

GENERAL DYNAMICS

Bath Iron Works

# BIW NEWS

September  
2016

## Shell Shop Bustles!

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# From the Helm

Fred Harris, President, Bath Iron Works

September is a big month for us here at BIW.

On September 7, DDG 1000, the lead ship of the *Zumwalt* Class, transited the Kennebec River for the last time. She is a technological marvel and a tribute to the skill and ability of BIW's shipbuilders and suppliers, who brought her to life.

Many of you are long-time skilled craftsmen and women who have experienced sail-aways before, whether they were DDG 51s, FFG 7s or CGs. Many of you are newer employees, experiencing the satisfaction and pride of seeing your work join the fleet for the first time.

I hope all of you found the moment as thrilling and meaningful as I did. As *Zumwalt* heads to the West Coast for mission systems installation and activation, we wish her captain and crew fair winds and following seas.

Later this fall, we plan to bring *Rafael Peralta* to sea for the first time for Alpha Trials. This is an important event for us, as *Peralta* (DDG 115) is BIW's first DDG 51

since the Navy restarted this program after a four-year break in production.

We have faced many challenges with this first restart ship, as we have worked to improve our processes and update engineering and planning documentation. Thanks to all of you who pointed out issues in the build process and suggested design enhancements and improvements, allowing them to be addressed on future hulls. We know the process was frustrating, but we worked through it together.

As this issue goes to press, we are

anxiously awaiting word from the U.S. Coast Guard on the Offshore Patrol Cutter Program; we expect a decision by the end of the month. If we are successful in our bid, this program would represent a new and challenging endeavor for us, with a new design, new customer, new requirements and a

new build strategy. I am confident we are up to the challenge. It may be the first time in a long time that we have a significant new customer and they will be counting on us.

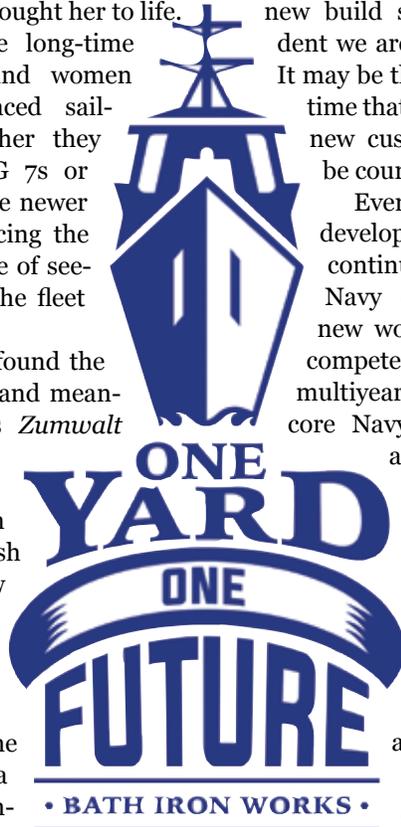
Even as all of these events develop and unfold, we are continuing to work with our Navy customer to obtain new work. In 2017, we will compete for the next DDG 51 multiyear contract. This is our core Navy shipbuilding work,

and it is critical to our future. These will be Flight III DDG 51s, featuring significant differences from the current design generation.

This is a contract we must win, as the work is urgently needed to sustain the great paying jobs and benefits we enjoy as employees of General Dynamics Bath

Iron Works. It also represents a huge challenge. Winning that future work depends on our efforts to be safer, improve quality, achieve schedule and reduce cost. Every one of us has a role to play. We cannot be successful without your participation in these four objectives.

There is no doubt in my mind that together we can rise to the challenges before us, but it is going to take every one of us working safely, with quality and to schedule, as efficiently as possible.



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On the cover: Workers in the Shell Shop craft portions of Hull 520, which will become DDG 118, Daniel Inouye.

*ward safe*  
*F Harris*

# Navy Names Next Two BIW Destroyers

Secretary of the Navy **Ray Mabus** recently held ceremonies announcing that two future BIW-built *Arleigh Burke*-class destroyers will be named after Marines who were awarded the Medal of Honor.

DDG 122 will be named the **John Basilone** after the World War II hero who was awarded the Medal of Honor and the Navy Cross.

Basilone, a Marine gunnery sergeant, held off an onslaught of Japanese fighters at the Battle of Guadalcanal, despite being vastly outnumbered. He then went to Iwo Jima where he destroyed an enemy strongpoint and aided a tank trapped in a minefield.

DDG 124 will be named the **Harvey C. Barnum Jr.**, after a Marine who earned the Medal of Honor for acts of valor in the Vietnam War.



John Basilone

Barnum was a forward observer for artillery when his unit came under heavy fire, mortally wounding his commander and killing his radio man. Barnum led a successful counterattack and helped evacuate the wounded. He remained in the service after the war, rising to the rank of colonel and serving as Deputy Assistant Secretary of the Navy for Reserve Affairs.



Harvey C. Barnum Jr.

Barnum, who is 76, told those gathered at the naming ceremony that he hopes to visit the ship while it is under construction.

Mabus in the spring announced the naming of DDG 120 as the **Carl M. Levin** after the longest serving U.S. senator in Michigan history, who for years led the Senate's Armed Services Committee.

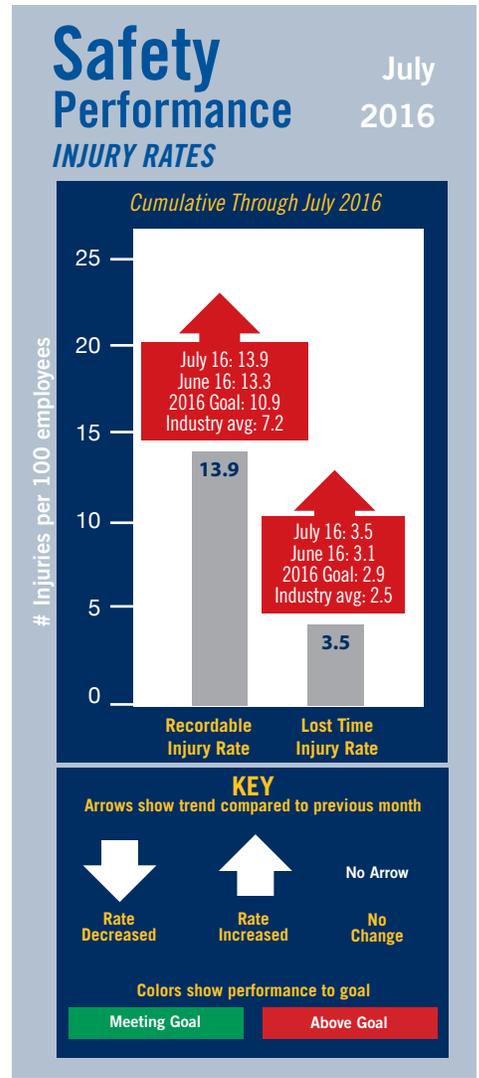
## BIW Welcome

The following employees recently joined BIW. Please welcome them.

### July 2016

Name	Dept
Beene, Jeremy Quinn	6200
Bessey, Daniel Richard*	2400
Bhakta, Chandni R.	8700
Calder, Westley Thomas	2001
Carter Jr., Michael Thomas	2601
Cloutier, Gavin Meader	6200
Duggan, Kathleen Ann	2400
Gatcomb IV, Ross Esmond	8700
Hiott, Jacob Edward	6200
Lane, Duncan Armstrong	1700
McCarren, Angela Marie	1900
Sands, Stacey Ann	4900

\* Returning employee



# 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](mailto:danielle.olson@gdbiw.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

Check us out on Facebook:  
General Dynamics Bath Iron Works



## 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](mailto:danielle.olson@biw.com)

# EMPLOYEE SPOTLIGHT

## JIM RODRIGUE



**Title** Electrician

**Been with BIW since** 1982

**Department** 19

### TELL US A LITTLE ABOUT YOURSELF.

I was born and raised in Lewiston and graduated from Lewiston High in 1977. I am lucky to be living in the house that I grew up in, which I bought from my mother. I spent four years in the Air Force then in 1982 I was hired by BIW. My wife of 25 years, Andrea and I have two children—Tiffany who has three children of her own and Hannah, who will be married next summer.

### HOW LONG HAVE YOU WORKED AT BIW?

34 ½ years

### WHAT IS YOUR ROLE AT BIW?

Electrician, I work on hook-ups as a work leader.

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

Having the steady income and not worrying about my job going anywhere.



### WHAT KINDS OF HOBBIES AND INTERESTS DO YOU HAVE OUTSIDE OF WORK?

I run Androscoggin Balloon Adventures, where I provide hot air balloon rides during the summer. I have been giving balloon rides for 16 years and love every minute of it. My first ride in a hot air balloon was in 1994 but it wasn't until 1996 when I got hooked. A pilot from Florida invited my family for a ride. While we were in the air he put my hand on the burner and gave me my first lesson. I was forever addicted from then on; I have built two hot air balloons and currently own one. I have been participating in the Great Falls Balloon Festival since 2000.

### DO YOUR KIDS LIKE BALLOONING?

My daughter Hannah carries the same passion for ballooning as I do. I can still remember her barely being able to look over the basket on her first ride. I do hope that she continues on ballooning after I'm gone.

### WHAT IS YOUR HIDDEN TALENT?

I rebuilt a 1964 Chevrolet Chevelle but don't get to drive it as much as I'd like.

### WHAT IS YOUR FAVORITE MOVIE AND BOOK?

I'm just too busy for movies and books.

# Where does the

# SAFETY ROADMAP Lead?

*A conversation with Safety Director Vince Dickinson about BIW's strategy to develop a safety culture and reduce injuries.*

## WHY IS BIW USING THE SAFETY ROADMAP?

We have very good procedures and processes around safety but our injury rate is one of the highest in our industry. In 2012 we conducted an employee survey on safety culture, administered by the National Safety Council. The results said our safety culture was well below other companies that had taken the survey. The Safety Roadmap is a long-term plan aimed at changing that culture and reducing injuries.

## DON'T WE ALREADY HAVE SAFETY POLICIES IN PLACE?

If you follow every written safety standard at BIW, you'll still get hurt. It is our behaviors and choices we are making that result in our injuries. We're working to promote a *Total Safety Culture*, so safety is who we are, not something we do. It becomes inherently how we do our jobs.

## HOW DOES THE ROADMAP WORK?

There are six focus areas with five levels in each area, each with a number of benchmarks. The idea is to progress up each level across all six focus areas. Once everyone demonstrates they have achieved each of the benchmarks in a level, then we move on to the next one, with each step up requiring a deeper level of safety commitment. It's similar to running: We don't start out being able to run as a child. First we learn to roll over, sit up, crawl, stand, walk and then run. There are no shortcuts to that natural progression just as there are no shortcuts to changing culture.

## MANY PEOPLE ARE WORKING AT BIW WITHOUT GETTING HURT, AREN'T THEY?

The fact that someone has done something 50 times and never been hurt doesn't mean it's safe. Unfortunately there have been too many times where we have investigated an injury or near miss and we hear "I've done it this way a thousand times." The



overwhelming number of our injuries are not the result of something unforeseen—they're choices people are making.

## WHERE DID THIS IDEA COME FROM?

Several companies, including some in the shipbuilding industry, have used similar models to work toward a safety culture and have seen much fewer injuries.

## HOW HAVE THINGS CHANGED SINCE THE ROADMAP WAS IMPLEMENTED?

Today we talk about near misses and incidents that we never would have looked at a few years ago. We're making sure the information is in place and that safety awareness becomes part of our daily routine . . . but changing culture is a long-term process. It can't happen overnight. To make it part of the culture, we need to make sure everyone has attained each level before moving on.

## WHAT'S THE HARDEST PART ABOUT THE ROADMAP?

Maintaining our patience with the process and having the fortitude to stick with it.

## WHAT'S THE NEXT STEP?

We are working on Level 2 which focuses on measured awareness. After making sure safety information and equipment is avail-

able and people can find it, now we have to make sure people are aware of safety every day and are recognizing hazards when they exist. Once the entire organization demonstrates safety awareness, the next phase will be making reducing hazards part of everyone's job.

## WHO'S MAKING THIS HAPPEN?

Safety Action Teams comprised of employees and managers are responsible for developing action plans to achieve the benchmarks.

## WHY IS THIS IMPORTANT?

We take it very seriously when we say that we want everyone to go home in the same condition as they arrived. Injuries affect people's lives and our ability to build great ships. Corporations have a responsibility to keep their workers safe. You shouldn't get hurt. To make sure that doesn't happen we need to change our culture.

## WHERE CAN SOMEONE FIND MORE INFORMATION?

The BIW Intranet under *Environmental Health and Safety* or talk to a Safety Action Team member.

# FAB FIVE Sets High Bar for Future PDPs



*Beverly Gerardi, Amy Hansen, Michael Walsh, Daniel Hartsig, Fred Harris, Michael Goss, David Farrington, and Tim Glinatsis*

After spending two years learning about a wide range of shipyard activities, Bath Iron Works' first class of Professional Development Program (PDP) members graduated on July 28.

Production Associates **Amy Hansen, Daniel Hartsig, David Farrington, Michael Goss** and **Michael Walsh** were presented with certificates, engraved crystal mementos and whoopie pies at their graduation ceremony in the Shipway Conference Center.

The PDP initiative is aimed at developing the next generation of shipyard leaders, people who will have a broad understanding of the complexity of shipbuilding and a range of experience that will help them solve problems and drive change.

"PDPs" serve a series of rotations from four to 10 weeks and a four-month work assignment. Their responsibilities can range from demonstrating equipment to the Navy during sea trials, to serving as a front line supervisor to overseeing a unit in PO2.

As the first class of PDPs, the graduates helped shape the program for the next group of eight people, who are one year into their rotations, and for the 15 who are just now starting on the two-year program.

"Rotation after rotation they exemplified a high standard of performance," said **Beverly Gerardi**, program manager for the PDP. "Their success is our success and that's what we celebrate today."

BIW President **Fred Harris** said that as the PDPs progress in their careers and as they travel the country and the world visiting other shipyards, they need to be alert to techniques that can improve the manufacturing process.

"You will be the people in the future who drive change," Harris told the graduates. "We need to stay current, continuing to benchmark ourselves not only against other shipyards in the U.S. but also foreign shipyards."

The graduates said the program was hard work but incredibly rewarding.



*Dan Hartsig and Mike Goss check Hull 508 against an image from 507 shown on a tablet.*

Goss told the gathering, which included several of the current PDPs, that a key lesson for him was recognizing ships don't get built unless mechanics and supervisors have what they need to do their jobs.

"If we're not removing those roadblocks to get them what they need to do their jobs, then we're not doing our job," he said.

The other graduates spoke of the importance of learning from mentors, of honing their leadership style, of making contacts in different areas of the shipyard and of being proactive to solve problems.

Hansen and Hartsig have been assigned as supervisors on Hull 508, Farrington and Walsh on 507 and Goss in PO2/Ultra.

# BIW in Beach to Beacon



This year marked the 19<sup>th</sup> annual Beach to Beacon (B2B) 10K road race in beautiful Cape Elizabeth, where eight BIW employees were lucky enough to participate.

The BIW team placed second for the second year in a row, just behind the L.L. Bean team. The teams are scored on the points of their top six finalists, which include factors regarding the runner's age and sex. The Maine Health team came in third place.

1. LL Bean 295.73
2. Bath Iron Works 292.67
3. Maine Health 292.53

**Hans Brandes**, Principal Project Manager, said the excitement starts

building before the race, as soon as a runner steps off the bus and walks towards the start corrals.

"B2B is a race where anyone who is anybody wants to be there," he said. "It is the opportunity to toe the line with many of the best runners of all age groups who you may only see once a year. It's competition and comradery."

The Beach to Beacon was founded by the Olympian gold medalist **Joan Benoit Samuelson** in 1997 to attract elite runners from around the world as well as Maine runners and people from the vicinity. The locals, like Samuelson, run this course year-round.



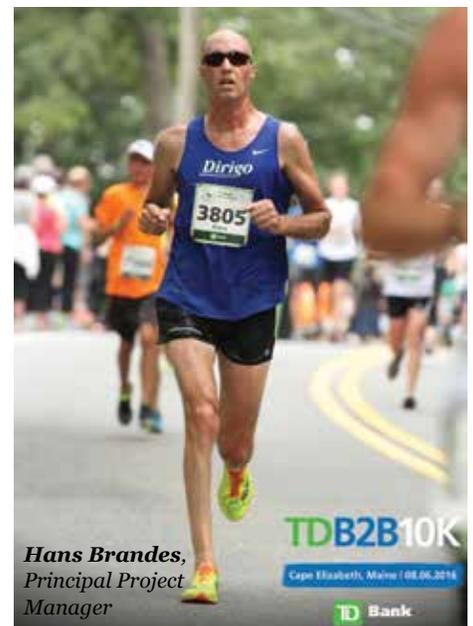
**Eric Kruger**, Procurement Manager, crossing the finish line.

## BIW's runners:

1. Robert Ashby 36:10, 5:50 pace\*
2. Hans Brandes 43:01, 6:56 pace\*
3. Lucas Barnes 36:50, 5:56 pace\*
4. Eric Kruger 46:47, 7:32 pace\*
5. Eric Nicholson 52:39, 8:29 pace\*
6. William Quintana 1:08:45, 11:04 pace\*
7. Ron Peterson 57:02, 9:11 pace\*
8. Ashley Douglass 51:48, 8:21 pace\*\*

\*Top seven finishers on BIW corporate team

\*\* Ran individually



**Hans Brandes**,  
Principal Project  
Manager



**Lucas Barnes**,  
2016 Intern

## Health Improvements

# Is your financial picture everything it could be?

*Your personal money checkup can help you find out.*

Call it financial wellness; call it financial independence or freedom. Whatever you call it, it's about having a sense of control over your money, and feeling confident with the path you're on and the decisions you're making. Amid the swirl of day-to-day expenses, college planning, managing credit and debt, and everything in between, are you confident that you are financially well? Find out.

Introducing your personal money checkup—an online, interactive look at how you're doing financially. Based

on your responses, it calculates your best financial approach based on your age, saving and spending habits, and other information unique to you. In 10 minutes or less, you'll get a summary of your strengths, areas of opportunity, and the tips and tools to help improve your financial picture today and into the future.

We all want to get up to speed financially, and the truth is we're all capable of doing it. What will your financial story reveal about you? Get your money checkup at [Fidelity.com/GetMyMoneyCheckup](http://Fidelity.com/GetMyMoneyCheckup) or text FIT to 343898.

Free financial guidance is always just a phone call away. Fidelity



representatives are available to help you create a retirement savings strategy that's right for you and your goals. Call **866-811-6041** to start your one-on-one conversation.

Fidelity representatives will be available at Funtown/Splashtown during Family Day on Sept. 10. Take advantage of these free drop-in hours to ask about your retirement or personal finances. And stay tuned for more information about learning opportunities and one-on-one onsite counseling from Fidelity.

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## Cross-country Cyclist Honors the Fallen with Flags

Air Force **Col. Gary "Gumby" West (Ret.)** stopped at Bath Iron Works last month as he cycled 2,500 miles to recognize soldiers who were killed or badly wounded in combat.

West is honoring the soldiers as well as their families by holding flag ceremonies at key spots along the East Coast. The "Patriot Honor Ride" raises awareness for Folds of Honor, which provides scholarships for children of killed or disabled veterans.

On Aug. 4, sailors joined West for a ceremony in which American flags were flown from the fantail of *Zumwalt*. Sailors then solemnly folded the flags, each with the name of a fallen soldier embroidered



*Col. Gary "Gumby" West (Ret.) and Navy sailors conclude a flag-folding ceremony.*

on the border.

The flags will eventually be given to the soldiers' families.

West, 59, is a former combat pilot who lives in Bristow, VA. His nine-week ride was to cover 15 states and the District of Columbia.

"A lot of the vets we've visited are really touched by this," said **Walt Hogan**, who is handling logistics for West. "It's a real honor to be with him."

A group that included West and a num-

ber of Navy crewmen saluted the flag as the National Anthem played then read a proclamation as they ceremoniously folded the flag. The ritual was repeated for several flags. The group then stood at attention as taps played over a loudspeaker.

After Bath, West's stops included events with Freeport's Flag Ladies, at Fenway Park, aboard *USS Constitution* and in Gillette Stadium, home of the New England Patriots.

# Hardings **Slashes** Backlog



*The Built Up Structures team at Hardings cut its backlog to a single work order.*

If the steel pieces cut and shaped at our Hardings fabricating facility in Brunswick are late, somebody further downstream in manufacturing doesn't have what they need to do their job.

That's the philosophy of mechanics at the front end of the production line, where heavy steel is crafted into the building blocks needed to produce the Navy's ships.

Eliminating the backlog in work orders – the assignments to fabricate the pieces used in ship construction – has become a rallying cry at the plant and the workforce there has made major strides at getting material complete and ready for delivery.

"If there are any late work orders, somebody is being held up," said **Jason Gasper**, Plant Manager at Hardings.

The backlog at Hardings had grown to about 4,430 overdue work orders, which was having a major impact on the main yard ship construction schedule. Now

that backlog is down to about 464, a 90 percent reduction.

Schedule revisions helped lower the backlog numbers but a concerted effort by the production team eliminated about half the backlog—2,500 work orders. That means more mechanics in the main shipyard are getting the pieces they need on time to do their jobs and meet their schedule.

"It's not a time to declare victory," Gasper said. "It's a time to declare progress. We will not be on schedule until this number is zero."

One particularly bright spot in the fabrication process is the Built Up Structures (BUS) team. The crews working with Front Line Supervisors **Dave Camic** and **Gary Jordan** are down to a single work order in backlog, down from 185 at the end of winter.

Materials and Planning also have helped move material through the plant more smoothly and reduce the number of orders which are completed but not

listed as closed and available in inventory for the next stage of construction.

Crews are now focused on doing jobs in the order they are planned, and clearing up the oldest work orders first. That means not setting aside a complex or problematic work order for an easier, more recent one, Gasper said.

"I think empowering the people to do what they know is right is important, almost letting the mechanics lead us there," he said.

Another key has been getting everybody pulling in the same direction.

"The union leadership has been just as focused on the goal as the management team," Gasper said.

Combined, the BUS, Plates and Shapes teams have worked through a backlog that once stood at 3,278 work orders earlier this year and now is at 106.

"That's outstanding progress," Gasper said, and added that he is confident they will keep pushing that number down.

# Contract Awards-LCS and DDG 1000

On August 22, 2016, BIW was awarded an \$8.8 million cost-plus fixed-fee modification to the previously awarded USS *Zumwalt* (DDG 1000) contract. The contract is for post hull, mechanical and electrical (HM&E) sail away, transit and post-delivery availability advanced planning support efforts for DDG 1000.

The modification will provide DDG 1000 with shore support between HM&E delivery and sail away, sail around support activities through transit to the ship's homeport in San Diego, California. This will include: industrial work in support of ship operations; configuration management; integrated logistics support; kitting and fabrication; 4E specification development; and long-lead-time material and spare part procurement.



On August 18, BIW received an \$18.3 million contract modification for Option Year Two of the Littoral Combat Ship (LCS) Planning Yard Service contract. BIW will be the single planning yard providing engineering, planning, ship configuration, material and logistics support to maintain and modernize both variants of the LCS class.

# BIW Security Saves Siblings After Capsize

BIW Security Officers patrolling the Kennebec on Aug. 22 rescued two people whose boat had capsized in blustery conditions.

**Jon Rice** was working in the security tower when shortly after the start of second shift he heard radio traffic about a boat in distress in the Sasanoa River, which connects the Kennebec with the Sheepscot River. He radioed BIW's patrol boat, the *Sea Ark*, and Officers **Dave Wellington** and **Eric Henley**.

The pair alerted *Zumwalt* security that they were responding to an emergency and headed for the river, which meets the Kennebec at the Route 127 Bridge.

"It was horrible conditions—choppy, very windy and that's a very tough place to navigate," Wellington said. "From 30' of water, it goes right to 4'. You have to stick to the channel."

They were about 1,500 feet down the Sasanoa when they spotted the overturned hull, Henley said.

The 18' sailboat had capsized in northwest winds gusting to 30 knots and a man and a woman were in the water clinging to the hull.

"Because the sailboat belonged to their parents, they were reluctant to let go of it," said **Don Marsh**, BIW's Manager of Security. "They were eventually convinced that for their safety they should come aboard the *Sea Ark*."

The two were then transferred to the Bath Police Department's patrol boat, which transported them to safety. Neither required medical attention. The Coast Guard arranged to have *Sea Tow* recover the sailboat, which was undamaged.

**Stan Cielinski**, BIW's Chief of Plant Security, said water rescues like that are



BIW Security Officers patrolling the Kennebec on *Sea Ark*.

outside of the officers' primary security function, but it demonstrated their professionalism and ability to respond in an emergency.

BIW's role was no surprise to Maine Marine Patrol Officer **Clinton Thompson**.

"I always say BIW rescues more people from that river than anyone else."

# Humvee Tests System's Early Install

Even if you did spot the slightly out of place, olive green Humvee rolling around the main shipyard last month, you probably weren't aware that it was testing advanced communications gear on *Rafael Peralta* (DDG 115) in advance of sea trials.

The Humvee carried equipment for testing the Cooperative Engagement Capability (CEC) of DDG 115, part of its advanced combat system. Aegis Test Officer Lt. Commander **Colin Dunlop** of SUPSHIP said the tests were a resounding success.

The CEC allows a destroyer to gather and process sensor information from multiple sources—be it aircraft, other ships or Marine land vehicles—enabling each of them to fire with greater precision. It also enables many vessels to target a threat even if only one source has spotted it.

Using the Humvee allowed BIW and the Navy to test the 360-degree coverage of antennas on board *Rafael Peralta*. The Humvee is equipped with all the transmission and reception capability of DDG 115. By making the capability portable, nobody has to move the ship to perform different tests, said Aegis Test Manager **Mike Danehy**, of Naval Sea Systems Command.

Historically, the CEC equipment was an add-on and testing happened after



delivery, just before the ship went to sea. This is the first ship where the system has been installed and tested “in line” as part of the production and the first time in many years a Humvee has been used in the yard to test the system.

“The nice part is BIW can plan it and incorporate it into production,” Danehy said. “By pulling it in line, BIW can install it in the optimal sequence.”

**John Poulin**, BIW's test lead for the project, said the Navy was pleased with the testing.

“These groups interface with a lot of shipyards,” Poulin said. “When they came up here, they were really impressed with

how ready we were for them to show up and execute their work.”

The testing is not as simple as driving around the yard and saying ‘Can you hear me now?’

“Taking the Humvee and moving it around the yard and trying to get away from obstructions isn't easy at all,” Dunlop said. “BIW knocked this evolution out. They finished in half the time we expected. When last minute issues came up, they resolved them before they became impacts.”

“It was an incredible opportunity to demonstrate teaming between the Aegis test team, SUPSHIP and BIW,” Dunlop said.

## United Way Kick Off!

Every year, BIW raises several hundred thousand dollars in our United Way Campaign to help people in need. BIW employees have contributed to the vision of a strong and healthy community from the beginning, part of a 60-year partnership.

On Sept. 14, 2016, BIW will kick off this year's annual United Way Campaign. The volunteer team responsible for carrying out this important project has grown to include salaried, LS6, LS7 and BMDA representation.

Some volunteers toured two United Way agencies in Bath. Bath Area Family YMCA provides high-quality child care

with positive early education experiences. Elmhurst, Inc. offers supported living for people with disabilities as well as tutoring for adults in reading and writing.

“The support that the United Way provides to these two organizations helps improve the quality of life for people in our community that may need a helping hand” said **Nick Mooney**, a Process Control Engineer who is a new volunteer this year.

“The staff at Elmhurst really impressed me with how much they loved the people they took care of and the opportunities they provided to get out and enjoy nature!” said Design Apprentice **Matt DeGroft**. “The YMCA and their summer meals

for kids just showed me their amazing support for the community.”

Your donations help approximately **20,000 people** through United Way's 37 partner agencies.

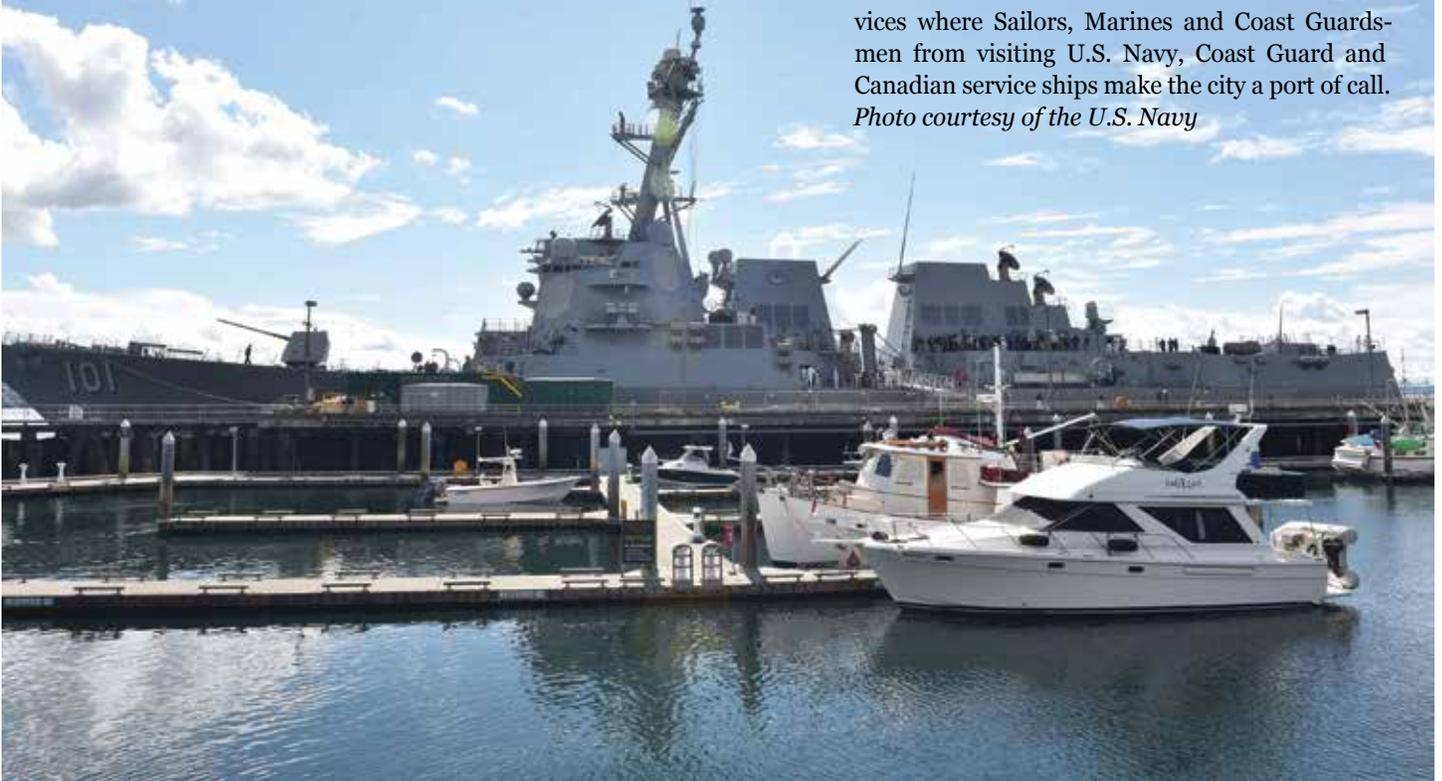
Thank you for all you do to improve lives and **LIVE UNITED!**



**Matt DeGroft**

## From the Fleet *USS Gridley* (DDG 101)

The U.S. Navy's 51st *Arleigh Burke*-class destroyer, the Bath-built *USS Gridley* (DDG 101), the fourth ship to hold that name, moored in the Port of Seattle at Pier 66 for the Emerald City's 67th annual Seafair Fleet Week. Seafair Fleet Week is an annual celebration of the sea services where Sailors, Marines and Coast Guardsmen from visiting U.S. Navy, Coast Guard and Canadian service ships make the city a port of call. *Photo courtesy of the U.S. Navy*



## NEWS FROM OTHER GENERAL DYNAMICS COMPANIES

### *GENERAL DYNAMICS LAND SYSTEMS. STERLING HEIGHTS, MICHIGAN*

**G**eneral Dynamics Land Systems is a global leader in the design, development, production, support and enhancement of tracked and wheeled military vehicles for the United States and its allies.

One of the newest items is the Multi-Utility Tactical Transport Vehicle, or MUTT, designed to take the load off dismounted troops. The Marine Corps recently completed a round of experiments with MUTT, using it to carry weapons.

The new system allows one Marine to move a .50-caliber machine gun downrange; a job that usually requires five people.

Land Systems delivers key ground-force machinery with powerful tracked and wheeled military vehicles needed to face sophisticated land forces. The Abrams main battle tank, the family of Stryker and LAV wheeled combat vehicles and the AJAX armored fighting vehicles are at the heart of Land Systems' military-vehicle platforms.



# Snapshot of BIW History by Andy Toppan

## *The Portland Ship Repair Facility*

*From 1983 to 2001, BIW's Portland facility played a key role in the growth of the shipyard.*

In the early 1980s, BIW was busy with the FFG program and a substantial ship overhaul business, and looking forward to the *Aegis* cruiser program. It was clear the cruisers would be too large for BIW's existing floating drydock, so a new facility was needed.

BIW initially explored the possibility of leasing a former Navy drydock in South Boston. The 1,150-foot-long drydock there is among the largest on the east coast, and was well-suited to any project BIW might undertake. Despite an attractive lease offer, the distance from Bath would have required a completely separate shipyard, operating independently from BIW's facilities in Maine.

The city of Portland, seeing an opportunity to bring business to an unused waterfront, proposed a partnership among the city, the state of Maine and BIW to develop a facility on the city's eastern waterfront. Although there was nothing resembling a shipyard in place, Portland offered a local, deep-water port with easy access to the Gulf of Maine and, just as importantly, to BIW's facilities and personnel in Bath and East Brunswick.

The crucial drydock came in the



*An aerial view of the Portland facility in the late 1980s with two Coast Guard cutters, a DDG, a cruiser, and both drydocks.*

form of a former U.S. Navy, WWII-era floating drydock, donated by the Navy to the state, leased to BIW, and overhauled at BIW's expense. The drydock, built in nine sections and measuring 744 feet in length when assembled, was built for service at remote, unimproved harbors during WWII. After service at Guam during the later years of the war, the dock had been laid up stateside for decades before coming to BIW.

The Portland facility opened in 1983 and was soon busy with a number of ship overhaul contracts, mostly for U.S. Navy destroyers, completion of ships built in Bath, and post shake-down availabilities (PSAs) for Bath-built ships. BIW's older drydock was moved to Portland a few years later, as the yard was overhauling four U.S. Coast Guard cutters.

One of the more unusual Portland

jobs was construction of a new double hull under the former ferry that is now DiMillo's floating restaurant, a long-time fixture on the Portland waterfront. Another notable job was the 1989 repair of the Bath-built USS *Samuel B. Roberts* (FFG 58) following battle damage in the Persian Gulf, a job which required construction and installation of an entire new engine room, including the engine and related equipment.

Unfortunately for BIW, within a few years the Navy decided to shift most ship repair and overhaul work to the homeports – more economical for the taxpayer and more convenient for the crew, but a heavy blow to BIW's overhaul business. Without a steady stream of overhaul work, Portland became a part-time operation. Each new DDG would spend about a month at the facility for installation of the sonar dome, and some ships returned for a three-month PSA.

By the late 1990s, as the drydock aged and BIW planned a shipyard expansion in Bath, Portland's days were numbered. The future USS *Howard* (DDG 83) was the last ship drydocked in Portland, late in 2000, and the facility closed soon after. The drydock was sold and shipped to Croatia, where it remains in service today (see BIW News, February 2015).

*Next month: BIW's WWII shipyards in South Portland.*



*DiMillo's floating restaurant in the Portland drydock*



# Process Improvement Awards

## Quarterly CPI Awards

On Tuesday, July 26, the CPI team hosted the Quarterly CPI Awards in the MSC Shipway Conference Center. More than 20 of our BIW teammates accepted their award certificates and prizes for their outstanding contributions to continuous improvement during the second 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*



Eric Webster (D43)



David Pass (D17) and BIW President Fred Harris



Arlene Taylor (D27)



Kevin Poulliot (D07)

### The Henry Ford Award:

*Most PIIs initiated by a designer or planner*



Sean Fidler (D87)



David Sherburne (D86)

**PHOTO UNAVAILABLE:**  
Connie  
Pierce (D91)

### The Garmin Award:

*Most PIIs implemented by a non-Manufacturing supervisor*



Thomas Guth (D86)



Peter Doyon (D87)



Daniel Lapointe (D86)

### Ergo Cup Award

*Ergonomic solutions with safety, cost and quality benefits.*



Colby Whynot (D09)

**Submit your PIIs for your chance to win!**

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



Nicholas LeBlanc (D10)



Robert Ater (D10)



Thomas Stevens (D10)  
(Tied for 3rd)



Brian Saucier (D10)  
(Tied for 3rd)



John Chase (D10)  
(Tied for 3rd)

**The Compass Award:**

*Most PIIs implemented by a Front Line Supervisor*



Bruce Calden (D10)



Daniel Wallace Jr. (D10)



Lawrence Estabrook Jr. (D10)



Thomas Niles (D10)

**The Big Kahuna Award:**

*PIIs with the largest savings*



Matthew Fisher (D24)



Donald Goggin (D19)



Cathy Callan (D58)



Essence Grotton (D87)

**The Lean Ninja Awards:**

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



J.P. Ouellette (D86)



Nick Mooney (D24)



Brandon Glazier (D10)

**PHOTO UNAVAILABLE:**  
Lisa Gatcomb (D86)

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



A group from Department 17, Tinsmiths accepting the A Team Award.

**The Beatles Award:**

*Most PIIs implemented by a non-Manufacturing department*



L to r: Joe Valliere, Andy Bernier, Bill Arnold, Fred Harris, James Roy, George Dauphin and Curtis DeCosta from warehousing.

# Interns Propose PIIs

The 2016 summer interns finished off their intensive three-month experience on Aug. 12 by presenting their Continuous Process Improvement projects designed to save BIW time and money.

Second-year intern **Greg Milligan**, from Jacksonville University, explained to the audience of BIW workers how a bunch of college kids with almost no shipbuilding experience could drop into a complex manufacturing environment and spot savings.

“Interns don’t know anything when they come in here so they have fresh eyes and can identify potential improvements,” he said.

The group proposals covered a range of issues:

- cutting the costs of pre-employment screening for new salaried hires
- organizing the shipyard’s material drop zones to make it easier to locate items
- using the Navy item numbering system to catalog inventory
- creating an easy-to-access library of computer software and shortcuts
- improving the hiring pool and retention by strengthening the curriculum at Maine vocational schools



The 2016 interns gather at the end of their summer program.

This was the 10th year of BIW’s internship program. About 200 interns have participated since 2007, with 65 accepting full-time jobs here after graduation.

Many of the 21 interns this summer – chosen from 350 applicants – are studying at the University of Maine or Maine Maritime Academy, but there also were students studying in the South, the Midwest and other Northeastern states.

**Theresa Clark**, Senior Human Resources Generalist, who coordinated the

internship program, said this is the third year the program culminated with PII presentations. She said the interns came up with the ideas themselves, and then interviewed people within the company and at other companies across the country as they refined their projects.

**Jerry Cashman**, Vice President of Engineering, whose department hosted several of the interns, said the presentations were chock full of innovation.

“There are at least a dozen PIIs that I took out of it,” he told the gathering, adding that if audience members didn’t submit them, he would.



Michael Pajak and Caleb Holley volunteer at the Michael Monsoor christening.



Gregory Milligan and Andrew Eckberg discuss their PII.

# BIW Retirees

## July 2016

<b>06-00</b>	<b>Stephen A. Frantz</b> 35 Years, 2 months <i>Engineer II</i>	<b>15-00</b>	<b>Peter J. Gill III</b> 29 Years, 10 Months <i>Pipefitter III</i>	<b>80-00</b>	<b>Alton D. Stinson, Jr.</b> 48 Years, 6 Months <i>Crane Operator III</i>
<b>06-00</b>	<b>Kevin K. Leino</b> 42 Years, 11 Months <i>Engineer III</i>	<b>17-00</b>	<b>John A. Janosco, Jr.</b> 43 Years, 11 Months <i>Tinsmith III</i>	<b>81-00</b>	<b>Keith R. Perry</b> 40 Years, 11 Months <i>Material Handler III</i>
<b>07-00</b>	<b>Bruce A. Bell</b> 29 Years, 9 Months <i>Machinist III</i>	<b>17-00</b>	<b>Glen A. Hunt</b> 37 Years, 10 Months <i>Tinsmith III</i>	<b>84-00</b>	<b>Claude A. Turgeon</b> 34 Years, 3 Months <i>Production Planner</i>
<b>09-00</b>	<b>Timothy P. Lee</b> 42 Years <i>Outside Machinist III</i>	<b>20-00</b>	<b>Patrick K. Provost</b> 34 Years, 10 Months <i>Maintenance Mechanic III</i>	<b>86-00</b>	<b>Paul A. Kane</b> 6 Years, 4 Months <i>Designer, 1st Class</i>
<b>09-00</b>	<b>Wayne L. Woodbury</b> 36 Years, 9 Months <i>Outside Machinist III</i>	<b>32-00</b>	<b>Frederick S. Drottar, II</b> 36 Years, 9 months <i>Yard Rigger III</i>	<b>91-05</b>	<b>James W. Barker</b> 28 Years, 4 Months <i>Planning Tech</i>
<b>09-00</b>	<b>Louis R. Lebel, Jr.</b> 28 Years, 10 Months <i>Outside Machinist III</i>	<b>43-00</b>	<b>Stephen A. Cummings</b> 34 Years, 11 Months <i>Welder III</i>	<b>91-05</b>	<b>Glen S. Hansen</b> 38 Years, 2 Months <i>Planning Tech</i>
<b>10-00</b>	<b>Steven R. Martin</b> 44 Years <i>Sr. Project Manager, Planning</i>	<b>43-00</b>	<b>Troy S. Perkins</b> 34 Years <i>Welder III</i>		

# BIW Service Anniversaries

## July 2016

Dept	Name	Dept	Name	Dept	Name	Dept	Name
	<b>45 Years</b>	50	Barrows III, William Elwood	50	Perry, Stony Wentworth		<b>10 Years</b>
86	Perkins, Richard Stanley	50	Folino, Ernest Paul	52	Cronkhite, Ricky Allen	08	Mercier, Timothy Lee
	<b>40 Years</b>	50	Morin, Michael William	81	Jones, Robert Brian	40	Alberico, Michael Aaron
01	Blackburn, Scott Thomas	69	Bussiere, Scott Keith	81	Veniot Jr, Kenneth Llewellyn	40	Stevens, Gregory Dean
26	Estes, Timothy Blake	91	Cromwell, Robert Arthur	84	Berlew, Christopher James		<b>5 Years</b>
	<b>35 Years</b>		<b>30 Years</b>	84	Bodmer, Mark Edward	10	Allis, Jeffrey Raymond
07	Lessard, John Landers	10	Hinkley Jr, Harold George	86	Dundas Jr, Robert Morrison	10	Parini, Regan Michael
10	Foster, John Allen	17	Ridley, Todd Payson	86	Grant, John Michael	24	Joseph, Tyler Anthony
10	McKelvey, John Gerard	19	Bedard, Darius Thomas	87	Cassella, Given James	43	Anderson, Scott Benjamin
10	Sproul, Gerald Douglas	19	Campbell, Davil Arthur	87	Swanson, Brian Wayne	43	Arsenault, Eric Wayne
17	Martin, James Ronald	19	Doucette, Michael Roland		<b>25 Years</b>	43	Fortin, Jeremy A.
17	Strout, Stephen Alan	19	Lewis, Raymond Shaw	07	Bean, William Frank	43	Fowler, Christopher Miles
19	Henry, Reney Leonard	19	Miller, Bennett David	10	True, Kenneth Wayne	43	Galipeau, Andrew J.
19	Holt Jr, Kenneth George	19	Shelley, Christopher Michael	40	Blair, Gary	43	Kettell, Herbert Charles
20	Brooks, Michael Read	19	Thornton, Michael James	44	Ferguson, Daniel James	43	Lambert, Cody Douglas
25	Martin, David Paul	20	Corkum, Elwood Jessen	86	Alvarado, Darlene Maria	43	Libby, Caleb P.
43	Bean, John Joseph	20	Corrow, Gregory Alan		<b>15 Years</b>	43	McLaughlin, Brandon Elliott
43	Fournier, Paul Albert	20	Tainter, James Foss	40	Hirnak, Cary Michele	43	Tanner, Josh Mark
43	Vachon, Paul Laurier	45	Messier, Patricia Lee	43	Patrie, Stephen Richard	50	Lane, Mathieu Ronald
43	Winchenbach, Paul Thomas	50	Fisette, Angel Jude				
		50	Frost, Eric Kendall				

# Employees Helping Veterans



July 23<sup>rd</sup> was a typical hot summer day in the heart of Boston with temperatures climbing to 94 degrees; Team BIW did not let the heat get in its way when it came to helping support post-9/11 veterans.

Eight retired and active BIW employees participated in the Run to Home Base, a unique 9k (5.6 mile) run and a 2.5-mile walk through Boston beginning and ending at Fenway Park.

Home Base, a program of the Red Sox Foundation and Massachusetts General Hospital, is dedicated to healing the invisible wounds of war for service members, post-9/11 veterans and their families through clinical care, wellness, education and research.

“I was so inspired to have war heroes cheering me on as I entered historic Fenway Park,” said **Jonathan Mason**, Director of Human Resources. “To know that I was crossing home plate at Fenway with my dad (a retired Navy lieutenant, Annapolis grad and retired BIW Vice President of Programs) all to benefit the men and women that fought to keep us safe was beyond amazing.”

The BIW team raised \$5,053 to help heal the invisible wounds of post-traumatic stress disorder.

“Participating in this charity was very rewarding,” said **Greg Gallant**, Senior Buyer in purchasing. “My dad was a prisoner of war during WWII and I also served in the US Army during the Vietnam era, but did not go into combat.”

BIW was not the only General Dynamics company represented; Electric Boat, GD Information Technology and GD



**Jonathan Mason** and his dad, **John Mason**, crossing home plate at Fenway.

Mission Systems all joined together to form a team of 40 employees.



## BIW Team

DEPT	NAME
D19	Audra Seigars
D10	Ben Cermeus
D87	Daniel Dasch
D24	Greg Gallant
Retired	John Mason
D49	Jonathan Mason
D07	Ryan Gilley
D87	Scott Wise



# SAFETY HUB



By Vince Dickinson

*Learning about safety is part of the job.*

## SAFETY CHATTER

Safety words and abbreviations heard in the shipyard:

### SAT (Safety Action Teams)

Area specific teams developing safety action plans, with representation from all levels of the company.



Safety Inspector Dan Jolicouer talks safety with Preservation Tech **Mark McCollett**.

One of the changes with the new Collective Bargaining Agreement with LS6 was a redefinition of the Safety Inspector trade (SO2). Prior to this contract the SO2s spent the majority of their time putting up and taking down fall protection. This is a very important task and is still being performed by stage builders.

The new contract has brought the focus of the SO2's directly on safety oversight without the additional responsibility of having to erect fall protection to support schedules. This has been a real change and is making a big difference. The SO2s have moved out of the shop and are working side-by-side with the Safety Engineers. This collaboration is yielding good results.

Safety Inspector **Dan Beck** says the audits they now perform have a much stronger safety focus than the more universal audits they did before.

"We also have more communication with (safety) engineering and upper management, which is beneficial for safety," says Safety Inspector **Dan Jolicouer**.

**Jeff Robertson**, Safety and Health Manager, says using the same work space has helped boost information sharing.

"Safety inspectors, because of their past role being integrated with production, provide a level of insight myself and the engineers don't have," Robertson says. "It's been a good learning op-

portunity in both directions."

The Safety Inspectors have also taken on more responsibility for training employees on safe use of certain types of equipment.

In addition, the nine SO2s are now spending a significant amount of time on the deck plates conducting inspections and audits, some of which are required by the Navy. As a result of their increased efforts, the Safety Department is able to cover more of the shipyard. The result of the change is a significant increase in the amount and types of audits we are able to conduct.

It also increases communication with the men and women in production.

"Auditing is a good thing but engagement with the workforce is where the rubber hits the road," Robertson says.



Safety Inspector **Dan Beck** points out a problem with insulation on a power cord.

# GENERAL DYNAMICS

Bath Iron Works

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Bath, ME 04530

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## Faces of BIW



*From left, Kevin Wadleigh (D91), Jim Hunter (D10) and Ed Alexander (D10).*