

GENERAL DYNAMICS
Bath Iron Works

BIW NEWS

Vol. 2
2023

*New Patrol
Boats Pack More
Horsepower*



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AB Improves Organization

When Tinsmith **Norm Robshaw** needs material or a jig for his trade, he can be confident it will be located in a 20-by-15-foot area where the floor is painted powder blue just like his hard hat. Electricians, Pipefitters, Preservation Techs and Welders have similar areas.

Making clear exactly what material is there – and what material shouldn't be there – helps keep things orderly and efficient, he says.

"We used to run out of stuff and have to hunt and hunt. We had stuff everywhere," said Robshaw, a 46-year employee. "Organizing it has made it lot easier to get our parts."

Crews in the Assembly Building have implemented a series of changes to improve organization leading to a better work environment. "First and foremost, it's morale on both sides of the

fence," said Director of Manufacturing Operations **Brandon Glazier**. "You give people a good place to come to work, a place they can respect, and you get more respect for it."

A neat, orderly environment is also safer.

"The AB's housekeeping and safe-site scores have historically been the lowest in the shipyard, and it bothered me from day one and I knew we could do better," said Glazier, who has been involved in the AB's ground assembly work for most of his 12 years at BIW.

The first step was completing installation of new, mechanics' lockers throughout the building. Personal tool boxes were removed, as were a number of large gang boxes that were often squirreled away between units and had to be moved out of the way during unit moves. The gang boxes for larger crew tools that remain are in set locations that do not interfere with production.

Rigging gear, which took up a large stretch of the east side of the building, was relocated to the second floor landing area above rapid response. That created room for the color-coded trade lanes, a central location where slump, jigs and frequently used parts are kept.

An interior wall was removed at the north end of the building to create more space for shipfitter jigs and to make fixed location tools, like saws and drill presses, easier to access.

Finally, crews have been instructed to spend the last half hour of their shift cleaning up their work area.

"We pick up all our material we used so the next shift, it's all clean for them to go out on



the units," Robshaw said. "It makes it easier for the next guy."

Area Manager **Scott Smith**, who helped implement many of the site-improvement initiatives, said the condition of the facility has a direct bearing on the quality of work.

"People are a product of their environment," he said. "Keep it clean and they'll behave in the same way. Now, it's more efficient, and it reduces clutter."

If everything has a place and a purpose, everything is where it should be rather than putting material wherever it will fit."

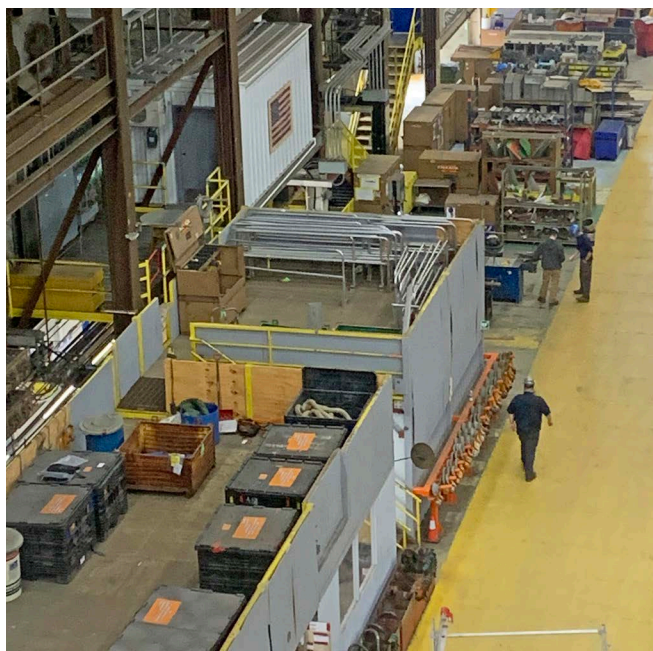
Little things matter, he said. It's really important that nothing but material go on the material shelving alongside the units. It's off limits to coffee cups, empty soda cans, grinding pads or a welding hood.

"I've been very impressed with the progress in the AB," said President **Chuck Krugh**. "Having a well-organized work area and practicing good housekeeping day in and day out is essential to safely executing high quality work."

Crews in the AB have made huge strides in improving their housekeeping. The challenge now is sustainment.

"We do walk-throughs every morning looking at the five pillars: Safety, Quality, Schedule, Cost and People," Glazier said. "Since this whole effort has taken over, I walk the building by myself early in the morning. If I see evidence that housekeeping is slipping, I may focus the walk-through on that later in the day when I have my leadership team with me."

"It can be grueling at first, but the sustainment is much easier once you're there."



Rigging gear was relocated to the landing area above rapid response, creating room for the color-coded trade lanes where slump, jigs and frequently used parts are kept.

Working Safely Starts Before Job Execution

One of the essential building blocks of any plan to improve safety culture is employee participation. During my time leading various areas in Operations, I was always thinking about new ways to involve my teammates in the mission of improving safety culture and reducing incidents and injuries. Ensuring the safety of my co-workers was not something I could do by myself.

Participation takes many forms – it could be our president helping to establish our safety vision or a shipfitter volunteering to help update the Safety Action Team (SAT) communication board each week in his work area. Every day we have opportunities to participate. In its simplest form, it could be the decision a supervisor makes to stay in marked walkways while walking through the shipyard or the choice an engineer makes to stop walking and step into a safe area before texting a colleague about a deckplate is-

sue. When a mechanic and a supervisor take a few extra minutes to discuss the hazards of the job before it gets started, they are choosing to participate. This is a powerful choice.

Our overall participation in safety is off to a great start in 2023. We have established five Area Safety Committees (ASCs) in Operations, Engineering, Supply Chain, Facilities/EHS/Security and Human Resources/Legal/Finance/Programs/IT. They are being led by Chuck's Senior Leadership Team (SLT). These ASCs are overseeing work by more than twenty SATs. The area committees have already met a half-dozen times or more to discuss what they are doing and will do in the future to make our shipyard safer. Each month, a different ASC will have a chance to discuss these plans with Chuck in our Environmental, Health and Safety (EHS) Steering Committee meeting.

The most profound example related to participation I have observed so far this year is the response Dave Clark received in March when he asked the LS6 employees if anyone wanted to be a part of Safety Action Teams. The response was

SAFETY (continued on page 5)



Jason Gasper
Director of
Environmental,
Health and
Safety

Learning about safety is part of the job.

Building Safety Leaders

As part of the supervisor training program in our Training Academy, more than 100 new and existing supervisors have taken the OSHA 30-Hour training course. In that training, supervisors learn the national standards for shipyard safety, including:

- Introduction to OSHA
- Managing Safety and Health
- Walking and Working Surfaces
- Exit Routes, Emergency Action Plans, Fire Prevention and Protection
- Electrical
- Personal Protective Equipment
- Materials Handling
- Hazard Communication



If you see this sticker on someone's hardhat, you know they've completed the 30-hour shipbuilding safety course approved by the Occupational Health and Safety Administration.



Members of the Environmental, Health & Safety Steering Committee meet monthly. Area Safety Committees meet every other week.

BIW NEWS

BIW News is published quarterly by the Communications Department (D94).

SUGGESTIONS WELCOME

Send to David Hensch
at Mail Stop 1210 or by email at
david.hensch@gdbiw.com

GROUPCAST TEXTS

Sign up (web address
below or QR code at
right) to receive automatic
messages regarding
emergent matters,
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asp.schoolmessenger.com/biworks/subscriber

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Toll free information on facility status,
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(207) 442-2266

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Bath, Main Yard: **(207) 442-2222**

Structural and Outfit Fab, CW: **(207) 442-1222**

Bissons, CROF: **911**; then call **(207) 442-1222**

MEDICAL (207) 442-2231



RECEIVE TEXTS FROM CHUCK

Employees can scan this QR
code to sign up for messages
from President Chuck Krugh.

CHECK US OUT ON SOCIAL MEDIA:



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EMPLOYEE SPOTLIGHT

DAN SNYDER

Title: Electrician

Worked at BIW: 1986–1991,
2014–present.

Location: Waterfront, Ship's
Completion.



TELL US A LITTLE ABOUT YOURSELF.

I grew up and went to schools in Lewiston. I got a degree in electronics at SMVTI (now Southern Maine Community College).

WHAT BROUGHT YOU TO BIW?

After graduation, they were hiring here. It had good benefits, good money, so I came here in 1986 and went through the electrical apprenticeship.

WHAT DO YOU DO HERE?

I'm an electrician on the power test crew. My main function is the ship's generators and switchboards – power distribution. I really like working with the turbines and engines, testing the gas turbine generators, making power, operating the console.

WHAT'S THE BEST PART OF THE JOB?

I really get a sense of satisfaction and pride when we get the generators running, we're making power, everything is working well and we sell it to the Navy.

WHAT'S THE BIGGEST CHALLENGE?

It's just getting all the trades coordinated to get things done. You need something done and you're waiting for another trade so you can continue moving forward. I'm not putting down other trades because they wait for us, too. It gets frustrating when I'm all ready to test a system and I'm waiting for somebody to do something. I guess all the trades have that problem sometimes.

YOU LEFT BIW FOR A WHILE?

We were kind of tired of the weather and winters and stuff, so my wife and I moved down to Florida in 2005. We

were on the east coast, not too far from the Kennedy Space Center. We saw three or four of the Space Shuttle launches.

WHAT BROUGHT YOU BACK?

I was working at Regal boats and the economy turned bad so people weren't buying pleasure boats. It's hard to survive with no income. This place was still hiring and paying good money so we came back in 2014.

NOW YOU'RE AN ELECTRICIAN IN SHIP'S COMPLETION. WHAT ROLES HAVE YOU HAD BEFORE?

I was D19 (electrical) and then was a maintenance electrician. I was a maintenance supervisor from 2002 to 2005 and had temp power, including when the first ship went from land level into the dry dock.

WHAT'S SOMETHING MOST PEOPLE MIGHT NOT KNOW ABOUT YOU?

I'm an advanced open water scuba diver. I worked for the Androscoggin Sheriff's Department on their water rescue team. They had me dive in Lake Auburn once looking for a gun and I found one, but it turns out it was a BB gun and the real gun that had been used in a crime hadn't been thrown in the lake after all.

My son Joshua works here as an electrician, continuing on the legacy. He works mostly on Land Level, I work mostly on ships in the water.

WHAT'S ON YOUR BUCKET LIST?

Win the Powerball.

NOMINATE our next employee for the Employee Spotlight today by emailing rebecca.volent@gdbiw.com.

Quick Thinking Maintenance Electrician Helps Neighbor Flee Fire

Early on Monday, February 6, – like most mornings, **Zac Couillard** was getting ready to come to work as a Maintenance Electrician in Temp Power. Coffee in hand, he headed for his truck parked in the driveway of his home in Richmond.

Then he spotted a huge orange glow across the street in the pre-dawn darkness. "I ran inside, told my girlfriend to call 911. I took my jacket off and sprinted down the street," he recalled. "The garage was on fire and the cars were starting to catch on fire."

Zac, who had studied fire science for two years at Southern Maine Community College, spotted onlookers filming the fire and asked if anyone was inside. They didn't know.

"So I went up to the side door and started pounding on the door," he said. Inside were a woman and her mother. "The older woman said 'hold on, I have to go grab a few things.'"

"The fire was beside me and it was getting too hot to stand there." He ran to the front door and after a few minutes checked on the woman. "She was in full panic mode. I said 'You need to get out.' She ran back into the house and said 'I got to

"Then I was running around trying to collect up the cats," he said. "Both the cars blew up while I was in the house. The alarms in the cars started going off like crazy...I got three of the cats out the back door, and I helped her get out," he said. "The Fire Department showed up as I was walking out the front door so I got in my truck and went to work."

Despite the distraction, Zac made it to work on time. "I always leave early. They



Zac Couillard studied Fire Science at SMCC before joining BIW.

taught me in fire science if you're 15 minutes early, you're late."

The experience did rekindle a desire to help out his community. That afternoon, Couillard joined the Richmond Volunteer Fire Department. "I would want somebody to do the same thing I did if it was my house," he said, adding that he has two dogs at home.

And was everybody impressed by Zac's selfless heroics? Not exactly. Zac said his girlfriend let him know she was not happy with this risky behavior.

SAFETY (continued from page 13)

incredible; hundreds of people signed up to participate –THANK YOU!

As our BIW team makes progress on cultural initiatives and ultimately in reducing shipyard incident and injury rates, it is important to me that the progress is shared with the entire workforce. In 2023, we will focus on seven high-incident areas from 2022: working at height, electric shocks, dropped material, hot work control, slips/trips, hand injuries and contact injuries that include pinched fingers, banged heads or debris in eyes.

To communicate information and progress on these and other initiatives, Communications Director Julie Rabinowitz and I have established a working group. We are actively planning and executing more safety messages in a variety of ways. This year you will see new safety notice and alert templates with enhanced graphics, expanded use of digital bulletin boards, infographics, use of social media

and other communications – all with the goal of reaching every employee on the BIW team. If you have been looking closely, you've already seen some of these changes showing up online and in print.

It's still early in the year, but I already see leadership teams across the shipyard taking more ownership of their safety results and culture. As you walk through the shipyard or move about the office, be thinking of ways you can participate. Perhaps you are a planner who will speak to someone from Operations to identify a safer way to do the job. Maybe you're a pipefitter who will make sure the system is properly locked out before working on it. Or perhaps you will simply check that your coworker is wearing earplugs. It will take all of us working together and looking out for each other to make sure we do

home in the same condition we arrived.

Let's all participate by taking care of one another and ourselves, and Safely Execute High-Quality Work.



General Dynamics Bath Iron Works
Published by Sprout Social    

March is [#LadderSafetyMonth](#)! When working from a ladder within six feet of perimeter fall protection (like railings or cables), additional fall protection is required.

Perimeter fall protection is designed to guard against a fall of five feet (or greater) to a lower level. Working off a ladder will put you above the top rail of the fall protection, exposing you to a fall of greater than five feet.

This includes ship's ladder openings and trunks. If there is no other way to... [See more](#)

LADDER SAFETY MONTH

Perimeter Fall Protection

Brought to you by:

GENERAL DYNAMICS
Bath Iron Works



Facilities Team Recognized for Move from Reactive to Planned Maintenance

The Facilities Division was honored with a General Dynamics Manufacturing Excellence Award for the team's work in changing their maintenance approach to be more proactive (planned/scheduled) than reactive (waiting for failure). The change has resulted in significant improvement in equipment availability for production and reduced the "down" time of critical production machinery and tools.

Facilities set out in 2018 to move toward a planned and predictive maintenance model – getting ahead of breakdowns. Since then, the shipyard has seen a 40% reduction in critical equipment out-of-service time.

"BIW is here to build ships that our Navy needs delivered on-time," said Facilities Manager **Scott Brown**. "The Facilities division does that by focusing on our mission to provide Safe, Reliable and Well-Kept facilities and services. We make sure production has the equipment available when it's needed."

The first step was getting a handle on the status of every piece of equipment and each facility in the shipyard and how it is used. This allowed members of the team to see the impact of equipment on business operations, which systems were getting serviced effectively, and where more work was needed.

Now they could better prioritize repairs and adjust the frequency of preventive maintenance (PM) to maximize the impact on the business and better help the company achieve its goals.

"By tracking critical equipment and publishing a twice-daily report, we keep focus on the issues and have a better understanding of our impact on production," said Facilities Operation Manager **Kevin Flanagan** prior to his retirement in May. "We share this report with everyone from our Maintenance repair teams to the company president."

The emphasis on preventing breakdowns benefitted from mechanics' feedback as they signed off on completed work orders. New preventive maintenance plans were developed and schedule performance improved – from an average of 236 overdue preventive maintenance jobs per month in 2018, to 23 per month in 2022.

"Today, the organization has a stronger focus on eliminating defects and doing Root Cause Analysis on recurring failures to improve critical equipment availability for the Operations customer," said Reliability Engineer **Phillip Laperriere**.

There are other improvements that flow from the change to a more preventive maintenance approach:

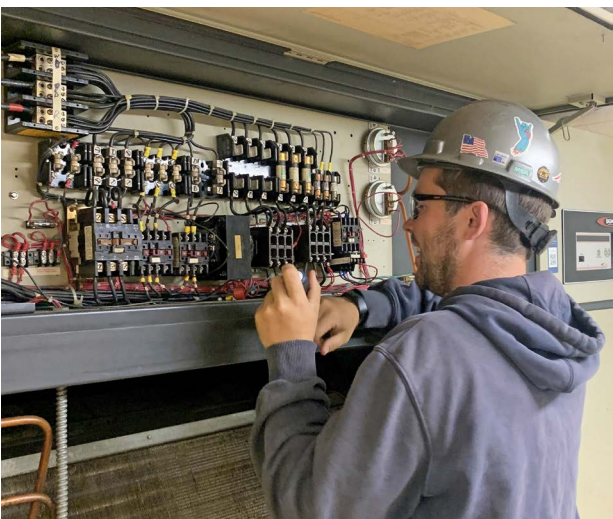


Facilities Manager **Scott Brown** (left) and Engineering Principal **Phillip Laperriere**, accepted the Manufactured Excellence Award on behalf of the Facilities Department.

- Assessing the condition of buildings and infrastructure identified pressing issues, such as the need to rebuild Pier 3. This project was completed on time and under budget by our partners at GZA GeoEnvironmental and Bancroft Contracting.
- The analysis identified the need for critical spare parts for 42 pieces of new and existing equipment with the potential to impact critical-path activities for production.
- The department implemented a new workflow management program called MAXIMO that connects Facilities, stockroom inventory, and Procurement transactions, while also forecasting future jobs.

"Planning and job preparation are keys to a functional maintenance program," said **Matthew Pelletier**, Fabrication Facilities Manager. "If materials aren't on hand the day the job is scheduled, or when an unplanned breakdown does occur, work isn't going to get done."

Facilities now develops a plan of the week (POW) that aligns jobs to business priorities and sets the next week's workload. Disruptions may still occur, but a disciplined approach to prioritizing work means the Facilities team is working on the right thing at the right time, to provide safe, reliable, and well-kept facilities of which we can all be proud.



Left: Maintenance Electrician **Zachary Pickering** conducts maintenance on an air conditioning unit. Right: Maintenance Mechanic **Brandon Merrill** performed maintenance on a crane on Land Level.

DDG 118 Post-Shakedown Availability Offsite Team Earns Navy Appreciation!

The shipyard's DDG post-delivery support team executed an excellent Post-Shakedown Availability for USS Daniel Inouye (DDG 118) in Pearl Harbor, Hawaii, earning praise from our Navy customer.

"The outstanding performance of this post-delivery support team reflects highly upon themselves and is in keeping with the finest traditions of the Navy," DDG 51 Program Manager Capt. Seth Miller wrote

in a letter of appreciation. "I applaud the entire team for their tenacity, commitment and efforts and offer my sincere thanks for a job well done."

Members of the team included **Martin Foley, Scott Ramsay, Craig Parsons, Michael Durgan, Falyn Krigbaum, Gregory Dutcher, Virgilio Martinez, Elias Skiff, Matthew Champney, Robert Stevens, Bruce Moriarty, Stephen Scolaro, Timothy Ruh-**

lin and Timothy O'Connor.

The Post Shakedown Availability (PSA) is a critical service performed by our Planning Yard team, addressing any issues identified during the ship's shakedown cruise to make sure the Navy's surface combatants perform as intended and as our customer expects, as well as incorporating any identified upgrades.

In the case of the DDG 118 PSA, all planned upgrades were completed, and lessons learned in the process were documented so they can benefit future PSAs.

Navy evaluators determined the PSA team earned an "excellent" rating, exceeding requirements in technical, schedule, management and cost performance.

Left: Members of the Offsite PSA Support Team following a certificate presentation by DDG 51 Program Manager Capt. Seth Miller, from left, **Matthew Champney, Steve Scolaro, Elias Skiff, Craig Parsons, Martin Foley, Capt. Miller, Tim O'Connor and Robert Stevens.**



PEO Ships Honors Welders for DDG 122 Work

A group of BIW welders were recognized by the Navy's Program Executive Officer, Ships, with Propeller Awards for their expedited installation of the 5-inch gun ammo hoist tube.

"The team worked three shifts for seven days in order to meet the deadlines necessary to support this event," read the proclamation from Adm. Tom Anderson, who is responsible for overseeing construction of the U.S. Navy's surface combatants like the DDG 51 class, as well as amphibious ships, logistic support ships, support craft and related foreign military sales. "During this time, the team remained

energized and motivated to achieve the mission while working long and grueling hours."

The installation was a critical path activity for Aegis Weapons System Light Off. Recognized with Propeller Awards were

Welders **Travis Ventimiglia, Ed Lizotte and Joseph Osmond** and Front Line Supervisors **Michael Marriner and Christopher Nye**. Anderson said the group's dedication, demeanor under pressure and hard work exemplify the true Propeller Award spirit.

Adm. Tom Anderson, who oversees Navy surface combatant construction, congratulates welders for their work on the future USS John Basilone.





Navy's Top Officer Impressed During Shipyard Visit

The country's highest-ranking Navy officer and Maine's two U.S. Senators toured BIW April 24, remarking on the efficiency and dedication of Bath shipbuilders.

Chief of Naval Operations Michael Gilday also met with the crew of the future USS Carl M. Levin (DDG 120), the Navy's newest destroyer.

"The Navy couldn't be more proud of the work that's done here, particularly by the skilled workers that deliver these ships," Gilday told a news conference following the tour. "These ships are soon to join many other destroyers in our Navy that are around the world on point doing the nation's business."

Levin will be commissioned into the Navy fleet this summer, stationed in Pearl Harbor, Hawaii, and soon after, will be patrol-

ling the Western Pacific, Gilday said.

Gilday noted that some units of Louis H. Wilson, BIW's first Flight III DDG 51, are 30 to 60 percent ahead of schedule. "That I attribute to pride and commitment" of the BIW workforce. "They're hungry for the work and they sure are delivering."



The CNO was joined on his visit by Sens. Susan Collins and Angus King.

Sen. Susan Collins praised the "patriotism of the men and

women building the best ships in the world...The shipyard has made great progress in the last year in improving schedule performance and reducing the number of hours needed for the very complex work that it does."

Sen. King added: "You cannot be at this facility and not be impressed by the skill and dedication of the workforce and the quality of the product being produced."

Asked how the shipyard has been able to improve its production, President **Chuck Krugh** credited rediscovering our pride as a company. "We've got the best workforce – bar none – in the nation...What they do every day is amazing."

Deputy Assistant Secretary of Defense Visits BIW

The Deputy Assistant Secretary of Defense for Industrial Base Resilience, Halimah Najieb-Locke, visited BIW on March 17 to hear from BIW and its workforce development partners in the community and across the state.

The assistant secretary learned about BIW's collaboration with local colleges and defense non-profits to improve and increase job training opportunities.

Najieb-Locke is responsible for assessing the health of the Defense Industrial Base and recommending key policies, investments and actions designed to strengthen its capacity and resilience.



DASD Halimah Najieb-Locke learns about the Training Academy at Brunswick Landing from BIW Training Director **Tom Stevens**.



Director of Manufacturing **Kervyn Willett** (right) describes progress on Flight III units to the CNO.

Service Anniversary Luncheons are Back!

The shipyard has restarted a popular tradition, hosting a series of luncheons for employees marking notable anniversaries.

Those employees celebrating 5, 10, 15, 20 or 25 years with the company in 2023 are being invited to one of a series of luncheons being held to honor their service to the shipyard.

BIW President **Chuck Krugh** told employees gathered for the first of the 12 luncheons held this year that each one of them is key to building Navy ships regardless of their job duties. "It is the people of this shipyard who make Bath Built Best Built," he said.

Honorees were treated to pizza and cake, a keepsake program and a slide show of shipbuilder pictures from over the years. As each employee was thanked for their contributions to the shipyard's success, Krugh presented them with a challenge coin reflecting their years of service.

"It's good to take time to show people they're appreciated," said **Mike Ferrell**, a Yard Rigger marking 20 years. He recalled that when he started, he was on a crew with a seasoned group of employees. "They were a bunch of the best people I ever worked with. They taught me. I paid attention."

Jordan Buzzell, a manager, said there have been significant changes since he joined the company 10 years ago. "I would say things have changed quite a



lot, particularly in the last year with accountability and expectation setting," he said. "Lots of things have changed in the world since then, too."

Asked about the service recognitions, Buzzell added: "It shows the company cares about its employees, which is the number one thing. You take care of your employees, and they'll take care of you."

Roland Hubbard, an Electrician with 25 years in the yard, said he's glad to see the service anniversary recognitions re-

sume. "It's good. I remember when we used to do it. It's kind of cool to see the different years of service."

Employees with 30, 35, 40, 45 and 50 years of service are being recognized at dinners this spring and fall.



DDG 120 Commander Thanks Second-Shift Mechanics



Members of the second-shift Ship's Completion team earn thanks from the CO on DDG 120.

Cdr. Kelly Craft, commanding officer of the future USS Carl M. Levin, expressed his thanks to a group of second-shift mechanics who continued working to prepare and paint spaces post-delivery after the ship's crew moved on board.

There was concern that working through second shift could create problems on a ship that is also the home of a number of Sailors. Instead, members of the team were respectful while still getting spaces completed and GI'd by the Navy.

Director of Off Shifts **Bill Jackson** said it was great for the mechanics to be recognized, as Cdr. Craft presented each with his challenge coin. "They were responsive to what the ship's needs were, and they understood that this is the Sailors' home," Jackson said. "Obviously, they impressed the CO for him to reach out and say, 'I want to do this.'"

Recognized were:

Backup Supervisor **Lexy Kerr** who worked on Hull 521 for the last 12 months as a Preservation Tech and a backup su-

pervisor. Responsible for overseeing and completing all of the second-shift tasks for the paint shop, she notably worked on prepping and painting the yard arms with fall arrest gear and from a picture box with the crane, said Area Supervisor **Jose Garcia**.

Expeditor **Dustin Jones** worked on Hull 521 for the last three years overseeing the application and process of the spray jobs in machinery and combat spaces. He worked alongside his late father, **Bobby Jones**, on the hull for seven months before the elder Jones passed away, and the last space they sprayed together was the forward VLS. Cdr. Craft thanked Dustin for his efforts and those of his father.

Sr. Preservation Tech **Jami Windecker** worked on Hull 521 for the last two years cleaning and prepping the tanks – including the bilges in the machinery spaces – for spray, even the most confined of spaces. Jami moved from Colorado to Maine to join BIW, and she is increasingly dedicated to producing the best product

for the U.S. Navy, Garcia said.

Preservation Tech **Matt Walseman** has worked on Hull 521 for a year prepping and painting intakes and uptakes, the mast and yard arms, A/C machinery and the helo hangars. Relocating from upstate New York for the job, he recently enlisted in the Navy and was scheduled to start boot camp on April 25.

Mechanic **Shem Essmen** has worked on Hull 521 for six months as a General Laborer taking care of all the odds and ends of the hull. He is continually organizing trade material to maintain good housekeeping practices, Garcia said.

Work on a ship that has already been delivered to the Navy is different than working on one earlier in the production sequence, Kerr said. It is a strong reminder of the importance of the work being done at BIW, she said. "You finally get to see what we're doing and why we're doing it."



Sarah Richardson, Hull Manager for John Basilone (DDG 122) had a nice surprise when the ship's Safety Action Team presented her with its first peer recognition award for "consistently providing high-quality work safely and effectively." In announcing the award, Preservation Technician **Tim Braley**, one of the co-chairs of the DDG 122 Safety Action Team, said Sarah always picks up debris when she sees it, supports others on the ship no matter how busy she is, is committed to promoting safety and helped get the SAT recognition program off the ground.

Lewiston-Bath Bus Service Launched

Preservation Tech **Robert Kazimer** says a new bus route from Lewiston has boosted his quality of life.

"I love it. I get to sleep in an extra half an hour," said Kazimer, who's been with the shipyard for eight years. "I was spending \$50 a week for gas for my truck to drive to the VIP lot and take the shuttle bus in."

BIW and Western Maine Transportation Service are working together to expand commuter bus transportation between Lewiston and Bath. A new bus route started April 24, making it easier and more affordable for residents living in the Lewiston-Auburn and Lisbon Falls area to travel to and from the shipyard.

"Many of our employees come from the Lewiston-Auburn area and this bus will be a great option for them, helping them save money, reduce demand on parking, ease road congestion and have a positive impact on the environment," BIW President **Chuck Krugh** said when the route was announced. "This a good example of the public-private partnerships needed to tackle the challenges facing workers as well as employers."

BIW is using a portion of a Maine



Some of the first riders to take advantage of the new Lewiston-Bath commuter bus.

Department of Transportation grant to lower fares for using the bus. The fare is \$5 each way with discounts for buying tickets a week or a month at a time.

Ben Krise, a Preservation Tech who has been with BIW for two years, said the bus route launched just in time. His car was damaged and he needed a way to get into work.

"It's definitely convenient. I really don't want to drive in anymore. That's 45 minutes," he said. "After I get my car, I'm going to probably still take the bus."

The timing of the bus and its pickup and drop off locations at the South, West and North gates are ideal for many first-shift shipyard workers, but the bus does have some capacity for members of the general public as well.

The new bus service is in addition to efforts already underway at the shipyard to reduce demand on transportation networks and parking. BIW currently runs shuttles from remote parking lots, supports van pools with preferred parking and works with the state's GO MAINE program to promote shared transportation among shipyard workers. For more information, go to the Parking and Transportation page in the gdbiw.com Employee section.

Western Maine Transportation Services has been providing transit options in Androscoggin, Oxford and Franklin counties for more than 40 years. It provides commuter buses serving Brunswick and serving Bethel as well as offering the Lewiston-Auburn citylink bus service.



Marine Test Electrician **Eliot Scott** presented a model he made in his off time of the future USS John Basilone (DDG122) to BIW President **Chuck Krugh**. In 2021, Scott started on the project, much of which was built from scratch. He estimates he spent about 1,000 hours on it, including creating a miniature crew. Scott, who came to BIW four years ago, had earlier served in the Coast Guard.

Former BIW President “Dugan” Shipway

Former BIW President John “Dugan” Shipway died on Feb. 18 at the age of 80.

BIW president from 2003–2009, Shipway was credited with a dramatic improvement in shipyard performance. His frequently stated core goals for the workforce were: “Build ships for fewer hours; Go home in the same condition you arrived; Use good old Maine common sense.” He closed all his communications with his personal motto: “Together we can make a difference.”

“While I never met Dugan, we spent time talking and corresponding...” President Chuck Krugh said. “I enjoyed our conversations, found him very helpful and very interested in our company. I have learned that he made an impression on a lot of BIW employees

and left big shoes to fill.”

Shipway joined General Dynamics in 2000 when he went to work for Electric Boat following a 35-year career in the U.S. Navy, where he served as Director of Strategic Systems Programs and commander of the Naval Undersea Warfare Center. As a submarine officer, he served on nuclear attack, ballistic missile and research submarines. He was responsible for programs including the Los Angeles-class and Seawolf-class attack submarine programs.

In 2009, the Navy League of the United States presented Shipway with its Fleet Admiral Chester W. Nimitz award for exemplary leadership in the maritime defense industry.

Shipway stayed in Maine after retiring from BIW in 2009 and served on the

Board of Trustees for Maine Maritime Academy and on the Board of Directors for Mid Coast Health Services, Austal, USA and Midcoast-Parkview Health and was Capital Campaign Co-chair for the Mid Coast Senior Health facility expansion. Shipway was BIW’s 12th president, replacing Allan Cameron and followed by Jeff Geiger.



In Remembrance

Doyle Jr., John E.

August 21, 2022
24 Years
Electrician III

McLellan, Raymond J.

November 6, 2022
36 Years
Planner III

Cripps, David Carl

December 1, 2022
35 Years
Shipfitter III

Gogan, Steven S.

December 27, 2022
20 Years
Leadperson II

Cunningham Jr., Damon E.

January 19, 2023
44 Years
Pipefitter

Provencher, Steven P.

September 12, 2022
33 Years
Designer, 1st Class

Sweet, Charles T.

November 7, 2022
11 Years
Project Engineer III

Dentico, Vera A.

December 10, 2022
33 Years
Mtl. Prjct. Mgr.

Stewart, William Wayne

December 27, 2022
14 Years
Electrician III

Sargent, Christopher Carl

January 22, 2023
36 Years
Planning Tech

Robinson Jr., William J.

October 7, 2022
21 Years
Designer, 1st Class

Howard, Craig L.

November 8, 2022
24 Years
Electrician III

Peaslee, Kenneth E.

December 10, 2022
34 Years
Technical Clerk, 1st Class

Livernois Jr., Philip Wilfred

January 1, 2023
32 Years
Procurement Prgm. Mgr.

Fox, Elmer W.

January 24, 2023
36 Years
Leadman

Chubbuck, Brian W.

October 28, 2022
32 Years
Shipfitter III

Knowles, Leroy C.

November 9, 2022
29 Years
Technician, II, Engineering

Stevens II, Glen Allen

December 15, 2022
34 Years
Welder III

Pelletier, Richard D.

January 2, 2023
30 Years
Leadperson II

Wentworth, Justin W.

February 2, 2023
3 Years
Front Line Supervisor

King, David J.

October 31, 2022
39 Years
Material Handler III

Greenleaf, David G.

November 11, 2022
33 Years
Material Clerk

Gray, Vaughn M.

December 17, 2022
37 Years
Maintenance Pipefitter III

Llewellyn, Richard Dale

January 6, 2023
34 Years
Welder III

Carpenter, Scott Arthur

February 3, 2023
40 Years
Maintenance Mechanic III

Smith, Daniel B.

November 1, 2022
14 Years
Pipefitter III

Lee, Sallie J.

November 11, 2022
15 Years
Maint. Custodian Sngl. Craft

Stupinski, Henry M.

December 19, 2022
13 Years
Dpty. Dir. Tech. Transfer

Pearson, John E.

January 8, 2023
7 Years
Front Line Supervisor

Boyce, Dennis Stephen

February 4, 2023
19 Years
Pipefitter III

Trott, Samuel M.

November 5, 2022
29 Years
Program Leader, Materials

Kendzia Jr., Joseph E.

November 23, 2022
27 Years
Project Manager, Principal

Brooks, Alden C.

December 20, 2022
20 Years
Engineer, Manufacturing

Moore Sr., Barry Steven

January 12, 2023
21 Years
Outside Machinist III

Shipway, John Francis

February 18, 2023
8 Years
President

Gemme, Mark L.

November 28, 2022
30 Years
Preservation Tech III

Lapointe, Robert Camille

December 21, 2022
38 Years
Welder III

Labbe, Jacqueline Marie

January 17, 2023
18 Years
Technical Clerk, 1st Class



Welcome Aboard New Hires!

Name	Dept	Name	Dept	Name	Dept	Name	Dept	Name	Dept
DECEMBER		Richardson, Mathias	62	Everette, Linda	45	FEBRUARY		Haas, Kevin	26
Allain, Joseph	15	Rossman, Michael	62	Friga, David	87			Haisch, Alex	86
Breton, Matthew	87	Rowe, Gabriel	87	Godbout, Justin	87			Klingman, Cameron	62
Cononi, Mercedes	87	Wall, Leonard	19	Guay, Brittany	19	Beaulieu, Christopher	15	Landry, Dawn	20
Dixon, Andrew	66	Watson, Zachary	87	Hamel, David	91	Beaver, David	06	Lister, Carly	86
Engstrom, Matthew	86	Whitney, Michael	15	Hessert, Gaige	27	Bradbury, Whitnie	01	Mahon, Kevin	26
Fellows, Jacob	62	JANUARY		Hogancamp, Brett	27	Bragg, Cameron	62	Marrero, Carrie Anne	27
Glenn, Carl	50			Jordan, Dennis	07	Brann, Valerie	24	Mcintyre, Owen	05
Green, Jon	62	Armstrong, James	24	Lailer, Lance	24	Brawn, Rosa	45	Peaslee, Nathan	62
Guerriero, Daniel	27	Bauwens, Wendy	86	Macvane, Brianna	20	Breton, Ashly	62	Pitcher, Joel	62
Hatch, Amber	62	Belanger, Erica	91	Magee, Kevin	86	Collins, Patrick	62	Powell, Noah	62
Hersom, Joseph	86	Bragdon, Gerald	32	Marcotte, Steven	19	Coulombe, Gail	45	Reyer, Ian	30
Keith Williams, Brandon	26	Burditt, Simon	05	Ocheltree, Elliot	84	Dingley, Nickalaus	81	Riggins, John	87
Lopez, Jay	15	Claypool, Keith	86	Ramos, Marcelino	86	Dorval, Jack	62	Robinson, Anthony	62
Lord, Charles	17	Crowell, Bridgitte	66	Reilly, Moriah	19	Drinon Crider, Austin	62	Stockdale, Chelsea	45
Newton, David	20	Crysler, Tyler	94	Richards, David	49	Furere, Levy	86	Straka, Benjamin	62
Ocain, Kenyon	30	Deflanders, Darnell	27	Ripley, Andrea	86	Gajilan, Reynante	86	Wilk, Barbara	86
Perkins, Joseph	26	Dolbow, Alison	06	Searles, Dale	27	Gott, Melissa	24	Willis, Andrew	62
Randall, Isaac	13	Doyle, Shaun	87	Stevenson, Kane	87	Griffin, Bobbi Jo	20	Wilson, Austin	62
				Violette, Andrew	86	Gwyer, Matthew	19		

NEWS FROM OTHER GD BUSINESS UNITS

Mission Systems Celebrates 25 Years of Bluefin UUVs

General Dynamics Mission Systems celebrated the 25th anniversary of Bluefin Robotics' family of unmanned underwater vehicles (UUVs) during a ceremony at the U.S. Navy League's annual Sea-Air-Space exposition in April.

Mission Systems' family of Bluefin Robotics products consists of unmanned underwater vehicles (UUVs) and related technologies for defense, commercial and scientific customers worldwide. These UUVs, ranging from 9 to 21-inches in diameter, can fulfill a variety of missions, including in-shore and off-shore survey, infrastructure inspection, mine countermeasures, scientific research and exploration and a variety of intelligence, surveillance and reconnaissance (ISR) and security applications.



BIW Apprentices Compete in National Wrestling Tournament



Wrestlers with the BIW Apprenticeship program, who compete as part of Maine Maritime Academy, came in 20th out of more than 70 teams at the National Collegiate Wrestling Championships in March.

"We had five apprentices who qualified for the national tournament by placing in the top six in the National Qualifier tournament," said **Michael Arangio**, Craft Administrator for Electricians and Tinsmiths, who in his off time coaches the BIW wrestlers.

One of the BIW apprentices, Preservation Technician **Jeffrey Worster** from Harrison, was named an All-American wrestler after placing sixth at the national tournament. Others competing at the tournament were Preservation Technicians **Chris Lee** and **Dillion Worster**, Planner **Evrit Roy** and Shipfitter **Nathan Schobel**.

BIW apprentices combine on-the-job training with academic work, yielding an apprenticeship certificate and an Associate of Science degree from MMA. As part of the Apprenticeship Program, the wrestlers are affiliated with Maine Maritime Academy. They train and compete on their own time – on top of their already demanding schedule of work, classwork and homework.

From Air Force Career to Supporting Shipbuilders

For **Linda Loignon**, one of the first things she noticed about her new job at BIW was the language barrier.

After 30 years in the Air Force, she found the acronyms she's accustomed to using regularly don't translate into the shipbuilding vocabulary.

But there are things that do translate well.

In the Air Force, "I fit into a cog of this really big wheel – everybody has a very important job that affects the whole mission." That's a pretty good description of our shipyard's approach to building, maintaining and modernizing ships for the U.S. Navy.

Loignon retired from the Air Force as a major and, for the past eight months, she has been working as a Senior HR Generalist investigating personnel issues.

Loignon was a natural fit for an Air Force career. Both her parents are Air Force veterans, and she got her first military dependent card – which allowed her to shop at the base exchange – at 10 years old. It was while taking a college course in trigonometry on McClellan Air Force Base in Sacramento, Calif. that she decided to see what the recruiter had to say. Soon after, she entered the service as "a slick sleeve airman basic," meaning she had no patches on her uniform or rank.

Her first deployment should be part of the recruitment brochure. She was stationed in Vincenzo, Italy, staying in a five-star hotel while conducting logistics with an allied tactical Air Force unit. Logistics were a big part of her career, shipping people and cargo "downrange."

When she became an officer 13 years

into her service, her deployments were in the Middle East, places like Abu Dhabi and Qatar. She has sent thousands of airmen and countless tonnage of cargo to Iraq and Afghanistan. One aspect of the job was trying to fit as many passengers and as much materiel into a military cargo aircraft as possible.

"It's like playing a really awesome game of Tetris inside a C-5 or C-17," she said, referring to two of the large military transports.

Other roles included installation deployment officer and wing executive officer with the 106th Rescue Wing. One of their aircraft, "Jolly 51," crashed in western Iraq, killing seven crewmembers – four from her wing. Her role required that she help manage the press and plan for the dignified arrival of her fellow wingmen as they were returned back home. "One of the hardest things I've had to do is bury my friends," she said.

Loignon served with the 157th Air Refueling Wing at Pease Air National Guard Base, working as a complaints investigator and logistics inspector for the Inspector General. She also worked on border missions in the southwestern U.S., and – in the midst of COVID – managed the transport of people to ensure they were healthy and did not spread the illness to other countries.

While in the service, she earned a doctorate in Business Administration, concen-



Linda Loignon and her husband K Yg with the shadow box he made out of carbon fiber for her Air Force retirement.

trating in human resources and leadership.

As she neared retirement, when BIW reached out in search of someone with an investigative and human resources background, she was interested. She was already in the state because her husband – an Air Force Pararescueman – is from Maine and now works here as a professional firefighter and SWAT medic. Her BIW job allows her to use investigatory skills she developed in the Air Force as she follows up on personnel issues involving salaried employees.

"While logistics is my bread and butter, I'm doing what I loved doing, investigations. Investigations are like a puzzle, but this puzzle has two sides and the truth is somewhere in the middle."



Future Shipbuilders!

Maeve Johnson, daughter of Engineer **Mike Johnson**, sports a onesie from the Employee Store courtesy of Mike's coworker **Jonna Crocker-Wilson**.

Photo courtesy of Mike's wife Sarah Seitz.

Do you have a child, grandchild – or great-grandchild – you'd like to see featured in BIW News? Send their picture along with their connection to BIW by emailing Communications@gdbiw.com.

Homeport Spotlight: Naval Station Everett

The Everett Washington Planning Yard Office opened in 2002, corresponding with the commissioning of USS Shoup (DDG 86). There are now eight DDG 51-class ships located at Everett Naval Station. Starting with just two on-site employees, BIW now has five staff located in Everett, three of whom are temporary On-Site Representatives.

The team shares an office with the PMR and PD412 and is supporting Planning Yard and Navy modernization efforts in the Northwest region, including Everett and Seattle, Washington, and Portland, Oregon.

Here are some of the team members:

Tom Olehowski came to Everett from Norfolk, Virginia, and is assigned to USS John Paul Jones. A 13-year employee, Olehowski said it's no surprise he landed at BIW; he's the fourth generation in his family working for the shipyard. He enjoys mentoring and training the next generation of On-Site Representatives. "I was green as could be coming into design in 2007, and I had three incredible mentors willing to share their knowledge. I wouldn't be where I am today without their guidance," he said, calling out **Sean Ames, Kent Jewitt and Frank Smith**.



From left, Sr. Homeport Rep. **Richard Pariser** and On-Site Reps. **Tom Olehowski, Virgilio 'Jun' Martinez** and **Jesse Guzman**.

Jesse Guzman is a San Diego-based On-Site Representative who joined BIW almost four years ago. In October, he started supporting USS John Paul Jones (DDG 53) DSRA 11 in Seattle and then moved up to Everett to support USS Sampson (DDG 102). He says he joined BIW after leaving the military to continue working on Navy ships, and he is proud to be making a positive impact serving the purpose and mission of the company and national defense.



Virgilio 'Jun' Martinez is a Pearl Harbor On-Site Representative who arrived in the Seattle area in February and is supporting USS John Paul Jones. A four-year employee of BIW, the work is a good fit after his service in the Navy. "Being able to provide for my family and able to serve the Navy at the same time motivates me to continue doing what I do." The best piece of advice he received? "Be willing to get out of my comfort zone."

BIW Applauded for Supporting Shipyard's Veterans

BIW has been recognized as a "4 Star Employer" by VETS Indexes, a group that gauges business support for employees who have served in the Armed Forces. The award recognizes the shipyard's commitment to recruiting, hiring, retaining, developing and supporting veterans and the military-connected community.

"General Dynamics Bath Iron Works stands out from the pack as one of the best employers nationwide for veterans, members of the National Guard and Reserves, and military spouses," said George Altman, managing director of VETS Indexes.

Veterans and people serving in the Guard and Reserves are increasingly sought after employees, bringing to companies like BIW their experience functioning as a team in a mission-oriented effort.

"Our efforts to recruit and develop vet-

erans for our mission of building ships for the U.S. Navy have been rewarded with talented individuals who recognize that working together we can achieve great things for our country," said BIW President **Chuck Krugh**, an Army veteran. "Our support for veterans, members of the Guard and Reserve and for their families is truly a win-win for our company and for the people who have chosen to continue their commitment to protecting our nation by working at Bath Iron Works."

VETS Indexes analyzes employers' policies, practices and outcomes in detail across five categories: veteran job candidate recruiting and hiring, veteran employee development and retention, veteran-inclusive policies and culture, support for members of the National Guard and Reserves and military spouse/family sup-

port.

The number of organizations participating in the 2023 VETS Indexes Employer Awards more than doubled since last year – but even in this highly competitive environment, BIW distinguished itself as a leader among veteran employers, VETS Index said in a statement announcing the award.

"This VETS Index award is the result of the investment our managers, directors and senior leadership team make in achieving our goals in military-specific recruitment for BIW," said DEI Manager Pat Sence. "BIW positions require trained individuals with high-character dispositions, and we find our military hires add to our production achievements."





Service Anniversaries

DECEMBER

40 Years

90 Ross, Thomas

35 Years

86 Sullivan, James
43 MacDonald, Douglas
91 Bedell, Matthew
19 Wadleigh, Jay

Dept/Name

15 Pomerleau, Garry
15 Roberts, Rick
25 Lashua, Brian
45 Seiders, Ruthann

25 Years

19 Hodgdon, Dale
19 Owens, Steven

Dept/Name

20 Years

15 Jones, Jon
43 Rooney, Jon
43 Fournier, Joseph

15 Years

10 Harris, Keith
20 Tribou, Michael

Dept/Name

19 McLaughlin, Jerry
07 Moody, Harry
87 Starbird, Ronald
20 Murphy, Robert
87 Cormier, Savannah
40 Rose, Roy
20 Bruce, Timothy
87 Hunt, Timothy

Dept/Name

5 Years

50 Pulk, Danny
50 Milne II, William
01 O'Hanlon, Laura
90 Madore, Andre
19 Taylor, Kristian
91 Beaulieu, Britni
25 Solnitz, Kodey
81 Decker, Robert

JANUARY

35 Years

91 Davis, Juline
50 Stone, Jeffrey
19 Mehuren, Sr., James
09 Vallilee, James
86 Rose, Stephen
19 Talbot, Joseph
19 Roy, Denis
19 Sloan, Jeffrey
19 Boulet, Brian
19 Fogg, Robert
19 Dumont, Thomas
32 Huggins, David
69 Goulet, Thomas
43 Ventimiglia, Craig
27 James, Andrew
19 Carter, Joel

82 Manring, Lisa
10 Turgeon, Thomas
10 Baron, Barbara

25 Years

19 Hubbard, Roland
17 Lambert, Andrew
30 Suitter, Timothy

20 Years

40 Boyce, Larry
17 Davis, Shawn
86 Jeffords, Scott
50 Goldmann, Mercedes
32 Ferrell, Jr., Roy

15 Years

20 Hewson, David
87 McKenna, William
87 Weathers, Larry
87 Powell, Benjamin
87 Fisher, Christopher
20 Wright, Steven
20 Wallace, Nathan
87 Cantara, Ross
06 Paradis, Daniel
40 Pare, Nicholas
40 Gilman, Anthony
87 Plumadore, Saphira
24 Harris, Jr., David
07 Francoeur, Gary
24 Bryan, Pamela

10 Years

20 Buzzell, Jordan
86 Ladino, Nestor
91 Fait, Tyson

5 Years

91 Mitchell, Diane
50 McKenna, Keith
10 Marshall, Drew
86 Breckley, Dennis
86 Levesque, Brandon
51 Hall, Candie
43 Coscia, Almonzo
25 Dupuis, Adam
86 Loose, Marguerite
50 LeClair, Chad

20 Jefferds, Linda
20 Singer, IV, Roland
50 Sherman, Kevin
24 Arsenault, Jessica
81 Skelton, III, Leonard
15 Rice, Christopher
20 Conley, Gretchen
86 Kuzmickas, Alison
86 Smith, Melissa
50 Garten, Brice
43 Mease, Jason
99 Rivard, Seth
50 Harriman, Randy
20 Carter, Michael
17 McGuire, Michael
99 Beebe, Jaclyn
40 Rice, Frank

FEBRUARY

40 Years

87 Leblanc, Paul

35 Years

86 Bowman, Eric
19 Malinky, Jeffrey
19 Stinson, Michael
20 Lindvall, Marc
10 Willett, Kervyn
10 Albert, Michael
81 Dever, Glen
19 Fournier, Timmy
87 Blum, Gregory
87 Faulkingham, Penny

10 Chase, John
81 Chasse, Dean
19 Desjardins, Paul
50 Garland, Timothy
10 Balmer, James
17 Hall, Douglas
66 Colby, Anthony
25 Downing, William
69 Barton, Jr., Douglas
07 Poulliot, Kevin
81 Smith, Eric
10 Elwell, Larry
09 Kane, Jr., Cecil
05 Michaud, Daniel
81 Latter, Tracy

19 MacDonald, Peter
27 Ames, Jr., Walter
09 Friss, Ralph

25 Years

51 Pitcher, Joel

20 Years

20 Keenan, Zada
81 Hatch, Richard
50 Lenfestey, Jeffrey
50 Hendrickson, Alan
30 Atkins, Eric
86 Whitmore, Jason

43 Capen, Marvin
69 Black, Christopher

15 Years

91 Babine, Irene
10 Marro, Joseph
87 Dugas, Jeffrey
86 Elwell, II, Alan

5 Years

20 Pickering, Zachary
24 Chase, Aaron
86 Tatem, Stevie
20 Bonnett, Jr., Joseph

52 Cyr, Ethan
52 Mermelstein, Katie
26 Sabean, Joshua
10 Nye, Christopher
01 Jellison, Kyle
10 Bellevue, Evan
20 Sawyer, Kevin
91 Cloutier, Suzette
20 Denham, Roy
24 Karla, Daniel
86 Luce, Colin
87 Eich, Paul

MARCH

45 Years

43 Cote, Mark
81 Thibodeau, Mark

40 Years

86 Patterson, Jeffrey

35 Years

07 Labrecque, Brian
17 Beane, Jr., Richard
84 Wadleigh, Kevin
19 Roy, Raymond
27 Emery, Ronald
40 Wight, Charles
17 Gravel, Danny
15 Butterfield, Bryce
66 Lessard, Ronald
09 Harper, Brent
66 Paquette, Susan

27 MacDonald, Jed
86 Kenney, Timothy
95 Bloxam, Michael
50 Dunton, Timothy
87 Hall, Rodney

20 Years

50 Benner, Levi
43 Sullivan, Michael
20 Norton, Gregg
19 Audet, Chad
81 Poland, Scott
90 Bodmer, Sarah
10 Hersom, Joshua
06 McNally, Brian
01 Zamer, Scott
99 Ganong, Jeffrey
19 Phillips, Robert
17 Coombs, Karl
84 Turcotte, Connie

15 Years

06 Haggerty, Timothy
26 Lavole, Alan
84 Kenney, Carrie
09 Reavely, Michael
10 Bisson, Ryan
86 Elwell, Roberta
24 Nickerson, Jolene
87 Merrill, Judson
86 Shambarger, Gregory
40 Guertler, William
87 Hyde, Donald
87 Glueck, Peter
82 Leavitt, Kent

10 Years

06 Brownfield, Paul
10 Dunphy, Dalton
91 Wilson, Michelle
27 Brown, Daniel
27 Fogleman, Dylan

27 Sullivan, Stephen
10 Grondin, Jeremy
20 Murray, William
10 Green, Corey
19 Bettencourt, Daniel
19 Harrell, Michael
10 Lagasse, Lauren
19 Burke, George
66 Bissett, Jr., Richard
19 Holden, Christopher
19 Barrett, Michael
10 Mitchell, Joshua
26 Cielinski, Stanley
10 Mansir, Joshua
24 Hammond, Jr., Daniel
10 Cerneus, Benjamin
86 Twist, Joel
20 Therrien, Scot
66 Harper, David
20 Coffin, Caleb
66 Wing, Jenna
81 McCollett, Brandt

66 Butler, Zachery
07 Cronkhite, Jonah
19 Swaim, Travis
69 Chadbourne, Daniel
10 Cox, James
10 Furin, Adam
66 Pare, Lisa
08 Bennett, Michael
25 Doucette, Ian
25 Hodgkins, Joseph
84 Bryer, Michelle
66 Card, Jr., Danny

5 Years

80 Horne, Shannon
86 Hermida, Jesse
86 Lacasse, Eric
91 Loon, Amber
10 Smith, Jason
10 McKenney, Abraham
20 Becze, Kevin

Mindfulness for Your Health

Paying attention to what's going on right this second can be hard. We often spend more time thinking about what's coming up in the future or dwelling on things in the past that can't be changed, so that we miss experiencing the present.

It is possible to train yourself to focus on the present moment. You become aware of what's going on around and inside you: your environment as well as your thoughts, feelings and sensations. You observe these moments without judgment. This is mindfulness.

Health Benefits of Mindfulness

Studies suggest that focusing on the present can have a positive impact on health and well-being. Mindfulness-based treatments can:

- Reduce anxiety and depression.
- Lower blood pressure.
- Improve sleep.
- Help people cope with pain.
- Create healthier eating habits.

Learn To Be Mindful

Mental training can take time and dedication. To begin, aim for a few minutes of mindfulness each day. Here are some helpful tips to help you get started:

- **Take some deep breaths.** Breathe in through your nose to a count of four, hold for one second, and then exhale through the mouth to a count of five. Repeat often.
- **Enjoy a stroll.** As you walk, pay attention to your breath and the sights and sounds around you. If thoughts and worries enter your mind, note them but then return to the present.
- **Practice mindful eating.** Be aware of taste, textures and flavors in each bite. Listen to when your body is hungry and full.
- **Find mindfulness resources,** including online programs and apps.

Source: U.S. National Institutes of Health, [newsinhealth.nih.gov](https://www.nhs.uk/news/2017/07/20170720-nhs-mental-health)



Retirees

DECEMBER

Dept/Name	Dept/Name	Dept/Name	Dept/Name	Dept/Name
07 James H. Brewer 43 Years, 1 Month Machinist	20 George P. Willigar Jr. 36 Years, 3 Months Maint. Electric & HVAC	45 Ellen C. Gaddis 45 Years, 6 Months Administrative Tech	78 George J. Davis 24 Years, 1 Month Sr. Homeport Rep	86 Fulton D. Oakes III 31 Years, 2 Months Designer, 1st Class
10 John M. Deschaine 12 Years, 7 Months Night Superintendent	26 Corey D. Chase 24 Years, 7 Months Firefighter	50 Thomas I. Harkins 9 Years, 8 Months Shipfitter	81 William J. Hamm 12 Years, 4 Months Material Handler	86 Marc D. Bourque 44 Years, 4 Months Sr. Planner
15 Rene P. Lopez 34 Years, 2 Months Pipefitter	43 Anthony G. Cioe 34 Years, 4 Months Welder	50 Melissa L. McMullen 9 Years, 8 Months Shipfitter	84 Ronald S. Smith 22 Years, 5 Months Sr. Supervisor	87 Malcolm H. Bloomer 29 Years, 9 Months Designer, 1st Class
19 Lubomir Konecny 11 Years, 3 Months Electrician	43 Mark E. Rhodes 35 Years, 10 Months Welder	69 James E. Connors 36 Years, 4 Months Stagebuilder	86 Joseph P. Hughes 33 Years, 1 Month Designer, 1st Class	87 Janet G. Olson 36 Years, 8 Months Designer, 1st Class

JANUARY

05 Timothy J. Jackson 45 Years, 5 Months Principal Project Mgr.	09 Paul E. Barrett Jr. 40 Years, 9 Months Outside Machinist	15 Scott F. Richard 12 Years, 2 Months Pipefitter	24 Rusty W. Hildreth 41 Years, 10 Months Senior Buyer	91 Diane M. Colby 12 Years, 10 Months Planning Tech
09 Roland M. Lamontagne 32 Years Outside Machinist	10 Timothy D. Neagle 44 Years, 3 Months Assistant Foreman II	19 Lee M. Carter 38 Years, 10 Months Electrician	26 Paul C. White 40 Years, 6 Months 1st Sergeant	95 Karl R. Olsen 3 Years, 10 Months Principal Project Mgr.

FEBRUARY

10 Gregory F. Guiggey 23 Years, 3 Months Front Line Supervisor III	26 Kenneth H. Coro Jr. 24 Years, 7 Months Shift Sergeant	26 John F. Best Sr. 20 Years Firefighter	32 Michael M. Cary 34 Years, 4 Months Yard Rigger	40 Peter J. Seymour 37 Years Associate Engineer
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MARCH

40 Patrick J. Chesley 24 Years, 7 Months Sr. Principal Engineer	86 Alfred W. Dyer III 17 Years Associate Engineer	87 Beverly A. Harris 34 Years, 2 Months Designer, 1st Class	10 Edward F. Kenyon 17 Years Director, Ships Completion	66 James R. Thibeault 10 Years Insulator
	10 Daniel J. Flaig 44 Years, 10 Months Front Line Supervisor III		20 Elizabeth A. Peavey 43 Years, 10 Months Maintenance Custodian	

Marijuana and Security Clearances

Industrial Security frequently receives questions about marijuana use and how it affects an employee's security clearance application. The two top questions are: Does prior use disqualify an applicant? What about spouses or others using marijuana in the applicant's home?

Although Maine is one of 22 states with legalized recreational marijuana, the federal government still classifies marijuana as a Schedule I Controlled Substance. As security clearances are granted by the federal government, federal law overrules state law. Therefore, employees with a security clearance and those applying for one are not to consume marijuana either recreationally or medically.

To answer the first question: Security-clearance applicants should discontinue use upon initiation of the clearance process. Those who have a medical marijuana card should allow the card to expire before starting the security clearance application. Background investigators check Maine's medical marijuana databases, and BIW has had applicants denied for having the cards.

When marijuana is cited as a disquali-

fying security concern, it can be because use may indicate that the person is unwilling to comply with laws, rules and regulations. Eligibility for access to classified information requires individuals who respect laws and regulations, even if they go against personal beliefs. Another concern of the government is that someone may use poor judgment and unintentionally compromise classified information while under the influence.

Next, we'll look at the second commonly asked question, "What if my spouse, significant other, roommate, or family member uses marijuana at home?" In other words, "What if I am around it, but don't use it?"

Under national security guidelines, relatives or cohabitants currently living with you who are engaging in illegal activities – which marijuana is under federal law – could be a factor in your ability to obtain or retain a clearance. Security clearance determinations are made using the "whole person" concept. However, as more states legalize recreational marijuana, more consideration is given to the individual circumstances around an applicant.

The best advice is to be honest and



complete when filling out your security clearance application.

Spouses and others residing at your home may be interviewed by a background investigator. It's important for the applicants as well as their spouses and others in the household to be honest with the investigator. The investigator will likely ask such questions as, "Who uses it, why, and where is it kept?" Investigators are not there to start a drug investigation, they are there to determine whether you can be trusted with classified information. False statements and lying on the application disqualify someone from holding a security clearance.

We encourage you to apply for a security clearance if appropriate for your desired career path. We can answer your specific questions in person. When in doubt, give Industrial Security a shout.

New Director of Security Says Security Is Everyone's Job



Gregory Hughes joined General Dynamics Bath Iron Works in March as Director of Security with responsibility for overseeing BIW's cyber, industrial and physical security programs.

Hughes joined BIW after 21 years with the Federal Bureau of Investigation during which he served in a variety of domestic and international assignments. In his last posting, based out of Portland, Maine, he supervised federal national security and hate crimes investigations as well as crisis management incidents throughout Maine. Prior to the FBI, Mr. Hughes served eight years in the U.S. Coast Guard.

"BIW is a great opportunity for me to continue safeguarding our country and its citizens but, in this case, through a private sector defense contractor," Hughes said.

"It's critically important we maintain a high level of security here, where we build Navy ships, and that effort involves everyone who works here, not just Security."

Mr. Hughes is a graduate of the U.S. Coast Guard Academy and has an MBA from the College of William & Mary.

BIW HISTORY SNAPSHOT

By Andy Toppan

The Early Years of BIW

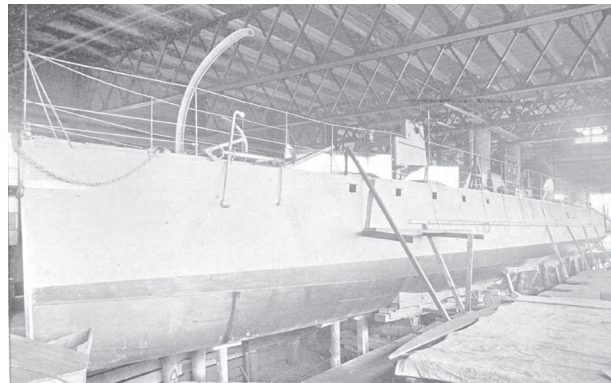
BIW Built a Range of Ships and Buildings at the Close of the 19th Century

BIW's early years – from the 1890s through the early 1900s – saw a variety of shipbuilding projects as the yard quickly evolved from humble beginnings. As a new shipyard, working in new materials (steel, rather than iron or wood), BIW pursued a range of business opportunities – and received contracts for diverse work including gunboats, passenger steamers, tugboats, yachts, cruisers and a battleship. The yard also continued in the business of building deck machinery, such as windlasses, and general foundry work for other customers.

Soon after BIW's first ships were launched, the yard's survival was threatened when a wind-swept fire destroyed the machine shop during the winter of 1894. The building and its equipment were a total loss, along with several windlasses and other machinery under construction for other shipyards. The fire led to a dispute with the City of Bath over public water supplies, which included BIW's threat to move elsewhere. Eventually matters were settled and BIW rebuilt, leading to the construction of several new buildings including the 1898 machine shop, which served BIW until 2012.

Another building rising from the fire's rubble was the torpedo boat shop, located just north of the ways

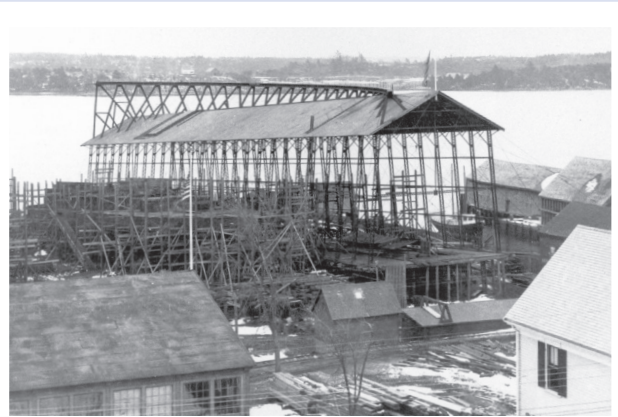
in the area of today's maintenance garage. Torpedo boats were small, fragile craft, built lightly to achieve great speeds, so indoor construction was necessary. BIW built five torpedo boats for the U.S. Navy between 1897 and 1901, which achieved exceptional speeds of 28-to-30 knots. These frail craft saw little practical service, despite their technological advances, and were



The torpedo boat shop

soon replaced by larger destroyers.

The torpedo boats weren't alone in receiving shelter from the elements, as BIW constructed an open-sided "yacht shed" over one of the shipbuilding ways. This odd-looking building served dual purposes, both protecting ships under construction and supporting a curved rail for a cable-and-trolley crane system, which carried material directly from the plate shop to the ways.



The yacht shed at BIW

This era of semi-enclosed shipbuilding didn't last long, and the shed seems to have vanished when the ways were expanded and conventional elevated craneways were built during World War I.

Among the more unusual vessels of this era were the Maine Central Railroad's ferry *Ferdinando Gorges*, which ferried trains across the Kennebec River until the Carlton Bridge was constructed in the 1920s, and the monitor *USS Nevada*. As a low-freeboard, heavily-armed coast defense ship, *Nevada* was obsolete when she was delivered in 1903, but her low decks made

her a perfect tender for the primitive submarines of the day, which required extensive support whenever away from their homeport. Renamed *Tonopah* when her prior name was assigned to a new battleship, the monitor supported submarines for a decade before and during WWI, long after her original role was rendered obsolete.

As the shipyard found its footing through these diverse projects, BIW built a reputation for quality and the ability to produce demanding, high-performance vessels such as torpedo boats. These would serve the shipyard well as the Navy turned to construction of larger, faster destroyers in the coming years.



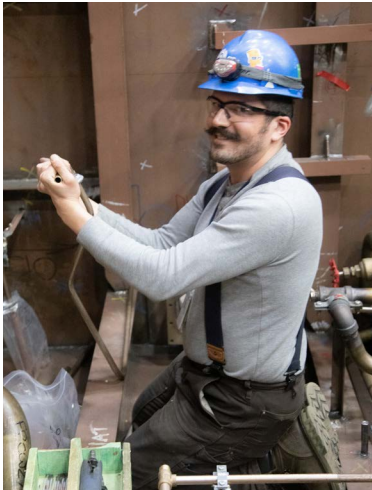
1894 fire aftermath

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Faces of BIW



ON THE COVER

Security has two new 30-foot MetalCraft Marine Interceptors, each with twin 230 hp inboard turbo diesel engines. They replace two 22-year-old boats obtained after Sept. 11, 2001.