The U.S. Navy has awarded Electric Boat a $42.3 million contract modification for nuclear submarine work.

The award is a continuation of a contract signed in May 1999 to provide design, engineering, material and logistics support for the Trident program, the Trident UK program, the two operational Seawolf-class submarines, NR-1, and efforts supporting Los Angeles-class ships. It also supports work at

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A Holiday Tradition

Director of Operations Mike Alu presents a holiday turkey to Erich Simonds (243) during first-shift distribution behind Building 221 on Dec. 12. Altogether, the company gave away some 9,000 turkeys to employees at all locations in the continuation of an Electric Boat holiday tradition.
B uoyed by a strong performance over the past year, Electric Boat is on track for another successful year in 2002. That was the heart of the message delivered by EB President Mike Toner earlier this month at the company’s annual legislative breakfast. Some 30 state legislators and municipal leaders attended the session in the Technology Center to hear Toner describe the year in review as well as his expectations for the future.

According to Toner, EB continued to perform well on its backlog of work. The base-ship portion of the third and final Seawolf-class submarine, Jimmy Carter (SSN-23), is 73 percent complete; the Virginia-class lead ship, SSN-774, is 63 percent complete with a projected early delivery date of June 2004; and the second ship of the class, Texas, is 48 percent complete.

The company’s trade hiring requirements are being met, said Toner, as 550 new employees were added to the employment rolls at Quonset Point and another 200 at Groton.

EB awarded $42M Navy contract

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Puget Sound Naval Shipyard in Bangor, Wash., to backfit older Tridents to accommodate D-5 missiles, and D-5 pre ERP (Extended Refit Periods) work at Kings Bay, Ga.

Eighty-two percent of the work will be performed at Groton; 13 percent at Newport, R.I.; 2 percent at Puget Sound; 2 percent at Kings Bay; and 1 percent at Quonset Point, R.I.

The contract work should be completed by September 2002. ■

above, HR Director John Hardink and HR Chief Jack Shea engage in discussions with State Representatives Nancy DeMarinis and Wade Hyslop Jr. at Electric Boat’s annual legislative breakfast briefing. Some 30 state legislators and municipal leaders attended the event, which provided them with a review of the company’s 2001 performance and an outlook for the upcoming year.

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Electric Boat employees Dec. 14 received $500 incentive checks (minus applicable withholdings) after the company reached its Earned Hours goal for 2001.

“Everyone’s efforts throughout the year were the key to our strong financial performance,” said President Mike Toner. “The Earned Hours program enables our employees to reap the rewards of their hard work and dedication to the customer.”

The Earned Hours program was initiated last year to give employees a personal and financial stake in the company’s overall performance; management decided to offer it again this year after a successful 2000.

“Our members are happy to have contributed to another good year at Electric Boat,” said MDA-UAW President Mel Olsson. “They never lost sight of the goal.”

“The Earned Hours program is a great incentive,” said MTC President Ken DelaCruz. “For the second year in a row, it has allowed our members to share in the company’s good fortune – which they as employees contributed to.”

Employees, EB pledge a record $1.25 million to regional charities

Electric Boat employees and the company have combined to pledge a record total of $1.25 million for regional health and human-services agencies.

The amount pledged during the EB Employees Community Service fall campaign represents an increase of $120,000 over what was collected in 2001.

Of the total raised, $1 million will be donated to the United Way of Southeastern Connecticut. This includes a $275,000 contribution from Electric Boat. The remainder of the $1.25 million will be allocated to other United Way and charitable organizations where EB employees live.

The EB employee and company contribution to the regional United Way helped push that organization’s 2002 campaign total to more than $9 million for the first time. EB also won its first “$1 Million Society Award” from United Way for its contribution.

EB President Mike Toner noted that the campaign at the shipyard began not long after a $140,000 fund drive for the victims of the Sept. 11 terror attack ended.

“We were a little concerned that people had already given a significant amount of money and we wondered how we would do,” he said. “They responded with a million dollars.”

The leaders of this year’s Community Services drive – MTC President Ken DelaCruz, MDA-UAW President Mel Olsson and EB VP Bob Nardone, credited the success of the effort to the campaign volunteers from the MTC, MDA-UAW and salaried ranks. This year’s participation rate hit 84 percent. In addition, EB membership in United Way’s Spinnaker Club – givers of $1,000 or more – increased by 27 to 112 employees.

Toner called the Community Services Campaign total an amazing accomplishment. “It’s a real tribute to our employees, who pull together every year to help the people in our communities who need it most. I want to thank everyone for making this year’s campaign such an outstanding success.”
Team develops interactive course for Quality Assurance inspectors

“A wide-ranging team of Electric Boat employees has developed a progressive self-study program for Nuclear and Non-nuclear Quality Assurance inspectors that will virtually eliminate the need for one-on-one instruction.

The computer-based training program was developed by employees in Non-Destructive Test Engineering, Nuclear Quality Control, and Logistics Technical Data and Training.

“We sat down to try to develop what we feel is a very good self-progressive study course for the Quality Assurance and Nuclear Quality Control organizations,” explained Mark Sheehan (341), a Liquid Penetrant Testing (PT) test examiner who helped design the courseware. “If an inspector is uncertain in an area, this affords him the opportunity to sit down and go through those areas to beef himself up.”

NDT Engineering Supervisor Barry Steamer said the courseware was originally intended as a means for certified inspectors to refresh themselves on a periodic basis when production inspections are less frequent.

“However, the course has already proven itself to be an excellent training aid for new individuals who are studying for certification examinations to become PT inspectors and as a means by which certified inspectors can measure their proficiency at making acceptance criteria evaluations,” he said.

Patricia Neal (403), a senior IT training system expert who authored the courseware, said it will be relatively easy to develop similar computer-based courses for other subjects now that the framework has been created and perfected.

Neal and Thomas Quinn (341), a magnetic particle testing (MT) test examiner, have since begun collaborating on two new training programs for magnetic particle testing, one for the Quality organizations and a limited ver-

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From left, Harvey Jorgensen, Mark Sheehan, Barry Steamer, Patricia Neal and Wilbur Glenn developed a new self-study program for Nuclear and Non-nuclear Quality Assurance inspectors. Missing from the photo are team members Al Hubbard, Phil Davis and Sharon Moscariello.
Self-study course proves to be excellent training aid

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Self-study course proves to be excellent training aid

sion for steel trades usage.

The courseware itself is user-friendly and has already been well-received, Neal said. The courseware even includes videos showing the proper – and, to illustrate what not to do, improper – steps for performing a PT inspection. And at the conclusion of the 45-minute course, a self-test is offered.

“I think it came out real good – it’s pretty informative,” said Al Hubbard (423), one of two inspectors who appear in the courseware’s training videos. “Having that test at the end is going to be pretty helpful to most of us.”

Nuclear Quality Control Director Kevin Murphy complimented the team for creating such a good training program.

“It’ll be a valuable tool for keeping our inspectors well-versed on all the procedural requirements so that they can do their best, not only on a daily basis but also during critical events such as NAVSEA audits, when their actions are closely watched by government representatives,” he said.

The interactive courseware team also included inspector Phil Davis (321), nuclear training specialist Harvey Jorgensen (423), multimedia analyst Wilbur Glenn (403), and senior engineer Sharon Moscariello (403).
Cambridge, Mass.

Studies performed by Electric Boat indicate that the U.S. Navy could introduce several advances in its future submarines – electric drive, double hulls and a variety of payloads, for instance – to make the vessels more capable and affordable.

That was the message delivered by Al Malchiodi, EB’s director of advanced concepts, last month in his presentation “A Submarine Road Map Beyond 2010.” His presentation was part of a two-day submarine-related conference sponsored by the Massachusetts Institute of Technology.

Noting that attack submarines could be used through the full spectrum of conflict – from pre-battle preparation to post-war battlespace monitoring – Malchiodi described several technology targets that need to be incorporated in future submarines.

These include making submarine more affordable; increasing the payload a submarine can carry relative to its own weight; ensuring a low acoustic signature by containing noise; and carrying weapons and other payloads externally.

Additionally, said Malchiodi, submarines of the future must become increasingly modular so they can accept technology upgrades more frequently and easily. Submarines should also provide a greater variety of communications bands and networks for their commanders, including high-data-rate acoustic communications and laser communications.

Malchiodi presented ideas for double-hulled ships, as well as elliptically shaped outer hulls, which could increase design flexibility and reduce acoustic signatures. And he discussed the benefits of employing more off-board vehicles – subsurface, surface, air and ground unmanned vehicles – from a host submarine.

He also asserted that the Navy – along with the submarine industry – shouldn’t limit themselves to weapons when thinking about payloads. Submarines will deliver logistics packages, intelligence, surveillance and reconnaissance sensors by unmanned vehicles and larger-capacity launch tubes.
It began as a simple refresher course for employees in the steel trades.

But a fire prevention and hot work training program, developed and taught by steel trade techs Charlie Hedding (226), Fred Greene (227) and George Strutt (229), was deemed so important by Operations VP John Casey that he suggested to his management team that all trades participate in the 90-minute class. Before the trio knew it, nearly 1,000 tradespeople were signed up.

“We don’t want people getting hurt and getting burned,” Hedding said at the onset of one of the classes recently.

Greene said the main reason the program was developed was to remind people of the prerequisites for hot work and the duties of a fire watch, particularly in light of incidents that had occurred at other shipyards.

“Some people get involved in fire watch activities or hot work more than others,” he explained. “Other people do hot jobs maybe every couple of months. This is just so they can refresh their memory.”

Hedding, with input from Greene and Strutt, developed a PowerPoint show for use during each class, while Strutt and Greene developed mock-ups that employees were shown afterward. The mock-ups, the trio explained, illustrate how to prepare an area for hot work so other employees or ship components aren’t harmed.

“The important thing here is protection of personnel,” stressed Hedding. “Ship’s equipment, yes, it is expensive, yes, it costs a lot of money to replace, but that’s the thing – it can be replaced. If we lose a life, you can’t replace somebody’s life.”

Strutt agreed.

“The protection of personnel – that was the big emphasis that all three of us put into the class,” he said.

Lastly, class attendees were reminded how to correctly use Casualty Control boxes to report a fire, an injury or any other problem on or near a boat.

But for the most part, the subject matter of the class was familiar to everyone who attended, which, the instructors said, made it that much more effective.

Also impressed with the effectiveness of the class was steel trades Superintendent Ron Donovan, who said, “This team did an outstanding job focusing on the safety of the people performing the hot work tasks and the safety of their co-workers in the affected areas.”

Steel trades trio develops course for fire prevention, hot work

From left, Fred Greene, George Strutt and Charlie Hedding put the finishing touches on a mock-up that they created for use with their fire prevention and hot work training program.
DMV van will continue Groton visits

Based on employee response, the Connecticut Department of Motor Vehicles (DMV) mobile van will continue to visit the Groton facility in 2002.

According to HR Chief Jack Shea, some 300 employees made use of the van to renew licenses and registrations, ask questions, and obtain forms for various transactions. The van made two visits – one in October and one in December.

Shea said he is now working with the DMV to schedule visits for the first six months of the year. Dates will be announced as soon as they are firmed up, he said.

EB on track for another successful year

from page 2

Last month, EB and the MDA-UAW reached an agreement on a 54-month labor contract that extends through July 2006. The pact was noteworthy for two reasons, Toner said – it was reached after only four weeks of bargaining, and it was ratified nine months early.

And finally, he said, the company completed its $12.4 million automated steel-processing center at Quonset Point. The center – equipped with state-of-the-art laser, water jet and high-definition plasma cutting technologies – is the most advanced facility of its kind in the submarine industry. It was dedicated in a ceremony Dec. 17.

Looking forward, Electric Boat’s business plan remains unchanged despite General Dynamics’ unsuccessful bid to acquire Newport News Shipbuilding.

The key elements of the plan, Toner said, are to:

- Accelerate the procurement rate of Virginia-class ships to two per year as soon as possible.
- Obtain more overhaul and repair work.
- Ensure that EB secures the design contract for SSGN, and obtains as much related manufacturing work as it can.

These steps would help eliminate gaps in EB’s projected workload and stabilize the workforce.

The company’s vision for the future also remains unchanged, according to Toner. That vision is to:

- Deliver the world’s most advanced submarines.
- Maintain industry leadership.
- Be distinguished by
  - Workforce
  - Technology
  - Commitment.
Mike Toner points out to J. William Jones how the Groton shipyard has evolved since Jones was Electric Boat’s general manager in the 1960s. The 89-year-old Jones traveled from his home in New Hampshire for a tour of the Groton facility.

GD’s Oliver brings corporate HR perspective to management club

Walter M. Oliver, GD’s vice president of Human Resources and Administration, was the dinner speaker at the Electric Boat Management Association corporate night, held last month at the Mystic Marriott.

Oliver, who is relatively new to the defense industry, has a long career as an HR professional in the metals, automotive parts, and telecommunications industries. During his EBMA presentation, he gave his perspective on “people and corporate culture issues” facing General Dynamics.

Since the mid-1990s, the company has acquired several businesses. In fact, two-thirds of all employees now are with units that had a different parent company only a few years ago. This has brought at least a dozen different corporate cultures into GD. While this has added organizational complexity, it also brings with it tremendous opportunities. It enables General Dynamics to move key individuals across a broader experience base to share new ideas, said Oliver.

In addition to issues of corporate culture, Oliver has also focused on management succession during the past year. The corporation periodically reviews and identifies management talent.

Oliver also interjected personal stories and anecdotes. One of his favorites is “The Story of the Geese.” Geese fly in a V-formation for support and to lessen the workload for everyone in the formation. Also, the geese will take turns on the point, and honk to encourage the lead goose. If one of the geese becomes disabled, two other geese will drop down with the injured bird and stay with it. Oliver feels there are important lessons in this story. “We are all on a long journey in the workplace (35-40 years) and can go further if we support each other and share the load. This means giving everyone a chance to use his or her particular skills and talents.”

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– Walter M. Oliver, GD vice president of Human Resources
EBAC runners hit stride on Park Avenue

Competing in the prestigious JP Morgan Chase Corporate Challenge road race in New York City Dec. 1, two teams representing the EBAC Men’s Varsity Running Team finished 7th and 22nd in the 3.5-mile event. Teams from the United States, Europe and Australia participated in the race, which was run on Park Avenue.

The EB runners and their overall places and times are as follows:
The 22nd Place Team - (142) Brian Lundie - 21:19; (154) Gary Deal - 21:31; (169) Dana Award - 21:44; (170) Norm Kahler - 21:44; (194) John Trahan - 22:06.

Also competing for the team were (228) Rob Reale - 22:41; (241) Dave Anderson - 22:52; and (387) Tom McColl - 25:47.

Classified

AUTO/TRUCKS

CHEVY S-10 PICKUP 1997 - 5 speed, clean, excellent running condition, 65k, includes cap, ladder rack, 1 year left on warranty, $5,600. 572-2962.

MAZDA 323, 1987 - 5 speed, valid emissions, sunroof, pw, pm, 28 mpg. New catalytic converter, brakes and exhaust, $800 or best offer. 546-9699 after 2 pm.

MAZDA 626, 1992 - 4 dr, 4 cyl, 5 speed, silver, a/c, pw, tilt wheel, am/fm cassette, cruise, 92k, excellent condition inside and out, $4,000 or best offer. 739-9551.

AUTO PARTS

TIRES - Gislaved snow tires - 185/65 R15. Were on Saab 900 for two seasons; $85. 536-1380.

BOATS

JET BOAT - 1994 Bayliner Jazz, 90hp w/trailer, cover & toys. Winterized & garaged when not in use, $1,000. 401-783-1273.

COMPUTERS

ATI RADEON ED GRAPHIC ACCELERATOR w/32mb SDRAM, PCI bus version. DVD video playback & tv/vcr output support, new in box; $40. 401-722-1837 ask for Bob.

FURNITURE

DARK PINE BUNK BEDS - $150 or best offer. 443-6734.

MISCELLANEOUS


SNOW SKI EQUIPMENT - 160 Elan skis, poles, Tyrolia bindings, Nordica boots and carry all bag. Complete set new over $400, asking $125. 376-5563.

MOTORCYCLES

YAMAHA RT180, 1990 - 2 cycle, oil injected, newly rebuilt engine, new sprockets, chain and rear tire, $1,200. 537-1453.

PETS

HORSE BLANKETS - winter turnout rugs and blankets, sizes available are 60", 64", 68" and 72". 887-3071 Leave message.
Service Awards

40 years

226 Stephen A. Kokosky
438 David R. Prentice

35 years

243 Norman E. Brown
355 Robert A. Kowak
438 William N. Joseph Jr
460 Robert D. Guzzio

30 years

221 Gary R. Perkins
244 Eugene C. Texter Jr
251 Bernard F. Payne
405 Diane L. Amburn

25 years

100 Terrence Brennan Jr
200 Henry A. Doucette
226 Thomas J. Couture
424 Remo J. Lauretti Jr

20 years

230 Stanley W. Kondratowicz
241 Royal L. Allard III

2001

ELECTRIC BOAT NEWS | December 2001 | 11
To enhance the flow of information within Electric Boat, the company has purchased a visual communications network that will deliver news over television monitors and LED readerboards throughout the Groton and Quonset Point facilities.

Within the next few weeks, more than a dozen monitors and a handful of LED signs will be installed at key areas throughout both locations.

Electric Boat's installation, to be known as “EBTV,” will provide employees in every department and every trade with equal access to information.

Once up and running, the system will feature a mix of national news headlines, GD stock quotes and local weather forecasts, plus a regular flow of Electric Boat-generated information. The messages on both the monitors and LED signs will be text-based, though the messages on the monitors will be enhanced with the use of graphics and photos.

The installation of system hardware is scheduled to be completed by mid-January; the system itself should be operational within the first quarter of 2002.

“EBTV will eliminate the information gap that now exists between employees who have access to computers in the workplace and those who do not,” said Director of Communications Neil Ruenzel. “With this new system, every employee will be in the loop.”

More information about EBTV will be provided as the start-up date for the system nears.

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– Neil Ruenzel,
Director of Communications