

# Electric Boat NEWS

MARCH 2010



## **Daffodil Days - Another Sign of Spring**

*Christine Dickson (275), left, Patricia Furlong (275) and Diane Tatro (452) were among the 30 Electric Boat employees at Groton who sold daffodils to raise money for the American Cancer Society. In this year's fundraiser, Groton employees contributed \$13,580, maintaining the company's position as one of the event's top participants in Connecticut. Lisa Trolan (605) and Donna Havrilla (601) were the event's co-chairwomen at Electric Boat.*

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From left, Supervisor Jim Bourne, Phil Rogers, Mark Schleicher and Bob Aiello in the Metallurgical Lab.

## 5S Success – Three Years And Counting

March 26, 2010 marks a milestone for employees working in the Metallurgical Laboratory, located in Groton's Robinson Building.

Just over three years ago, Robert Scheel, VP – Quality, initiated a major cleanup of the Metallurgy Laboratory using Lean 5S techniques and results are still being realized. 5S is a methodology designed to put things in order, place them so they can be easily reached, and keep them clean and in working order. It also generates pride and adherence to standards that help sustain an orderly working environment.

Scheel began the month-long process of planning and coordinating the week-long 5S effort by working with Bob Peirce, his management team in the Robinson Building and the Lean Six Sigma Process Engineering group.

As Jim Bourne, Materials Engineering supervisor, recalled, “Mr. Scheel asked me to come over to discuss a new venture using Lean 5S. He said my lab would be the very first to try this new approach.

“I know a lot of words that begin with S, but I had never heard of 5S,” quipped Bourne.

When asked if he had concerns, Bourne replied, “I was very apprehensive at first. Process Engineering provided me with a description of how the 5S methodology would be used, which was daunting to say the least. My primary concern was the velocity at which this would be executed. I asked Process Engi-

neering how they expected to ‘5S’ the lab in five days, when there was 50 years of stuff in there! They (Process Engineering) responded that the first five days (or the first four Ss) were the easy part. The fifth S – Sustain – would be the most difficult.”

On Jan. 26, 2007, the 5S event began with three goals – improve cleanliness, safety and work efficiency in the lab.

When the event concluded a week later, more than 1,000 pounds of scrap steel, 200 pounds of photo negatives, seven filing cabinets, four document bins, seven boxes of environmentally sensitive material and three boxes of household wastes had been removed.

A broken eyewash station and a damaged emergency shower were tagged for repair, yellow striping was added to the floors to indicate walking areas, and handrails around machinery were painted yellow for visibility. In addition, access to electrical panels was improved and stairways leading to lab equipment were cleared of clutter.

Three years and three months later, Bourne and his crew are sustaining the 5S effort, and still realizing results.

“The level of pride and ownership is unbelievable,” said Scheel. “These employees have taken ownership of their environment and are continuously improving it. This is by far the most impressive sustained effort of a 5S event I’ve seen at Electric Boat,” he said.

Lab technicians Bob Aiello and Mark Schleicher noted that since the 5S con-

cluded, workflow and process efficiencies have improved. “Processes have been streamlined to reduce the amount of motion by the employee. We are no longer bumping into things or straining to lift items, and things don’t get lost,” said Aiello.

Both technicians pointed out that the event enables them to easily maintain and sustain a level of cleanliness, safety and organization that was previously difficult to achieve. Due to the training they received during the event, employees have the tools and mindset required to move forward with the 5S journey and continuously improve their work environment. Aiello commented, “We know what it’s like to work in a less than desirable environment; we don’t ever want to go back to that again.”

Bourne said he regularly notices employees wiping down surfaces, and cleaning their area – sometimes twice a day. As he observed, “It’s nice to see the place kept clean and neat.”

To provide some third-party perspective, Schleicher relayed the story of a prospective new hire who had recently toured the lab. The interviewee remarked that it was the best- looking lab she had ever seen.

For the employees in Metallurgical Lab, that said it all.

The 5S team recognized the following employees for their support of the project: Frank Dias, Paul Williams, Bill Bonang, Mike Gentile, Mike Reynolds, Mike Street, Rick Kowlaski, Jim Newman and Ben Edwards.

For more information about 5S please visit the Improvement Initiatives website located on the EB homepage, or check out this link:

<https://www.ebnet.gdeb.com/homepages/projects/contimp/pages/GBModules.html> (Lesson 16).

# Heebner Frames Shipbuilding Issues At Congressional Hearing

**EDITOR'S NOTE:** David Heebner, executive vice president of General Dynamics Marine Systems, testified earlier this month before the House Armed Services Committee's Seapower and Expeditionary Forces Subcommittee. His testimony follows.

**M**y objectives today are to, first, provide an introduction to General Dynamics Marine Systems shipyards, and then, as you requested in your invitation letter, comment on the effect the Navy's 30-year shipbuilding plan will have on industrial base capacity, workforce stability, and economies of scale.

## **Introduction to General Dynamics Marine Shipyards**

General Dynamics Marine Systems business segment comprises Bath Iron Works, located in Bath, Maine; Electric Boat, located in Groton, Connecticut and Quonset Point, Rhode Island; and National Steel and Shipbuilding Company, or NASSCO, located in San Diego, California. Combined, these shipyards employ nearly 22,000 people. The group designs, builds and supports submarines, surface combatants, and auxiliary ships for the United States Navy, and commercial ships for U.S.-Flag customers.

## **Bath Iron Works**

Bath Iron Works, located on the Kennebec River in Bath, Maine since 1884, delivered its first ship to the United States Navy in 1893. Since then, BIW has built more surface combatants than any other U.S. shipyard, delivering over 400 vessels, including 242 military ships as well as a variety of commercial vessels and private yachts. BIW has built the lead ship for nearly two-thirds of the non-nuclear surface combatant classes since WWII. Today, BIW is the lead designer for both classes of U.S. Navy destroyers that are currently in production, and BIW's Plan-

ning Yard sustains 80 percent of the Navy's active surface combatant fleet. Bath Iron Works offers the full range of surface combatant Engineering, Design, Production and Life-Cycle support services. BIW plays a key economic role in Maine as it is Maine's largest single-site private employer with over 5,600 highly skilled engineers, designers and shipbuilders having, on average, over 20 years of ship design and construction experience. BIW is currently building DDG 51 Class destroyers and DDG 1000 Class destroyers.

## **Electric Boat**

Electric Boat Corporation, headquartered in Groton, Connecticut, and with major facilities at Quonset Point, Rhode Island, has been designing and building submarines for the U.S. Navy since 1899. Starting with the first nuclear submarine, the USS Nautilus, Electric Boat has delivered 101 of the U.S. Navy's 199 nuclear submarines.

Electric Boat designed and built the lead ship for 16 of the 19 classes of nuclear submarines, and has designed the propulsion plant for all but one class. Today at Electric Boat there are over 10,000 engineers, designers, and craftsmen, focused on the design, construction, and life cycle support of nuclear submarines for the U.S. Navy and its allies. Almost 1,000 more employees are engaged in various other shipbuilding work, including aircraft carrier propulsion plant design and naval combatant design and engineering. Electric Boat is currently building Virginia Class submarines.

## **NASSCO**

NASSCO in San Diego has designed, built and delivered 136 new ocean-going vessels (Navy and commercial) over the last 50 years and is the only remaining private full service shipyard on the West

Coast designing, building and repairing large vessels for the US Navy and commercial customers. The shipyard employs approximately 4,500 engineers, designers, and skilled shipbuilding craftspeople, plus 1,000 long-term, on-site subcontractor partners supporting the shipyard. This makes NASSCO the largest industrial manufacturer in the San Diego area and a strategic resource for the Navy in Southern California. NASSCO personnel provide critical skills for the design and construction of US Navy Auxiliary ships as well as modern commercial ships for US domestic trade. In addition, NASSCO provides important ship repair services for the Navy – a vital role as San Diego has the West Coast's largest concentration of Navy ships. NASSCO is currently building the T-AKE 1 LEWIS AND CLARK Class Dry Cargo/Ammunition ships and a series of commercial double-hulled Product Carriers.

NASSCO is designing the Mobile Landing Platform, a ship that will provide enhanced sea basing capabilities across the full range of military operations. Production of the MLP will start in 2011.

The primary objective at General Dynamics' three shipyards is to provide the Navy quality ships that achieve fleet performance requirements and are the best possible value to the American taxpayer.

## **Navy's 30-Year Shipbuilding Plan (FY11)**

When I last testified before this committee in July 2009, I mentioned three aspects that have direct and substantial impact on our shipyards' ability to achieve that goal. They are (1) stability of requirements ... stable requirements lead to more mature designs, which reduce production risk and promote efficiency; (2) predictability in funding and scheduling...predictability allows time for plan-

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*U.S. Sen. Joseph Lieberman, I-Conn., and U.S. Sen. Christopher Dodd, D-Conn., share a moment with Electric Boat President John Casey at a breakfast meeting hosted by the Submarine Industrial Base Council in Washington, D.C.*

## Strong Submarine Industrial Base Is Critical To National Security and Economy

### WASHINGTON, D.C.

**M**ore than 200 submarine suppliers from across the country gathered on Capitol Hill earlier this month to stress the critical role that the submarine industrial base plays in the nation's defense and economy.

Members of the Submarine Industrial Base thanked members of Congress for their previous support, and encouraged them to support the president's requested funding for the Virginia-class submarine program, including construction of two submarines, as well as initial design work for the Ohio Replacement program.

"Submarines are a vital part of America's national defense," said Jim Jelinek, co-chairman of the council. "The more than 4,000 companies from 50 states represented by the Submarine Industrial Base Council are proud of their contribution to national security. With the help of Congress, we can continue to provide the Navy with the world's best nuclear-powered submarines that can ensure

continued undersea dominance and our nation's security."

The council also presented Sen. Christopher Dodd, D-Conn., with its first Submarine Industrial Base Advocate Award. "Senator Dodd has long recognized the importance of our submarines and the associated industrial base and we wanted to make sure he understood the positive impact he has had on our suppliers and the submarine force," said Jelinek.

Members of Congress voiced their support for the council's work.

"The reason that the United States has the best submarines in the world is that we have the strongest industrial base in the world standing behind them," said Sen. Joe Lieberman, I-Conn.

"Our submarine fleet is second to none," said Rep. Norm Dicks, D-Wash. "They fulfill the key leg of our strategic nuclear deterrent, keep our oceans open and safe, and are feared by our enemies. The construction of one of these subs, a multibillion dollar asset which is more

complex than the Apollo rocket, requires the substantial knowledge and skill that only a solid, experienced industrial base can provide. In this regard I applaud the work of the SIBC, the entire submarine industrial base, and the workers who devote their efforts so that our submarine force remains the dominant undersea force for years to come," Dicks said.

"I am grateful for the work of the Submarine Industrial Base," said Rep. Gene Taylor, D-Miss. "I look forward to working with the delegations from Connecticut and Virginia, along with all of my colleagues, to ensure these vital platforms are delivered in quantities sufficient to meet our nation's Navy's needs."

"As chairman of the Strategic Forces Subcommittee, I understand the many roles our submarine force plays in support of our national security, especially in maintaining our nuclear deterrence," said Rep. Jim Langevin, D-R.I. "The high quality and dedication of our sub-

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ning and commitment of resources that enhance shipbuilding processes, and (3) sufficient volume for efficient production ... building enough ships to enable investment in processes, people and facilities to lower costs and maximize the value of each ship we deliver.

While assessment of the industrial base impact of the Navy's new 30-year shipbuilding plan is ongoing, it is apparent that the Navy has worked hard to balance available resources among a broad and diverse set of competing demands. Stability of requirements is implicit in this plan and predictability is enhanced because the plan is based on reasonable assumptions and can be executed. With regard to these two aspects, the plan promotes our ability to provide quality ships at the best possible value.

However, the most challenging aspect of the plan is volume. While we credit the Navy for its balance in allocating available resources, the new plan is funded at levels that build 13 fewer surface ships in the near term when compared to the FY09 shipbuilding plan. Internal to our shipyards, this volume challenge will likely trigger shipyard workforce resizing. External to our shipyards, the volume issue will affect thousands of suppliers who provide the components and commodities essential to ship construction, resulting in reduced economic order quantity and reduced vendor performance. In the end, less volume will inevitably lead to higher shipbuilding costs – not the best possible value for the taxpayer.

This simply reflects the principle of "economy of scale." Over the past decade GD made major capital investments in our shipyards to enable production efficiencies, but the return on these investments to the Navy will be limited without sufficient volume. This is not unique to ship construction, but an unavoidable outcome for any manufacturing enterprise facing similar circumstances.

“**While assessment of the industrial base impact of the Navy's new 30-year shipbuilding plan is ongoing, it is apparent that the Navy has worked hard to balance available resources among a broad and diverse set of competing demands. Stability of requirements is implicit in this plan and predictability is enhanced because the plan is based on reasonable assumptions and can be executed. With regard to these two aspects, the plan promotes our ability to provide quality ships at the best possible value.**”

### Impact to GD Shipyards

**ELECTRIC BOAT:** As a result of receiving Congressional funding for advanced production and accelerating the procurement rate of Virginia Class submarines to two per year starting in FY 2011, this program is clearly a model for defense acquisition demonstrating the benefits to be gained when combining predictability, stability and volume. Electric Boat delivered the fifth ship of the class, USS New Hampshire, for 25 percent fewer manhours than the lead ship, USS Virginia. Our goal is to reduce the schedule span and labor hours by 40 percent. We continue to reduce costs and schedule through a process called design for affordability, and through capital investment and continuous improvement initiatives. The stability, predictability and volume of this program have also preserved critical skills and the industrial base, and contributed to reducing the total ownership costs.

Nonetheless, in the longer term the

Navy's 30 Year Shipbuilding Plan potentially has a significant negative impact on the industrial base by reducing attack submarines by 10 ships when compared to the FY09 Plan – a 20 percent reduction. From our perspective, maintaining the Virginia Class Submarine program at a two per year procurement rate will allow us to capture the production and costs efficiencies that are now well within reach.

**BATH IRON WORKS:** Building large surface combatants is a complex undertaking that demands significant resources and infrastructure (including highly skilled people, information systems, processes and facilities) that are in many ways different than those required for other types of ships. BIW is optimized to produce surface combatants efficiently and affordably, and possesses modern, world-class infrastructure unique to the industry. The effectiveness of this optimization is evidenced by the substantial labor hour reductions demonstrated on the DDG 51 program, strong early performance on the DDG 1000 program, and continuous innovation in surface combatant shipbuilding, such as that provided by the Ultra Hall facility.

The consolidation of the DDG 1000 Class construction at BIW will maintain an efficient level of volume for the near term. However, the FY2011 30-Year Shipbuilding Plan would sustain procurement at a rate of only 1.5 DDG 51s per year, representing a 50 percent reduction in volume for the large surface combatant industrial base. For the majority of the DDG 51 program, ships were procured from two surface combatant shipyards at a sustained rate of at least 3-ships per year. This level of volume represented a balance point where the overhead cost of the significant infrastructure required to efficiently build surface combatants could be reasonably spread across the ships and result in affordable cost. This, coupled with the enhanced

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- 242 John L. Butler Jr.**  
30 years  
*O S Machinist 1/C*
- 272 Wilbur E. Seidel Jr.**  
37 years  
*Eng Asst Chf Test*
- 321 Hendrick J. Facas**  
47 years  
*U T Technician W/L*
- 321 George F. MacDonald**  
37 years  
*Inspector Str QC 1/C*
- 333 William A. Rebello**  
36 years  
*Warehouseman 1/C*
- 604 Louis C. Tedeschi**  
10 years  
*Engineer, Principal*
- 704 Francis E. Labombard**  
24 years  
*Foreman*
- 933 Robert J. Forget**  
36 years  
*Prod Supp Mech II*



## MARINE CONTRACT ROUNDUP

### NASSCO Launches USNS Charles Drew

**SAN DIEGO**

General Dynamics NASSCO has launched the U.S. Navy's newest supply ship, USNS Charles Drew (T-AKE 10), during a christening ceremony at the shipyard. The ship is named in honor of Dr. Charles R. Drew, the African American surgeon and hematologist who pioneered procedures for the safe storage and transfusion of blood.

Vice Adm. Regina Benjamin, the surgeon general of the United States, was the ceremony's principal speaker. Mrs. Bebe Drew Price, the eldest daughter of Dr. Drew and the ship's sponsor, christened the ship by breaking the traditional bottle of champagne against the bow before the 689-foot-long ship slid into San Diego Bay. More than 1,300 people attended the ceremony.

In 1938, Dr. Drew (1904-1950) worked on a blood chemistry and transfusion research team that sought methods to preserve blood over long periods of time. Red cells, one of the four elements of blood, begin to break down after 24 hours and cause stored blood to be unsafe for use after one week. Dr. Drew achieved success using the plasma element of blood which, since it does not contain red cells, could be safely stored for months and given to anyone regardless of their blood type. In 1941, Dr. Drew set up the first blood bank for the American Red Cross in New York City. The program became a model for blood banks nationwide, which became increasingly necessary after the United States entered World War II several months later.

USNS Charles Drew is the tenth ship of the Lewis and Clark (T-AKE) class of dry cargo-ammunition ships for the Navy, and the first U.S. Navy ship to be named after Dr. Drew. NASSCO began constructing the ship in October 2008 and is scheduled to deliver it to the Navy's Military Sealift Command in the third quarter of 2010. When the Charles Drew joins the fleet, its primary mission will be to deliver nearly 10,000 tons of food, ammunition, fuel and other provisions to combat ships on the move at sea.

### BIW Receives \$114M Contract for Advanced Destroyer Long-Lead Material

**BATH, Maine**

The U.S. Navy has awarded Bath Iron Works a contract valued at up to \$114 million to procure long-lead material to support the anticipated construction of DDG-115 under the DDG-51 class destroyer program. Procurement efforts are expected to complete by December 2012.

BIW President Jeff Geiger stated, "This award is the first step leading to continued construction of Aegis destroyers at BIW for many years to come. As the lead shipbuilder of the class, we have a track record of excellent performance in both procurement and construction activities across the 31 ships of this class we've built in the last two and a half decades. We're excited about the opportunity to continue that performance."

### NASSCO Awarded \$825 Million Contract for T-AKE Ship Construction

**SAN DIEGO**

General Dynamics NASSCO has been awarded an \$824.6 million contract from the U.S. Navy for the construction of two T-AKE dry cargo-ammunition ships.

The contract provides full funding to NASSCO for the construction of T-AKE 13, the future USNS Medgar Evers, and T-AKE 14, the unnamed final ship of the Lewis and Clark class. In December 2008, NASSCO received a \$200 million contract to purchase the engines and other long lead materials for these ships. Construction of T-AKE 13 and 14 is scheduled to begin in the second and fourth quarters of 2010, respectively. NASSCO expects to deliver both ships to the Navy's Military Sealift Command in 2012. 

stability provided to the shipyards and suppliers by multi-year procurements beginning in FY1998, provided a solid foundation for affordability. The program described in the new 30-year shipbuilding plan reduces the ability to distribute overhead infrastructure costs and will result in increased cost, meaning fewer destroyers will ultimately cost more per ship.

Also, as a flat or declining volume limits the ability to hire and train the next generation of shipbuilders, apprenticeship programs will decline – an adverse impact that will be felt by the shipbuilding industry and the Navy for years to come.

NASSCO: As a full service shipyard, NASSCO strives to reduce the cyclical nature of the ship construction and repair business by participating in both commercial and military shipbuilding markets, which greatly contributes to establishing continuity for the shipyard's labor force. Through its partnership with a world class Korean shipyard, NASSCO is operating a highly successful commercial Product Carrier program, the only tier one shipyard to achieve this in recent times. In its naval shipbuilding program, NASSCO has taken advantage of the long run of building two T-AKE supply ships each year since 2006. Benefiting from the lessons learned from the Koreans and from an aggressive and comprehensive cost reduction program, NASSCO has reduced the manhours required to build each successive ship at a rate unmatched by any shipyard in the industry. The end result is that it now takes well less than half the labor hours to build a T-AKE today than it took to build the lead ship. This enables us to deliver the Navy a high quality ship at the best possible value to the taxpayer.

The 30 year shipbuilding plan transitions NASSCO from building T-AKEs to building Mobile Landing Platform (MLP) ships.

**Our objective remains unchanged. We will deliver high quality, capable ships to our Navy. The Navy's FY2011, 30-year shipbuilding plan is a good baseline. We will work with the Navy and the Congress to address the volume issues.**

However, the plan represents a change from two ships per year to half a ship per year, resulting in gaps in production between each of the three planned ships. These gaps will result in cyclical workforce resizing involving a significant portion of NASSCO's production personnel during each production gap. Moreover, initiating the T-AO(X) program some five years after the termination of the T-AKE, where the potential exists for using a hull with considerable commonality, will likely sacrifice many efficiencies which might have been realized. The inherent inefficiencies generated by cyclical workforce resizing, coupled with the

fact that each ship will have to absorb the entirety of the shipyard's overhead during its lengthened period of construction, will lead to significantly higher costs to the taxpayer for each MLP.

**Summary**

Our objective remains unchanged. We will deliver high quality, capable ships to our Navy. The Navy's FY2011, 30-year shipbuilding plan is a good baseline. We will work with the Navy and the Congress to address the volume issues. If additional resources can be made available to increase volume, we are best positioned to meet our objective to provide the best value to the taxpayer.

Mr. Chairman, as you know, shipbuilding is a complex and dynamic process. Your committee's support of multi-year procurement for mature programs, advanced procurement, advance construction authority, and commercial shipbuilding with the assistance of Title XI, will continue to reduce costs for both the government and for shipbuilders. I am proud of the high quality ships General Dynamics' shipbuilders are delivering to our Navy. I invite the committee to visit our shipyards so that our proud workers can show you the magnificent ships they build. 

# WELCOME TO ELECTRIC BOAT

**Please help welcome the following employees, who have recently joined the company:**

411 Todd Rich

414 Timothy Weldon

436 Timothy Gaudette

449 Ivana Ahmed

492 Nathan Emmons

412 Bradford Bailey  
Joshua Davis  
Beth Melanson

433 Maria Marundan

437 Dennis Proulx

454 John Clarkin

493 Joseph Giedra  
David Gonski  
Craig Pratt

434 Eric Bookmiller  
Morgan Harris

445 Gary Williams

462 John Iraci  
Nathan Stewart

413 Jason Barrett



# HEALTH MATTERS

Susan Andrews, MD  
Medical Director, EB Quonset Point

## Adherence Promotes Health

**T**aking your medications, eating nutritiously, exercising on a regular basis and scheduling screening exams are just a few of the activities that will help maintain and improve health. The terms taking, eating, exercising or scheduling all suggest that a health-care professional has dictated a treatment plan – and that the health-care provider expects the patient to be compliant.

In reality, it is the notion of adherence that promotes good health by enabling a person to take control of good-health behaviors and developing a relationship with the health-care provider. People who are actively involved in developing and implementing their treatment plan adhere more closely to their plans and have greater success reaching their personal health and wellness goals.

The World Health Organization (WHO) explains that adherence to long-term treatment of chronic diseases such as cardiovascular disease or depression is a world-wide problem. Further, WHO states that the type of disease does not determine the level of adherence – as long as self administration of treatment is required, non-adherence will occur.

### Alarming Statistics – Lack of Adherence to Medications

According to WHO, only 51 percent of patients in the U.S. adhere to their medication treatment plan for high blood pressure, 40 to 70 percent for depression and 28 percent for maintenance treatment for asthma. Additionally, the National Council for Patient Information and Education says 50 percent of prescriptions are not taken correctly. The National Institutes of Health explains that non-adherence rates for medications are relatively high across disease states, treatment regi-

mens and age groups, with the highest discontinuation rate occurring during the first several months of therapy. The American Pharmacist Association reports the most common reason for non-adherence is forgetfulness, at 22 percent.

Some people are not even aware that they are being non-adherent to medications by simply:

- ▶ Not filling a prescription initially
- ▶ Not refilling a prescription when still needed
- ▶ Taking a medication at the wrong time
- ▶ Stopping a medication before medication course is completed without your physician's advice
- ▶ Taking the wrong dose
- ▶ Taking a medication incorrectly
- ▶ Skipping doses
- ▶ Taking someone else's medication

The barriers to medication adherence include complex treatment regimens, convenience factors like dosing frequency or relationship to food, behavioral factors such as shift work, and treating asymptomatic conditions such as high blood pressure. According to the American Pharmacists Association, patients are 19 times more likely to be non-adherent when more than one barrier is present.

Non-adherence impacts you, your family and our overall society. The Diabetes Journal states that medication non-adherence causes between 33 and 69 percent of medication-related hospital admission, 23 percent of all nursing home admissions, \$100 million dollars in direct and indirect costs, increased use of expensive, specialized medical resources, unneeded medication changes, unexplained treatment failures and repeat office visits.

## Eliminating Barriers to Adherence

Elimination of real or perceived barriers is an important step toward improving adherence. Although the preceding information relates to medication adherence, it applies to diet and exercise as well. What barriers do you or your family have when it comes to taking medications or sticking to a diet and exercise plan? Some tips for improving adherence to medication, diet or exercise plans, include the following:

▶ Educate yourself or your family about the specific treatment including the intended condition and the expected effects. Make sure you understand what the medication will do since not believing that the medication is helping will decrease adherence. Some helpful questions listed by the American Heart Association include:

- What is the name of the medicine?
- Is this a brand or generic name?
- What is the medication supposed to do?
- How and when do I take it, and for how long?
- What foods, drinks, other medicines or activities should I avoid while taking this medication?
- What are the possible side effects? What do I do if they occur?
- Is there any written information available about the medicine?

▶ Build a partnership with your health-care team, including but not limited to your physician, EB Family Pharmacists, EB Yard Hospital or Dispensary, and your UnitedHealthcare representatives. Sometimes simplifying complex treatment regimens or reducing the number of doses of a medication can improve adherence. Medication should not be prescribed more than twice a day unless

absolutely necessary.

- ▶ If you have a problem following a treatment plan, ask your doctor or an EB Family Pharmacist about side effects since there may be other options for your condition or symptoms. Sometimes a different drug or dosage may be effective.
- ▶ Keep a list of medication on you at all times. If you have a spouse, you should keep his or her list in addition to your own list with you in case of an emergency. Make sure depression is treated so that condition does not hinder your ability to take other medications.
- ▶ To ensure you have the least expensive treatment plan, you should obtain your prescription and over the counter medications from the EB Family Pharmacy.

## What can you do?

So what can you and your families do to improve adherence? If you do not take medications, is there another health-related activity that adherence could affect? The key is understanding what your own health-care priorities are and deciding what area to focus on. Also, you need to review the personal barriers that interfere with your ability to adhere to your treatment plan. Once you figure out what the barriers are, you can determine how to eliminate them.

EB established the EB Family Pharmacy to eliminate some medication barriers. The EB Family Pharmacy can be reached at 1-888-578-3457 or [ebrx@takecarehealth.com](mailto:ebrx@takecarehealth.com), and offers the advantages of:

- ▶ Cost savings on generic and brand name prescriptions
- ▶ Free generics of Simvastatin for high cholesterol and Omeprazole

for acid reflux

- ▶ Delivery to both Groton and Quonset Point
- ▶ Expert advice and outstanding service by a friendly, expert staff solely dedicated to Electric Boat
- ▶ Pill-splitting for certain medications to reduce costs
- ▶ Over-the-counter products at significant savings for all Electric Boat employees
- ▶ 90-day prescriptions instead of 30-day prescriptions for a typical supply
- ▶ Easy transferring of medications

## The following services offered by EB can improve your overall health, which may in turn help with your medication adherence.

▶ Employee Assistance Program (EAP) through United Behavioral Health at 1-866-743-6551 or [www.liveandworkwell.com](http://www.liveandworkwell.com). EAP offers counseling, mental health, substance abuse, adult/elder support services, child/parenting support services, legal assistance, financial services, life learning, and chronic condition support.

▶ UnitedHealthcare offers disease management programs for diabetes, congestive heart failure, asthma, chronic obstructive pulmonary disease and coronary heart disease. Call the 24-hour Nurse Line at 1-866-642-3661 or [www.myuhc.com](http://www.myuhc.com). If you need to speak to someone regarding programs at EB, UnitedHealthcare, or the EB Family Pharmacy, come to one of the Know Your Numbers or the House Calls to speak with a wellness representative.

▶ Also, having your numbers checked will enroll you into the It All Counts program, which raffles off prizes totaling \$125,000 to promote healthy behaviors. 

# General Dynamics Announces Senior Leadership Changes

**FALLS CHURCH, Va.**

**G**eneral Dynamics has announced that Charles M. Hall, executive vice president and group executive of the company's Combat Systems group, will retire on May 1. Hall has been executive vice president since 2005, before which he was president of the company's General Dynamics Land Systems subsidiary. He will be succeeded by David K. Heebner, executive vice president and group executive of the company's Marine Systems group. Phebe N. Novakovic, senior vice president – planning and development, will succeed Heebner as executive vice president and group executive of the company's Marine Systems group. No successor has been named for Novakovic. Heebner and Novakovic will continue to report to Jay L. Johnson, president and chief executive officer. The appointments are effective May 1.

Heebner became executive vice president and group executive for Marine Systems in October 2008. He was president of

General Dynamics Land Systems from July 2005 until 2008. Previously he had been senior vice president – planning and development, since March 2002, and vice president – strategic planning since joining the company in January 2000. Prior to joining General Dynamics, Heebner served 33 years in the U.S. Army, retiring at the rank of lieutenant general.

Novakovic has been senior vice president – planning and development since May 2005. She joined General Dynamics in May 2001 as director of strategic planning and development, was named staff vice president – strategic planning in May 2002, and was elected to be a vice president of the corporation in October 2002. Previously Novakovic was special assistant to the secretary and deputy secretary of defense, and had been a deputy associate director of the Office of Management and Budget.

## EB Business Ethics and Conduct

### Business Ethics Values

Electric Boat is in business to earn a fair return on behalf of our stockholders. We must therefore assure that we:

- ▶ Tell the truth at all times
- ▶ Keep our promises to others
- ▶ Respect others regardless of the situation or circumstance
- ▶ Are trustworthy in our dealings with others
- ▶ Conduct ourselves with integrity
- ▶ Manage our behavior responsibly

### Our Business Conduct Reflects Our Business Ethics Values

EB Ethics Director Frank Capizzano (860-433-1278) is available to assist anyone regarding questions or issues that may relate to ethical decision making. The GD Ethics Hotline is available 24/7 and may be reached at 800-433-8442 or 700-613-6315 for international callers

**Remember – when in doubt, always ask.**

## SUB INDUSTRIAL BASE continued from page 4

marine industrial base ensures that we can continue to entrust these most important responsibilities to the sailors that make up our silent service. I am proud to be able to represent and support an area that houses this critical work," Langevin said.

"In its nearly two decades, the Submarine Industrial Base Council has proven to be one of the strongest, most organized advocates for the submarine fleet and its suppliers," said Rep. Joe Courtney, D-Conn. "The Virginia-class program is a versatile weapons system developed by the innovation and ingenuity of thousands of suppliers across the country, whose goals are to keep our nation safe and to keep our economy moving.

This is an important year as the industry prepares to ramp up to building two Virginia-class submarines per year and continues development of the replacement SSBN, and it is critical that Congress continues to hear from the members of the SIBC about the nation-wide impact of these programs."

Rep. Roscoe Bartlett, D-Md., said he is increasingly concerned about anti-access weapons such as an anti-ship ballistic missile that China has fielded with a standoff range that would make surface ships and their weapons ineffective.

"There's no such standoff for submarines," Bartlett said. "A bigger and bigger percentage of the force structure needs to be submarines."

## Electric Boat **NEWS**

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## 45 years

- 230 Donald E. Greene
- 241 Peter J. Silver Jr.
- 278 Roy L. Glandis
- 452 Leonard L. Montesi

## 40 years

- 601 Catherine Kaufman

## 35 years

- 241 Leonard C. Ziolkowski
- 275 Patricia A. Furlong
- 330 James E. Tarallo
- 330 Robert M. Zeppetelle
- 333 Steven T. Gencarella
- 414 Frank L. Kupka
- 424 David J. Davies
- 455 Debra L. Olsen
- 493 Kevin B. Redihan
- 646 Barbara J. McGuire
- 740 Peter M. Smyth
- 911 Paul C. Mayette

- 920 Mark R. Dingley
- 921 Kiyoshi Gotauco
- 922 Joseph M. Cardillo
- 922 Michael J. McEnneny
- 933 Thomas M. Battey
- 935 Johnnie W. Platts
- 935 Glenn T. St. Jean
- 950 Arthur J. Richards

## 30 years

- 100 Karen A. Maskell
- 241 Peter R. Clark
- 241 William D. Fregoe
- 243 Michael P. Sacilowski Sr.
- 251 Carmen M. Feliciano
- 252 Maria A. Corazzelli
- 272 Wayne D. Brodeur
- 404 Karin C. Metcalf
- 411 Lisa M. Daley
- 447 William D. Flowers
- 447 Alfred K. McGrath
- 449 Thomas P. Faurot
- 452 Dennis J. Updegrave
- 453 Joseph A. Pisaturo
- 453 Donald C. Spencer
- 456 Edward M. Nevins
- 459 Joseph J. Harcut
- 459 James T. Kearney
- 460 Gennaro Mauro

- 614 Johnice M. McCoy
- 626 Robert G. Clark Jr.
- 650 John E. Boudreau
- 691 Christopher W. Adams
- 901 David L. Paquin
- 902 Michael A. Pamula
- 915 Theodore C. Bell
- 915 David M. Burns
- 915 John R. Dugan
- 921 Timothy J. Grogan
- 924 John E. Chiello
- 935 Robert E. Pinkham

## 25 years

- 243 Lawrence H. Cloutier
- 330 William W. Mitchell
- 341 John S. Tyropolis
- 355 Alfred J. Marcolini Jr.
- 400 Eleanor Davis
- 406 Dennis A. Garrison
- 411 David A. Lavoy
- 411 Thomas E. Scott
- 416 James W. Kuhns
- 436 Deborah A. Didato
- 446 John P. Shegirian
- 467 John M. Shedlock
- 472 Debra M. Hilt
- 922 William H. Burdick

## 20 years

- 242 James R. Perry
- 243 Robert J. Palumbo
- 333 Ronald O. Brown
- 403 Donald B. Sherman
- 404 Richard P. Frazier
- 415 Brian R. Alfiero
- 417 Joan B. Bacchicchi
- 452 Keith J. Cunningham
- 452 Renee M. Kudrak
- 452 Louis M. Manfredi
- 452 Thomas A. Montgomery
- 452 Jay D. Pealer
- 452 Kenneth R. Pia Jr.
- 452 David K. Pratt
- 452 Hector J. Torres
- 456 Gregory J. Cebriwsky
- 456 Richard E. Levy
- 456 Shawn W. Oates
- 459 Christopher C. Delvy
- 459 William E. MacCracken
- 459 Thomas K. McKenna
- 459 Sally S. Wade
- 495 James H. Gagnon
- 605 Dan Barrett



# 2010

## ELECTRIC BOAT CORPORATION INJURY INCIDENCE RATES

- 2010 LWIR MONTH
- 2010 RIR MONTH
- 2010 LWIR YTD
- 2010 RIR YTD
- 2010 LWIR GOAL
- 2010 RIR GOAL

RECORDABLE INJURIES FOR 2010 = **99**  
LOST TIME CASES 2010 = **21**

LOST WORK DAY CASE RATE YTD 2010 = **1.09**  
2010 GOAL = **1.80 or less**

RECORDABLE INCIDENCE RATE YTD = **5.14**  
2010 GOAL = **6.20 or less**

