacific deployment. *Photo and text courtesy of U.S. Navy.*

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**NEWS FROM OTHER GENERAL DYNAMICS COMPANIES**

**GENERAL DYNAMICS ELECTRIC BOAT, GROTON, CONNECTICUT**

The U.S. Navy has awarded General Dynamics Electric Boat a $23.6 million contract modification to continue development of the **Ohio** Replacement submarine.

Under the terms of the modification, Electric Boat will perform air conditioning unit detail design, prototype unit manufacture and technical manual development.

Initially awarded in December 2012, the five-year, $1.85 billion contract calls for Electric Boat to perform research and development work for the Navy’s next-generation ballistic-missile submarine, which is scheduled to begin construction in 2021. The potential value of the overall contract is $2.5 billion.

Electric Boat is one of the nation’s premier submarine builders. Established in 1899, Electric Boat delivered the first submarine to the U.S. Navy in 1900, beginning a century-long history of accomplishment.

Electric Boat has designed and delivered 15 of the U.S. Navy’s 19 classes of nuclear submarines. Now in its second centennial of submarine building, Electric Boat is the design yard and prime contractor for the Virginia-class submarine program and is developing the next-generation of ballistic-missile submarines to replace the **Ohio**-class.
Snapshot of BIW History by Andy Toppan

Into the 1950s—Modernizing the Shipyard and Supporting the Fleet

After building a variety of experimental ships in the immediate post-WWII years, BIW won several contracts for larger groups of ships in the early 1950s. In an era of tight budgets, the Navy ordered relatively simple, low-cost ships that could be quickly mass-produced if another large-scale war broke out.

The first contract was for five Terrebone Parish-class tank landing ships, ordered in 1951 and delivered in 1952-53. These ships, known as LSTs or informally as “Large Slow Targets” by their crews, were designed to be beached on an enemy coast, allowing them to unload tanks, trucks, and troops directly onto the shore. The lead ship of the class was notable as the first U.S. Navy vessel actually commissioned in Bath.

The LSTs were closely followed by three Dealey-class destroyer escorts. These ships were smaller, less expensive versions of destroyers, intended solely to hunt enemy submarines. In this role they were successors to a large fleet of WWII-era destroyer escorts, and predecessors to the Perry-class frigates built at BIW in the 1970s and 1980s.

The nine Forest Sherman-class destroyers, delivered in 1956-1959, closed out the era of traditional destroyers, armed primarily with guns and torpedoes. These ships more closely resembled the destroyers of WWII, but were outfitted with newer, rapid-fire guns. Recognizing the rapid advance of technology, the Navy later converted some of the Sherman-class ships to guided missile destroyers, and the entire class was retired in the early 1980s.

During this period BIW began a transition to subassembly- or unit-based construction, which has continued to this day. The centerpiece of the transition was a new Assembly Building (today known as the Shell Shop) across the top of the ways. The elevated crane-ways were extended to the front of the building, so an entire ship unit—weighting some 25 to 50 tons—could be lifted and carried directly out to the ways.

Although far from today’s ultra units, weighting thousands of tons, this marked a dramatic change from the stick-built practices common a decade earlier, and the first step toward today’s construction techniques.

There were other changes throughout the yard to upgrade outdated and war-worn facilities. Some of these projects included reconstruction of the north pier, an overhaul of the machine shop, construction of the north electric shop (now demolished), installation of new cranes and reconstruction of the blacksmith shop, which serves as the Trade Learning Center today. This modernization placed BIW in a solid position to win contracts for guided missile warships as the Navy moved forward into the missile era.

Next month—BIW establishes a leadership position in construction of guided missile ships for the Navy.

An aerial view of the shipyard in 1957 shows the major new facilities of this era, including the Assembly Building at the head of the ways and the new North Electric Shop between the ways and the pierside ships.
Quarterly CPI Awards

On Tuesday, January 19, the CPI team hosted the second Quarterly CPI Awards in the MSC Shipway Conference Center. The standing room-only crowd cheered as more than 20 of our BIW teammates accepted their award certificates and prizes for their outstanding contributions to continuous improvement during the fourth quarter of 2015.

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

Award categories and winners are as follows:

The Beatles Award:
Most PIIs implemented by a non-manufacturing department

D84 Master Scheduling and Production Control accepted by Jim Carr and Drew Anderson.

The Thomas Edison Award:
Most PIIs initiated by a mechanic

Janice Gammon (D81)
Donald Brann Jr. (D43)
Randall Albert (D43)
Eric Webster (D87)

The Henry Ford Award:
Most PIIs initiated by a designer or planner

Janice Hamilton (D86)
Jonna Crocker-Wilson (D87)
Scott Massey (D87)

The Bob Vila Award:
Most PIIs implemented by a salaried employee

Nathan Levesque (D20)
Tait Brown (D10)
Ron Holt accepting on behalf of Jeffrey Dagneau (D10)

Submit your PIIs for your chance to win!
The Big Kahuna Award: **PIIs with the largest savings**

- Peter Glueck (D87)
- Sandra Haley (D9105)
- Don Goggin (D19)
- Megan Blake (D24)
- Tim Bilodeau (D87)
- Peter Dyon (D87)

The Garmin Award: **Most PIIs implemented by a non-manufacturing supervisor**

- Tom Guth (D86)
- Sandra Haley (D9105)
- Tim Bilodeau (D87)
- Peter Dyon (D87)

The Lean Ninja Awards: **Green Belts who made a significant contribution with their project work**

- Matthew Gildart (D24)
- Bruce Libby (D87)
- Daniel Heath (D10)

The Compass Award: **Most PIIs implemented by a front line supervisor**

- David Bryant (D09)
- Andrew Benedict (D10)
- William Collins (D10)
- Brian Levesque (D10)
- Don Goggin (D19)
- Megan Blake (D24)

The A-Team Award: **Most PIIs implemented by a manufacturing trade**

- D29/D81 Heavy Equipment Operators and Material Clerks

MARCH 2016 15
### Bowl for Kids Sake Features Star Wars Theme

Organizers of a Big Brothers Big Sisters fundraiser are counting on a strong turnout of Jedi knights, storm troopers and Wookies from Bath Iron Works at the April 2 event, as this year’s Bowl for Kids Sake takes on a Star Wars theme.

Four-person teams will raise donations in the community to support the Big Brothers Big Sisters of Bath/Brunswick, helping to fund one-on-one mentoring for local kids facing adversity.

In last year’s event led by Tom Stevens (D10), Eric London (D87) and the recently retired Hazel Meserve, 28 teams of BIW employees, their family and friends raised $17,000. The theme last year was Rock & Roll Bowl. Stevens said he hopes to get 45 teams this year—16 formed by engineers.

“I think it’s important to give back to the community,” Stevens said. “I love the programs offered by Big Brothers Big Sisters and the fact that their goal is to help kids in this area.”

The main event will be held April 2 at Yankee Lanes in Brunswick with high school and candlepin bowling events April 1 at the Bowling Bowl in Brunswick.

“ Bowling is something that everyone can do,” Stevens said. “You don’t need to be a superstar. You just need to come and have good family fun.”

Bowl For Kids’ Sake income supports community-based mentoring and 15 school-based programs that are offered in Brunswick, Harpswell and the communities of Sagadahoc County.

For more information, go to www.firstgiving.com/bbbsbathbrunswick, call 729-7736 or contact London at 3914 or Stevens at 4650.

And may the force be with you!
Welcome

The following employees recently joined BIW. Please welcome them.

January 2016

Name Dept Name Dept
Ames, Joshua Lee 4300 McGrath, Thomas Conner 2000
Asali, Louis Anthony* 2400 Ouellette, Nathan Carl 4300
Brann, Benjamin Patrick 4300 Owens, Roi William 0900
Dehahn, Zachary David 4300 Patenaude, Richard Allen 5000
Driscoll, Danielle May 4505 Peddle, Donna Lee* 9105
Dupuis, Jordan Robert 1500 Randall, Mary Kateri 2400
Farmer, Nicholas Michael 4300 Remillard, Johanna Sky 4300
Gray, Sasha Leigh 2800 Schiefer, David Steven* 2601
Jackson, Donald Paul 2601 Severance, Alyssa Maryannah 2400
Jenkins, LeeAnn Marie* 2601 Skehan, Mary Judith 4505
Johnson, Andrew Philip 9000 Souza, Gregory Theodore 4300
Knapi, Michael Banister 5000 Stacy, David Michael 2700
Lane, Darien David 4300 Zaharchuk, Marc Kyle 4505
Larsen, Neal Francis 4300 *Returning employee
Love, Nicholas David 4300

Retirees

January 2016

09-00 Joseph K. Bowman 33 Years, 9 Months Outside Machinist III
09-00 Ronald R. Rioux 36 Years, 4 Months Outside Machinist III
10-00 Rene W. Bisson 36 Years, 3 Months Assistant Foreman II
10-00 Eugene A. Frye Jr. 42 Years, 5 Months Front Line Supervisor
15-00 Robert E. Purinton Jr. 38 Years Pipingfitter III
20-00 William J. Kiernan 37 Years, 10 Months Maintenance Mechanic III
27-00 Chong S. Daunt 36 Years, 4 Months Preservation Tech III
27-00 Normand L. Jalbert 41 Years, 10 Months Preservation Tech III
27-00 Donald K. Vannah Jr. 40 Years, 10 Months Preservation Tech III
29-00 Wayne K. Cromwell 38 Years, 1 Month Heavy Equipment Operator III
32-00 Martin L. Hersom 34 Years Yard Rigger III
45-05 Sarah B. Lamontagne 26 Years, 10 Months Administrative Technician
50-00 David P. Rideout Sr. 33 Years, 10 Months Shipfitter III
52-10 Laura A. Mathisen 26 Years, 10 Months Sr Manager Safety
81-00 Roger E. Turcotte Jr. 36 Years, 4 Months Material Clerk III
86-00 Brent E. Giles 41 Years, 9 Months Designer, 1st Class
86-00 Jay E. Purrington 24 Years, 6 Months Associate Engineer
86-00 Dennis E. Soule 39 Years, 4 Months Associate Engineer
86-00 Brian M. Stowell 29 Years Technician III, Engineer

Performance Incentive

Performance Period November 2, 2015–May 1, 2016

PERIOD GOALS: Status as of Mar. 1, 2016.

1. Hazard IDs/“Good Catches”
   - Identify 750 Hazards by Jan. 31, 2016 and receive ½ payout; identify 750 additional hazards by May 1, 2016 and receive ¼ payout
   - Or, Identify a total of 1500 hazards by May 1, 2016 for full payout
   - The existing “Good Catch” program will be used to capture employees’ descriptions of hazards or behaviors observed and actions taken to address them.

2. Implement 3,000 additional Performance Improvement Initiatives (PII) within the Continuous Process Improvement Management System over the period from Nov. 2, 2015 to May 1, 2016 to achieve a program total of 8,130 since inception.

3. Average 98% overtime attendance rate (e.g., OVT No Faults) over the period from Nov. 2, 2015 to May 1, 2016.

4. Performance
   - Close 22,860 installation work orders with required quality by Jan. 31, 2016 and receive ½ payout and close 25,090 installation work orders with required quality by May 1, 2016 and receive ½ payout.
   - Or, close 47,950 installation work orders with required quality by May 1, 2016 for full payout.
   - Work orders must be closed in sequence scheduled (out-of-sequence work may not be pulled in).
BIW Heroes

Once a year, the American Red Cross celebrates those who have performed acts of heroism and have shown courage, kindness and unselfish character in their service to others. The American Red Cross holds four “Heroes” events throughout Maine, in Portland, Lewiston, Bangor and Caribou.

BIW is honored to have 31 employees being recognized with a “Real Heroes Award” at the Lewiston event held on Tuesday, May 10.

The Real Heroes “Rescue at Sea” award recognizes 30 BIW employees who participated in the rescue of Dale Sparrow, the captain of the fishing vessel Danny Boy who was in medical distress off the coast of Maine. The rescue occurred while DDG 1000 was on Alpha Trials. The 11-meter rigid-hull inflatable boat, or RHIB, was deployed and the captain was brought onboard and provided medical attention then flown by a U.S. Coast Guard helicopter to Maine Medical Center. Representatives from the 30-person team who aided in the rescue will accept the award for the entire team.

The Real Heroes “Life Saving” award will be presented to Trevor Hanna (D43), a BIW welder who saved 8-year-old Tyler Turner from a vehicle accident while driving home one afternoon. Hanna, who always carries his Leatherman tool, was able to cut the seat belt that had trapped Tyler in the vehicle.

“We are thrilled to be able to honor such distinguished individuals – those who truly rose to action at a time when not doing so would have meant life or death for another person. Their stories are heart-wrenching and heart-warming,” said April Caron, Executive Director of the American Red Cross’ Central and Mid Coast Maine chapter.

At the Red Cross Heroes events, whole communities come together to recognize these Heroes, and also to say thank you. Their valiant efforts on behalf of others made a real difference and serve to inspire us all.

Fire Safety Upgrade

The BIW Fire Department purchased two new emergency vehicles at the end of last year to comply with the National Fire Protection Association (NFPA) requirements and Navy standards. The 2000 Firefighting Engine I and 2003 Special Hazards Rescue Squad will help with response time and increase efficiency.

“Everyone was very excited for the new upgrade of vehicles,” said Tyler Tripp (D26), Fire Inspector. “It really helps response time with the new buildings throughout the shipyard.”
**A year to remember**

We finished 2015 with the lowest number of injuries on record! We achieved a recordable incident rate of 12.8. This means there were 12.8 injuries for every 100 employees working during 2015, compared to 17 in 2014. That’s an almost 25 percent reduction in injuries—no small accomplishment.

These are important numbers and get us closer to our goal of “everyone going home in the same condition they arrived.” Unfortunately it still places BIW well above the average performance for large U.S. shipyards. What is most significant about this improvement is that it took every single person at BIW to achieve it and shows what we collectively can accomplish when we focus.

**Head in the game**

Unfortunately, we have not started 2016 on the right foot when it comes to performing our work safely. Our January Recordable Rate was 18.11—The highest it has been in 14 months. Most alarming is the nature of the injuries: 35 percent of the injuries could have been prevented by properly wearing PPE and another 24 percent were caused by people not paying attention to their surroundings or travel path.

All of these are highly preventable and indicate that we did not have our heads in the game. As I mentioned, when we all focus we can be a safer shipyard. As I write this our February Recordable Incident Rate is down to 14.05. As we regain our focus, we start to make a difference again.

**Speaking of making a difference**

In 2014 we finalized a road map to help steer us toward a Total Safety Culture.

**What is that, you ask?**

A Total Safety Culture is a culture where safety is a core value that does not change no matter what other pressures may be out there. It’s a value held by every employee where individuals feel responsible for the safety of their co-workers as well as for their own.

The Safety Roadmap is our strategic plan to change our culture. The basic premise is simple: we cannot leap to a Total Safety Culture; we need to progress through natural building blocks. The Roadmap focuses on six key elements:

- Management Involvement
- Employee Involvement
- Personal Protective Equipment
- Training & Awareness
- Housekeeping
- Design for Safety

In 2015 we completed Level 1, Initial Building Blocks. In 2016 we plan to build off Level 1 and complete Level 2, Basic Awareness. While Level 1 primarily involved small groups of management and mechanics establishing initial efforts, Level 2 will require the involvement of everyone to be successful.

At this point be aware that the Roadmap is in place and you will be hearing more about it. For now, we all need to keep our heads in the game, stay focused and look out for each other.