With pomp and circumstance, 18 MDA-UAW members marked a significant achievement in their lives as they accepted associate’s degrees in ship systems design technology from Maine Maritime Academy (MMA).

The 18 men and women are the first graduates of Electric Boat’s associate’s degree program, which began in 1999. Under this program, graduates of EB’s five-year design

**Castine, Maine**

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Over the last several weeks, a lot has been happening at General Dynamics Marine Systems group, and Electric Boat. I’d like to discuss some of these issues and what they mean in this month’s column. And I want to acknowledge and address some of the speculation generated by the recent developments.

Will there be more changes at Electric Boat and across the Marine Systems group? That’s a likely possibility. What will they be and when will they occur? That I can’t say. It’s just too soon.

I can tell you that whatever changes we make will be introduced only if they add to the strengths of the management team and the overall business operation. I can also tell you that I’ll make every effort to keep you apprised of developments that affect you and your co-workers. So my advice to you all is to stay tuned.

The second point I want to address concerns Electric Boat and its role in the Marine Systems group.

It’s gratifying to be able to say that Electric Boat continues to lead the way. We’re performing on our backlog – that’s always job number one. We’re meeting or beating our financial targets. And we’ve developed a strategic plan and a planning process that could prove useful to Bath and NASSCO.

All of that puts Electric Boat in a good place. But with what’s coming up over the next 18 months or so, we can’t afford to sit around and pat ourselves on the back.

As you all know very well, we’re entering into a period that’s going to be demanding and intense – more so than we’ve seen in several years.

We’ve got to prepare the Virginia and the Jimmy Carter for delivery in 2004, and we’ve got to ramp up for the Trident SSGN conversion program. We’re expanding our overhaul and repair business, and we’re engaged in the design of the Astute-class submarine program for BAE Systems and the Royal Navy.

In addition to all that, we’re going to christen Virginia on Aug. 16, our first such ceremony in six years. And the company’s formal leadership development program is now in full swing, with the first group of candidates now in training.

This next phase in the life of Electric Boat is going to put our capabilities and our commitment to the test. I believe we’re up to the challenge, but to succeed, we’re going to have to work long and hard and pay attention to detail.

Looking at the rest of Marine Systems, I recognize that each shipyard is different – different products, different customers, different cultures. I plan to respect those differences – up to a point.

Everyone in Marine Systems has to realize that the fundamentals in our segment are the same, regardless of the particular shipyard you work at. And everyone in Marine Systems has to realize that we’re working toward common goals.

These fundamentals are made of four major elements:

- **Performing on the backlog.** All three shipyards have to meet or beat their cost and schedule targets. We’re going to make this happen by consistently executing assignments and maintaining our focus on continuous process improvement. We have to perform on the work we have – it’s that simple.

- **Maximizing shipyard synergies.** Each shipyard has its own unique characteristics. Nevertheless, we will apply best practices across the three businesses, and tailor common practices to improve performance.

- **Retaining technical superiority.** We have to ensure that we are the leaders in critical technology areas. And we’ll need to apply the program management and systems integration skills required to integrate new technology into our platforms.

- **Maintaining market leadership.** We’re going to achieve this by making sound investments in our people and facilities; by topnotch program management in our ship design and construction businesses; and by expanding into adjacent markets.

Challenge and opportunity. It’s a cliché we’ve heard countless times. But that’s exactly what we’re facing in a big way over the next couple of years. Fortunately, I know we’ve never taken on a challenge we couldn’t meet and turn into a success – both for the company and the customer. We have a long track record of achievement. I’m looking forward to working with you to extend that record even further.
John Holmander Receives GD Technical Excellence Award

At a ceremony held earlier this month at the Ritz Carlton in Crystal City, Va., Quonset Point Site Manager John Holmander received a General Dynamics Technical Excellence Award for directing the development of capabilities that enable initial stages of submarine construction to be undertaken electronically rather than manually.

This new method – the first of its kind in the U.S. – eliminates all manual layouts and dependence on two-dimensional drawings, and establishes Quonset Point as a world-class facility.

In his nomination of Holmander for the award, Millard Firebaugh, VP – Innovation and chief engineer, said the site manager assembled a cross-functional team to develop significant improvements in the way major structural units are fabricated. The specific goals were to improve both cost and quality performance.

To achieve these goals, several complex technical, manufacturing engineering and production challenges had to be met.

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They routinely submerge. They do their work quietly, without much fanfare. They endure cold, murky waters at all hours of the day and night.

They’re the members of the Electric Boat dive team, and their work is critical to the construction, maintenance and support of the U.S. Navy’s submarines, both at the shipyard and at the Groton submarine base.

“Without us, it would be a lot more difficult to land a ship,” said Bill Schmeelk (252), referring to the task of lining a submarine up with its keel blocks for drydocking – just one of the many tasks the divers perform.

“They do covers a multitude of trades,” said Humbert DeGregory, the team’s recently retired foreman. “If a boat is dry, shipfitters, drillers, electricians and others will handle a job. But if it’s wet, these guys do it.”

The eight-man dive team – all from the carpenter trades, Dept. 252 – is on call 24 hours a day, 365 days a year, because no one ever knows when an underwater inspection or repair will be needed.

“People think of the divers as just going underwater and coming back up, but the work they do covers a multitude of trades,” said Humbert DeGregory, the team’s recently retired foreman. “If a boat is dry, shipfitters, drillers, electricians and others will handle a job. But if it’s wet, these guys do it.”

The eight-man dive team – all from the carpenter trades, Dept. 252 – is on call 24 hours a day, 365 days a year, because no one ever knows when an underwater inspection or repair will be needed.

“I don’t think you ever really get used to the... continued on page 6
When Electric Boat purchased a new Monarch Mill for the Machine Shop in 2001, everyone expected it to revolutionize the manufacture of Virginia-class weapons cradles. It did just that.

And now that employees have had time to familiarize themselves with the machine, they’ve found various additional uses for it, the latest of which has revolutionized the cradle-inspection process.

“We used to put a newly machined cradle on the layout table and by mechanical means take numerous measurements to verify that it was manufactured within the required tolerances,” said quality inspector Barrie Costick (321). “The accuracy of these measurements wasn’t very good from an inspection point of view, so I suggested to Kelly Carter that we find some way to inspect the cradles on the new machine.”

As a former employee of Monarch Machine Tool Co., Carter (100), a numerical control analyst specialist, already had a firm grip on the Monarch’s capabilities. Taking what he knew, and creating some custom programming, Carter enabled the machine to perform a highly accurate inspection of the cradles.

“It takes about three hours now, where before it was about 15 hours,” Carter said of the inspection process, which is even more efficient because a cradle no longer needs to be moved between steps. “The guys up in layout are happy because they don’t have to see the thing three times now. They only see it once.”

“With this new process, there’s no more getting down on your hands and knees and inspecting everything by indicators.” said machinist Larry Maskell (100), the first-shift operator of the Monarch. Instead, he said, the Monarch employs an infrared

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Holmender Honored

Among the Holmander team’s accomplishments were the following:

- Using an electronic product model, a process was designed that extracts and captures all critical manufacturing data – on both sides of the steel plate – and stores it in a way that is easily retrievable and configuration managed.

- Laser marking technology was developed that engraves manufacturing data on the plate to tolerances never achieved before in structural assembly.

- A laser marking and gantry system was developed that is capable of transversing and marking steel plates up to 90 inches by 360 inches.

- A system was designed that can register plate on both sides, with an accuracy of 1/32 of an inch.

- Another system was developed that not only delivers the plate, but also has the capability of flipping it to enable second-side marking.

According to Firebaugh, the innovative approaches employed to attain these capabilities were revolutionary. In fact, he said, the unique processes now in place at Quonset Point’s Automated Steel Processing Center represent the most significant shipbuilding innovation since the development of QP’s Automated Frame and Cylinder Building.

“The results to date have already proven the potential of this process,” said Firebaugh. “The Automated Steel Processing Center now produces parts for 30 percent less than was previously achievable.

“The project’s successful implementation reflects John Holmender’s innovative leadership, his continuing and unwavering commitment to achieving the vision, his understanding of the technical hurdles and his perseverance in overcoming all obstacles,” he said.

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Dive Team

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cold,” Tim Pont said of the occasional winter dives. “We’ve gotten called in when it’s snowing out, freezing. When you’re home with your family, you don’t want to come in, but that’s part of the job.”

Diver Joe Talbot said the team’s underwater chores range from the mundane, such as cleaning a ship’s propeller, to the complex, such as navigating the maze-like confined spaces within a ship’s ballast tank or free-flood area.

The divers also maintain the gates to EB’s graving docks, help land the Sea Shuttle in Groton and Quonset Point, and more – all underwater.

The dive team members who don’t actually submerge are the dive tenders – Bill Bennett, Ricky Cole, Danny Dorval and Walter Hirtle. They’re responsible for, among other things, preparing and maintaining the diving gear, filling the air tanks, ensuring all the communications gear is working, and then, when a dive is in progress, making sure everyone underwater is safe.

When the dive team members aren’t in or near the water, they function as carpenters. Lately, they say, there’s been about a 50-50 split of diving and carpentry work, but they anticipate more underwater activity in the near future, especially when the Virginia (SSN-774) and the Jimmy Carter (SSN-23) go in the water.

“There’s definitely more diving work coming up,” Nardone said.

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U.S. Navy Awards General Dynamics $24M For SSGN Conversion Work

The U.S. Navy has awarded Electric Boat a $24 million contract modification to procure and manufacture long-lead-time material for the Trident SSGN, a multi-mission submarine optimized for covert strike and special operations support.

This award modifies a five-year, $436 million contract, awarded in September 2002, for the detailed design and related support work to convert the first four Ohio-class ballistic-missile submarines (also known as Tridents) to an SSGN configuration. If all options are exercised and funded, the contract will be worth a total of $596 million.

The submarines to be converted, coincident with their mid-life refuelings, are USS Ohio (SSBN-726), USS Michigan (SSBN-727), USS Florida (SSBN-728) and USS Georgia (SSBN-729). Electric Boat designed and built all 18 ships of the Ohio class.

With the capacity to carry up to 154 Tomahawk missiles and 102 Special Operations troops, SSGNs are considered prime examples of military transformation initiatives. Additionally, SSGNs will serve as platforms to develop and test new weapons systems, sensors and operational concepts that could further transform naval warfare.

The manufacturing work to be performed under the contract modification will be done at Quonset Point (82 percent) and Groton (18 percent).
The Electric Boat Management Association recently awarded 10 college scholarships totaling $14,500 to children of EBMA members.

Winner of the $3,000 first-place award was Dhvani Bhadrik Shah (Wheeler High School), the daughter of Bhadrik Shah (411).

Second place and a $2,500 scholarship was awarded to Kevin Christina (Westerly High School), son of Steven Christina (330). Nathan Ingham (Stonington High School) won the $2,000 third-place scholarship. He is the son of Norman Ingham (650).

The following students received $1,000 scholarships.

**Erin Deveau** (Stonington High School), daughter of James Deveau (650)

**Joanna Alyse Gillia** (East Lyme High School), daughter of Michael Gillia (493)

**Sara Skrmetti** (Robert E. Fitch High School), daughter of Thomas Skrmetti (400)

**Emily Gullotti** (Stonington High School), daughter of John Gullotti (341)

**Allan Hutchins** (Robert E. Fitch High School), son of Lloyd Hutchins (462)

**Marie Emily Llewellyn** (Ledyard High School), daughter of Richard Llewellyn (411)

**Caitlin Slezycki** (Lyme-Old Lyme High School), daughter of Raymond Slezycki (443).
apprentice program receive academic credit for that work, then take eight MMA courses by video conference to complete their degree requirements. In addition they take a physics laboratory taught at EB by John Hancock.

The graduates are: John Charette (459), Stephen Corona (459), Jacquelyne Deschamps (452), David Evans (452), Pamela Gonski (459), Jeffrey Grandchamp (456), Al LaFlamme (459), Beverly Makar (459), John Parfitt (452), Warneika Pettway (456), Edward Price (452), Joseph Ratelle (452), Christopher Ruta (459), Robert Shaw (459), Beau St. Hilaire (452), Jason Thompson (452), Eric Vieira (452) and Cedric Wills (453). They were joined by 16 employees from Bath Iron Works, who also received associate’s degrees.

Mike Toner, EB president and executive vice president of General Dynamics Marine Systems Group, was the commencement speaker.

Ray Williams, director of naval architecture, who oversees Electric Boat’s college and university relations, said another 62 MDA employees are now participating in the MMA associate’s degree program, with an additional 24 apprentice grads expressing interest in enrolling.

According to Mel Olsson, MDA-UAW president, “the Maine Maritime program is an initiative that union officials and Electric Boat management can be proud of. This program opens the door to workers whose

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Lend A Hand At United Way’s Day Of Caring

Electric Boat is participating in the United Way of Southeastern Connecticut’s Day of Caring Saturday, June 14.

Don’t miss this opportunity to make a difference by rolling up your sleeves and helping spruce up Camp Harkness, a local nonprofit agency in Waterford.

For more information, contact:
- Ed Nevins, 448-0552
- Jim Fadden, 446-1927
- Carol Stergio, 433-2703.

Retirees

278 Charles M. Smith
44 years
Elec Serv Engr Spec

321 Ronald F. Gannon
37 years
Inspector – Elect – QC Spec

705 Harley R. Eddy
17 years
Eng Analyst

911 Albert J. Perras
32 years
Struct Fab Mech I
Elec Serv Engr Spec

Graduates

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potential may exceed even their own dreams.” Olsson played a key role in developing the MMA program.

“This program will provide significant benefits to its participants,” said Williams. “It is broadening their educational experience, with an emphasis on physics and mathematics. And it’s adding to their strengths, which will benefit them in the workplace, both in their technical interfaces with people at EB and in their potential to advance to leadership positions in the design disciplines.”

The program and its students are providing benefits to the company as well, Williams said. “Electric Boat gets a lot out of it. We get designers who are better educated, which enables them to better understand the design, engineering and program interchanges. With stronger skills, they’ll be able to do their jobs better. They’ll also have the potential for faster organizational move-

Milling Machine has revolutionized the cradle-inspection process

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probe that aids the inspectors in the measuring process by providing data to the operator automatically.

All Costick and the other cradle inspectors, Edward Swan and Abraham Passmore (both of 321), have to do is make sure the probe is touching the correct area during an inspection. Once the probe touch is confirmed, the Monarch operator records the precise measurement on a form, which then accompanies the cradle during the remainder of its assembly. This form eliminates the practice of recording the measurements in ink on the cradle itself, an additional process improvement. The cradle notations were subject to wearing off if further machining was required.

The next step in this evolving process, Carter said, will be to program the Monarch to print out the probe measurements automatically. Other possible improvements include performing additional inspection work, not only on the new milling machine but also on other probe-equipped Monarch machines in the shop.

“We’re not done with this process,” he said.

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APPLIANCES
CLOTHES DRYER – electric, $124; Upright freezer 12 cu. ft., $125 or $200 for both. 442-0512.

AUTOS/TRUCKS
FORD RANGER, 2002 – EDGE, auto, V6, air, cd, cruise, 28k; $13,500 or best offer. 401-615-0010.
HONDA CIVIC DX, 1989 – 125k, at, 4 door, red, full-size spare, lifetime muffler; $1,900. 449-8789.
PONTIAC SUNBIRD, 1993 – 95k, 3.1L, V6 LE Coupe with a/c, auto trans., runs great. $1,500 or best offer. 446-8695.
SAAB 9000, 1993 – CSE, turbo, black leather, sunroof, cd, loaded w/ every option, excellent condition; $6,500. 401-322-8331.

AUTO PARTS
TRUCK CAP – LEER, blue, front and side sliding windows, new gas props, fits Chevy S-10, long bed pick-up; $285 or best offer. 822-1683.
TRUCK CAP – Ram aluminum, sliding windows and screens, silver color fits S-10 standard bed; $100. 376-8768.

BOATS
23 FT. BAYLINER CIERA, 1983 – less than 200 hours on new engine, I/O Volvo Penta 250 hp, good condition, best offer. 546-6449.

COMPUTERS
IOMEGA ZIP DRIVE – 100 mb, USB port, never used. Includes cable and 8 disks; $100. 440-0851.

FURNITURE
QUEEN SIZE SLEEPER COUCH – Sealy Posturepedic mattress, mint condition, 2 years old, floral print; $500. 701-0888.
WISPERING PINE QUEEN BEDROOM SET – short post head/foot boards, Sealy Backsaver mat., 7 drawer dresser with night stand (all curved). Bought at Gorins $3,000; asking $1,800. Must sell. 564-1156, ask for Candice.

MISCELLANEOUS
ADULTS’ ROCKING CHAIR, typewriter, draperies for a picture window, stuffed chair, end table, Star Wars collectibles, studio couch cover, knitting & crocheting books, vintage jewelry. 401-596-5788.
AMERICAN GIRL DOLL CLOTHES and furniture, child’s rocking chair, Fisher Price dollhouse, children books, small piano. 401-596-5788.

REAL ESTATE
HOUSE RENTAL – within walking distance to E.B. 3-4 bedrooms, 1 bath, kitchen, dining room, living room, appliances included. $1,000 mo. plus one month’s security deposit. 445-7523.

WANTED
RIDERS – for Groton 1st shift van pool. From RI exit 4, 3 and 1, arrive at EB 6:25 a.m., depart EB 3:10 p.m. daily, dependable, save gas. 401-377-8791 or 401-539-7207.

PETS
FREE TO GOOD HOME – retriever/collie mix, 6 yrs, house dog, loves people, good watch dog. 464-8704.
Service Awards

45 years

460 William F. Muenzner
685 Barry W. Pasqualini

40 years

227 Dominic Q. Cironi Jr.
321 Hendrick J. Facas
321 Jeffrey C. Pritchard
341 John R. Bashaw
423 Donald F. Bartlett
424 Richard H. Surprenant
452 Gerald D. Gent
452 Richard P. Sobanski
459 Vincent J. Nadolny
459 Brent G. Weimer
460 Anthony E. Falcone
492 Paul T. Terry
691 William G. Vaiciulis

35 years

241 Walter E. Asendorf
242 David M. Brown
251 Ramon M. Rivera
341 Robert W. Peirce
355 Thomas C. Taylor
411 William H. Lyman Jr.
424 Robert D. Brannon
428 Charles V. Malaguti
434 Robert W. Shepard

30 years

229 Jerald C. Doherty
230 Michael S. Francischelli
241 Robert F. Byrne Jr.
241 Michael F. Rossi
241 James E. Woodhall III
243 John A. Algier
246 Raymond F. Daniels Jr.
246 Richard A. Spino
252 Judy C. Bradon
402 Mitchell A. Laporte
405 Gregory F. Morea
410 Peter J. Collins
415 Christopher M. Morgan
431 Eugene K. Chapman III
431 Alan N. Hall
449 William S. Foster
455 Michael C. Santoro
460 Thomas V. Culhane
465 William H. Boots
795 Joseph P. Jackson

25 years

230 Michael C. Santoro
318 John J. Kelley
341 James E. Carlson
355 Michael C. Santoro
418 John J. Kelley
427 Steven T. Diformato
449 Mark S. Laporte
452 Ronald A. Mandes Jr.
455 Richard R. Mannell
459 Linda J. Files
462 Edward Dicesare Jr.
463 Marc E. Enright
464 David R. Anderson
464 William B. Pepin
473 Michael E. Gaudette
477 Janice M. Nykyforchyn
495 Barry D. Carlson

20 years

229 Jerald C. Doherty
230 Michael S. Francischelli
241 Robert F. Byrne Jr.
241 Michael F. Rossi
241 James E. Woodhall III
243 John A. Algier
246 Raymond F. Daniels Jr.
246 Richard A. Spino
252 Judy C. Bradon
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415 Christopher M. Morgan
431 Eugene K. Chapman III
431 Alan N. Hall
449 William S. Foster
455 Michael C. Santoro
460 Thomas V. Culhane
465 William H. Boots
795 Joseph P. Jackson
Worker's Memorial Ceremony

Ken DeLaCruz, MTC president; Lori Pelletier, secretary-treasurer of the Connecticut AFL-CIO; Sharon Palmer, vice president - Southeastern Connecticut Labor Council, AFL-CIO; and John Worobey, first vice president - MDA-UAW, lay wreaths at the Workers’ Memorial in Groton’s Washington Park. Each year, organized labor in Connecticut marks Workers’ Memorial Day on April 28, the anniversary of the collapse of L’Ambiance Plaza in Bridgeport, which killed 28 construction workers.