

Service to the Fleet

Norfolk Naval Shipyard "Any Ship, Any Time, Any Where" March 2009



USS HARRY S TRUMAN (CVN 75)
Four days early and under budget!

Commander's Comments

by the Shipyard Commander, CAPTAIN RICHARD D. BERKEY

Passion and Action

On Feb. 19, we were honored to host a visit for three of our greatest supporters working inside the Washington beltway. They were the Commander of Naval Sea Systems Command, Vice Admiral Kevin M. McCoy, and two of our very own former shipyarders—Rear Admiral Mark A. Hugel, NAVSEA Deputy Commander for Logistics, Maintenance and Industrial Operations; and Sharon Smoot, NAVSEA Assistant Deputy Commander for Industrial Operations.

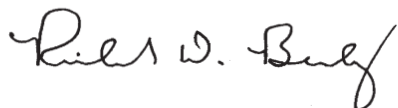
Just over six months into his tenure as NAVSEA Commander, VADM McCoy has a deep understanding and appreciation for our nation's shipyards thanks in part to his former position commanding Portsmouth Naval Shipyard in Kittery, Maine. When he came aboard as NAVSEA Commander last August and outlined his initiative for his first 100 days of command, he said, "the two things I value most are passion and action—the ability to get stuff done." As I toured with VADM McCoy throughout his NNSY visit and saw his up-close interaction with so many of you—and all the positive feedback he had to share—I'm convinced more than ever that we are living out that passion and action in our day-to-day duties.

As one of VADM McCoy's top goals is "Sustain Today's Fleet," I can easily think of three examples of that within the past month right on our waterfront. The first is USS AUGUSTA (SSN 710), which had its decommissioning ceremony Feb. 11 and marked the fastest deactivation at NNSY for a Los Angeles-class submarine. The AUGUSTA is one of our pioneering projects in co-location for submarine availabilities and we have realized marked improvement in cost performance over the previous 688 Inact (USS PORTSMOUTH) by more than 20 percent. Just two days later, NNSY returned USS HARRY S TRUMAN (CVN 75) to the Fleet four days early and under budget. Our passion and action were clearly displayed on this project as CVN 75 met all of their goals either early or on time. And when it comes to great teamwork on our waterfront, it's hard to think of a better example than the USS ALASKA (SSBN 732) project team, and the cooperation and camaraderie that enabled them to meet key milestones and return the sub to the Fleet on budget.

A priority for VADM McCoy during his time so far in command has been visiting many NAVSEA sites to see the great work firsthand and engage our direct feedback. I'm pleased to say he saw not only the great work on our ships, but also in our shops. One of the biggest takeaways he had from his visit was the walkthrough of Building 171's Toolmaker Shop and Plug Manufacturing Center. He talked of how this was just one of our shops that is full of unsung heroes who keep our availabilities on track for timely completion day after day. He said, "I felt that group's passion—doing their job, doing it better, and finding new ways of doing things. That for me is what I look for when I walk around these places."

I'd like to thank all our shipyard employees who demonstrate our passion and action—not only during VADM McCoy's visit, but each and every day they come to work. During these difficult economic times, the fact that VADM McCoy spoke of our workforce numbers remaining steady and our workload remaining solid underscores the significance of what we do for our Nation. Once again, I thank you for all the great work you have done, and thanks for all the great work we have yet to do!

Stay safe, stay focused, and stay engaged . . .



CVN 75 completes successful availability at NNSY

By CVN 75 Public Affairs and NNSY Public Affairs

After completing a six-month Planned Incremental Availability (PIA) four days early at Norfolk Naval Shipyard, USS HARRY S TRUMAN (CVN 75) returned to homeport at Naval Station Norfolk on Feb. 14.

TRUMAN completed its shipyard stay both early and under budget, returning to Norfolk with numerous improvements and upgrades to the ship's systems and the shipboard environment.

"For the shipyard work, there was approximately a five percent savings on what was budgeted," said Matt Durkin, TRUMAN Project Superintendent. "We set goals for ourselves during the planning phase concerning quality, safety, cost and schedule. We actually met or exceeded all of those goals."

Besides operational maintenance and upgrades, Sailors, shipyarders and contractors completed many projects that enhanced the ship. They replaced decking, paint, lagging, doors and hatches throughout the carrier, and completely rehabilitated many spaces. "These projects will improve the quality of life for the crew and help boost morale," said Durkin.

Cooperation between the ship's crew and shipyard personnel was pivotal to success while in the yard. Durkin said the project team excelled during the planning stages by developing a well-articulated schedule and sticking to it, so that during the PIA, the entire team was able to work together to tackle and overcome any emerging problems.

"There are so many moving parts to an availability that you're always going to have problems and issues that you haven't thought of," said Durkin. "You have to address those issues as quickly as possible and work through them. For the most part, we were able to do this."

The culmination of the shipyard availability was a two-day sea trial on Feb. 13 and 14 which the ship performed while transiting back to Norfolk. Sea trials allow the command to assess the ship's state of readiness, and get sailors back into an underway mindset. Many of the ship's operations were tested including a countermeasure wash down test, which is a system designed to protect the crew from chemical and biological weapons, and a test of vital damage control equipment. TRUMAN performed well at sea, and now Naval Station Norfolk will begin the period of work-ups which must be completed before embarking on its next deployment.

USS HARRY S TRUMAN (CVN 75) departs Norfolk Naval Shipyard on Feb 14 ahead of schedule and under budget. Photo by Bill Black, a Code 1160 photographer.

USS AUGUSTA marks record inactivation for NNSY

By Michael Brayshaw

Norfolk Naval Shipyard recorded its fastest Los Angeles-class submarine inactivation with the decommissioning ceremony for USS AUGUSTA (SSN 710) on Feb. 11.

Personnel from NNSY completed the inactivation in 41.4 weeks. Such efficient inactivations enable NAVSEA to direct more assets to increase current Fleet readiness while staying within budget.

"The availability to this point has been going very well on both cost and schedule performance," said Project Superintendent Jack Harris. "The boat's crew has been very professional and supportive—we could not have accomplished all that we have done to date without the support of the crew."

"The shipyard has now taken watch over the boat," added Harris. "Now, we're finishing the preparations for towing away on May 8 to Puget Sound [Naval Shipyard and Intermediate Maintenance Facility]."

One of the biggest benefits of the nearly year-long availability has been the use of the Hangar Bay Concept, which co-locates the project team next to the dry dock. Quickly becoming an important example of NAVSEA Commander Vice Admiral Kevin McCoy's "Back-to-Basics" approach to submarine availabilities, the Hangar Bay Concept at NNSY has since been implemented on USS TENNESSEE's (SSBN 734) availability that began on Jan. 23. The Hangar Bay Concept at NNSY is estimated to save thousands of man hours on a maintenance availability.

This marked NNSY's first inactivation since USS PORTSMOUTH (SSN 707) in 2004. Since 2000, the Navy has inactivated five other Los Angeles-class submarines, including PORTSMOUTH, USS SALT LAKE CITY (SSN 716), USS HONOLULU (SSN 718), USS HYMAN G. RICKOVER (SSN 709) and USS MINNEAPOLIS ST. PAUL (SSN 708).

(Brayshaw is a Code 1160 public affairs specialist.)

NAVSEA Commander visits NNSY and commends shipyard successes

By Michael Brayshaw

The Commander of Naval Sea Systems Command, Vice Admiral Kevin M. McCoy, visited Norfolk Naval Shipyard on Feb. 19 to learn more about the shipyard's recent improvements and availability successes.

Also attending with the NAVSEA Commander were two former shipyarders— Rear Admiral Mark A. Hugel, NAVSEA Deputy Commander for Logistics, Maintenance and Industrial Operations; and Sharon Smoot, NAVSEA Assistant Deputy Commander for Industrial Operations.

The bulk of the visit was a waterfront tour which included a walkthrough of Building 171's Regional Repair Center and Toolmaker Shop; tours on USS KEARSARGE (LHD 3) and USS TENNESSEE (SSBN 734); and an all-hands award ceremony in Building 163.

VADM McCoy took a keen interest in the work in Bldg. 171's Toolmaker Shop and Plug Manufacturing Center. "I'm always amazed going through the tool shop and seeing what you do," the Vice Admiral said to Shop 31 director Wesley Hill and Zone Manager Tom Holmes. Hill and Holmes demonstrated the Lean enhancements and improved tools being used in the Toolmaker and Tool Design sections. "The toolmakers have really latched onto the Lean concepts!" said Hill. Holmes also provided a well-received show-and-tell of the shop's production of cleanliness plugs, which maintain cleanliness of ship piping systems and ensures no foreign material gets inside.



BRAVO ZULU FOR TRUMAN TEAM—During the all-hands award ceremony in Building 163, NAVSEA Commander Vice Admiral Kevin M. McCoy, at left, and Carrier Program Manager Glenn Edwards, at right, commend the successful USS HARRY S TRUMAN (CVN 75) availability.



DISCUSSING BACK TO BASICS—The Commander of Naval Sea Systems Command, Vice Admiral Kevin M. McCoy, center, discusses his Back-to-Basics initiative and other improvements for submarine availabilities with the Commanding Officer of USS TENNESSEE (SSBN 734), Commander James Jenks, at left, and Shipyard Commander, Captain Richard D. Berkey, at right.

The Vice Admiral had a firsthand opportunity to see progress on NNSY's surface ship and submarine work, with tours inside KEARSARGE and TENNESSEE. KEARSARGE Project Superintendent Bobby Watkins and Commanding Officer, Captain Walt Towns, hosted the LHD tour and provided a Strategic Planning Session storyboard. A highlight for RADM Hugel was speaking individually with shipyarders working onboard the ship. "Part of why I enjoy touring with the Admiral is that it gives me that important opportunity to talk with our folks," said RADM Hugel.

VADM McCoy also witnessed some direct results of his Back-to-Basics initiative on submarine availabilities, with a tour of the new USS TENNESSEE sub hub that co-locates the project team next to the dry dock. "The number one waste was travel time—and attacking that was as simple as co-location," Project Superintendent Dennis Bevington told the Vice Admiral.

The TENNESSEE team also demonstrated a new personnel monitoring system called SUPERMET (Supervisor

Visit continued next page

Visit continued

Metrics) that will soon be extended to the other shipyards. This system monitors and categorizes an individual supervisor's progress on meeting his or her daily goals when performing availabilities. "This is cutting-edge stuff!" exclaimed VADM McCoy. "I can't emphasize how important it will become . . . I really applaud it!"

The group then took a tour through the TENNESSEE hosted by Bevington, Deputy Project Superintendent Tim Spittler, and Commanding Officer, Commander James Jenks.

Approximately a thousand shipyarders turned out for the Bldg. 163 all-hands award ceremony when VADM McCoy discussed the importance of shipyards and recognized some deckplate individuals contributing to NNSY's recent successes. "We love shipyards!" VADM McCoy told the audience. "I can't emphasize just how important shipyards are to the Nation. About half of [the] NAVSEA [workforce] wears a hardhat and steel toe shoes to work every day. The smarts are right here, and I've really seen some impressive stuff today!"



THE IMPORTANCE OF BEING ERNEST—Shop 38 Marine Machinist, Ernest Shipman, earned a NAVSEA commemorative coin for being the first employee to take part in a Bldg. 163 question-and-answer session with NAVSEA Commander, VADM McCoy.

during November 2008. Indicative of the Sailor-civilian partnership on restoring the ship, the first two honorees were Sailor Boiler Technician Javier Rosa and Shop 26's Todd Scott.

NNSY's support of the NAVSEA Inspector General's investigation of the circumstance surrounding the LPD 17's Lube Oil piping system weld joint failures was also recognized. Fifteen NNSY Quality Assurance personnel supported the effort which included on-site work in the Gulf Coast region, coordination of joint failure analysis with Puget Sound Naval Shipyard and Intermediate Maintenance Facility and Naval Surface Warfare Center-Cardero and actual joint failure analysis back in the laboratories at NNSY. Two members of the Quality Assurance Department were recognized: Robert Overby, Branch Head, Mid-Atlantic Regional Materials Test Laboratory; and Daniel Bolduc, Lead Auditor, Engineering and Analysis Division.

(Brayshaw is a Code 1160 public affairs specialist.)

Visit photos by Tony Anderson, Code 1170 photographer.

VADM McCoy commended NNSY's finishing the USS HARRY S TRUMAN (CVN 75) availability four days early, and also completing the lengthy USS ALASKA availability on time and under budget. "ALASKA's a huge success story, and a great job for the shipyard!" said VADM McCoy.

Also during the ceremony, VADM McCoy recognized individuals from the NNSY team that surged to repair USS SAN ANTONIO (LPD 17) in Bahrain

During his recent visit to Norfolk Naval Shipyard, the Commander of Naval Sea Systems Command, Vice Admiral Kevin M. McCoy, sat down with Service to the Fleet's Michael Brayshaw to discuss his visit and building on shipyard successes.

Q. What part of the visit has made a great impression on you?

A. "What impressed me in the tool room area was how it's kind of a back shop operation that doesn't get a lot of credit and fanfare, and yet it is so vital. You take those cleanliness plugs . . . if you don't have the right one or the design is wrong, that can set you back two weeks on an availability. The thing I liked was that I felt that group's passion—doing their job, doing it better, and finding new ways of doing things. That for me is what I look for when I walk around these places."

Q. What do you think of the progress being initiated on the TENNESSEE project as part of your Back-to-Basics initiative on submarine availabilities?

A. "Those charts in the TENNESSEE trailer are catching. The issue that we have to go work on is how to best use the data that is available to us. Once we put all this stuff together down on the waterfront, we need to determine how we are using it and what else is in there making a difference to our work? You have to look at the training of our people" [gestures to some NNSY waterfront employees]. "You can't replace these people anywhere! So the question is, how do we get them so that 5 or 6 hours a day, they are applying their trades onboard a ship? What would that mean for the work we could do for the Navy?"

Q. How do you feel as you reflect on your first 100 days in command as NAVSEA Commander?

A. "Overall, I'm very pleased. If you look at what's going on in the naval shipyards, we're seeing some great stuff. Just a couple weeks after my taking command we had the combined Norfolk/Puget and private sector team finishing [USS GEORGE WASHINGTON]. If you look at the work we've done on submarines, we're making steady progress. The work you did with ALASKA is solid and right-on! The aircraft carrier work that we're doing . . . is steady as a rock. Now we're looking at, 'how do we move to the next levels of improving our performance?'"

NNSY picks up its 9th consecutive Elizabeth River Project Award

By Carolyn Mueller

On Jan. 15, Norfolk Naval Shipyard Commander, Captain Richard D. Berkey; Russ Chantry, Director of the Occupational Safety Health and Environmental Office; and Matt Peppers, Code 106 Environmental Engineering Branch Head, accepted an environmental award at the Founders Inn in Virginia Beach from the Elizabeth River Project. The Sustained Distinguished Performance River Star at 'Model Level' Award was presented to Norfolk Naval Shipyard for its continued efforts and accomplishments to reduce the shipyard's impact on the Elizabeth River system. This award represents the highest level of recognition bestowed upon an organization by the Elizabeth River Project.

"NNSY has had a long standing relationship with the Elizabeth River project and I see that relationship continuing to help them with their goal of making the Elizabeth River swimmable and fishable by the year 2020," said Chantry.

Accomplishments cited by the Elizabeth River Project include the maintenance of wildlife habitats at former shipyard landfills along the river and its tributaries, the cultivation of oysters for placement onto a state maintained reef in the Elizabeth River, and various pollution prevention projects to reduce the amount of hazardous and toxic materials used by the shipyard that could potentially be released to the environment.

This is the 9th consecutive year that the Elizabeth River Project has recognized NNSY's efforts to restore the Elizabeth River to the highest practical level of environmental quality through government, business and community partnerships. These partnerships work voluntarily to prevent future pollution, reduce existing pollution and create wildlife habitats and have been recognized on both state and national levels for their strong environmental stewardship. Norfolk Naval Shipyard fully supports the Elizabeth River Project.

(Mueller is a Code 1160 public affairs specialist.)



HIGHEST LEVEL OF RECOGNITION—Norfolk Naval Shipyard recently received its 9th consecutive Elizabeth River Project Award for its continuous efforts and accomplishments. Shown with the award, left to right: Russ Chantry, Director of the Occupational Safety Health and Environmental Office; Matt Peppers, Code 106 Environmental Engineering Branch Head; Shipyard Commander, Captain Richard D. Berkey; and John Briganti, Code 106 Environmental Director Division Head. *Photo by Tony Anderson, a Code 1170 photographer.*



Women Taking the lead to save our Planet



***Women's History Month, 2009
'Women Taking the Lead to Save our Planet'***

This year's theme, "Women Taking the Lead to Save Our Planet," encourages the recognition of the important work of women in the ongoing "green movement." To acknowledge women in communities and states throughout the country, we are including all the women nominated as 2009 honorees. The honorees include scientists, engineers, business leaders, writers, filmmakers, conservationists, teachers, community organizers, religious or workplace leaders or others whose lives show exceptional vision and leadership to save our planet. Listed here are some brief biographies of the honorees, for a complete list log on to <http://www.nwhp.org/whm/honorees.php>:

Wendy Abrams, Founder and President of Cool Globes

Wendy Abrams founded Cool Globes, a non-profit organization established to raise awareness of global warming, and to inspire individuals and community leaders to embrace solutions.

Roswitha Augusta, entrepreneur/filmmaker

Roswitha Augusta, is an entrepreneur, naturalist and environmental filmmaker. Her profound love of nature prompted her to learn filmmaking and produce the award-winning documentary, *Preserving the Future*.

Dr. Alice Hamilton, Occupational Safety and Health Pioneer

Dr. Hamilton was the first person to document the danger of industrial poisons like lead, phosphorus, and other chemicals in the workplace. Her work at Hull House gave her the opportunity to fully investigate hazardous working conditions that led to accidents, deaths, and chronic illness. Her unprecedented work resulted in laws protecting workers and improving working conditions in this country and internationally.

Roberta J. Nichols, Research Engineer

Roberta Nichols began research for alternative fuels at Ford Motor Company in 1979. She and her team developed ethanol-fueled engines and she oversaw the building of 27 natural gas trucks and worked on sodium-sulfur technology for batteries and electric vehicles. Nichols was the first woman elected to the Society of Automotive Engineers. She earned Aerospace Corporation's Woman of the Year and Society of Women Engineers Achievement Award in 1988.

Rebecca Otto, Minnesota State Auditor

Rebecca Otto's commitment to a greener planet is demonstrated by her family's passive solar, wind-powered home. As a Minnesota State Representative, she worked to protect ecosystems, limit mercury emissions, protect groundwater, promote the development of commercial wind applications and ban the use cancer-causing arsenic-treated wood in playgrounds.

Ellen Swallow Richards (1842-1911), Scientist

Ellen Richards was the first American woman to earn a degree in chemistry, a pioneer in applying scientific principles to domestic situations such as nutrition, physical fitness, sanitation and efficient home management, and creator of the field of home economics. She undertook the first scientific water quality studies in America and is called the founder of ecology.

Mary Belle King Sherman (1862-1935), Conservationist/Advocate/Clubwoman

Mary Belle King Sherman is known as the "National Park Lady" for helping to create the National Park Service in 1916. As Conservation chairman of the General Federation of Women's Clubs (1914-1920), she also promoted programs that resulted in six new national parks. In 1918, as the sole woman on the National War Gardens Commission, she established National Garden Week.

(Information provided from the National Women's History Project, <http://www.nwhp.org>.)



Naval Foundry and Propeller Center uses Lean to increase Virginia Class throughput

By Dennis Luketina

During the week of Oct. 14, 2008, the Naval Foundry and Propeller Center (Code 1420) conducted a Rapid Improvement Event (RIE) on the storage of foundry mold materials. This event is part of an ongoing initiative to support the increased throughput of Virginia Class submarine propulsors manufactured at the center. The RIE team focused its effort on the material storage and handling process needed for mold manufacturing. Molding materials have traditionally been stored in multiple areas which contributed to work stoppages and inefficiencies. The goal of this event was to develop a more streamlined approach for material storage and improve facility utilization.

Detailed value stream maps and spaghetti diagrams were developed for the mold fabrication process that included material staging, drag manufacturing, cope manufacturing and the mold close up. Opportunities were identified to meaningfully improve the process and a location for a consolidated storage area was chosen. The first step was to clean the selected storage area and dispose of excess materials. Following clean-up, the area was outfitted with existing racks and mold materials were relocated. Implementation of these changes will improve efficiency of the process, increase available foundry floor space by 3000 square feet, and reduce storage locations from eight to one. Moreover, the results of this RIE will be leveraged for all future mold fabrications.

(Luketina is the Code 1422.1 Foundry Shop Head.)



Code 1422.1 RIE team members, left to right: Tony Talotta, Joe Cavicchio, Russ Taylor, Mike Scanzano, Darryl Chase, Jim McCay, Jonah Jordan, Wayne Lecheidner – Lean Six Sigma Green Belt, and Dave Decker. RIE members not shown: Daniel Ward, Norm Griffith, Shawn O'Donnell, and Philip Sowinski. *Photo by: Tom Choe, a Code 1400 engineer.*

NNSY prepares for its VPP Star Site Recertification

By the Leadership and Accountability Focus Team

Norfolk Naval Shipyard continues its commitment to a safe work environment for all employees. You may ask yourself “how is that being accomplished?” The answer is by NNSY maintaining its “Voluntary Protection Program (VPP) Star Site” credential. VPP Star Site status is awarded to those companies who display an exemplary Safety and Health program.

NNSY became a “VPP Star Site” in January 2006. This was the result of shipyard employees, and labor and management teaming together to ensure a safe and healthy workplace. VPP Star Site companies are required to undergo a three-year recertification to maintain their VPP Star Site status.

An Occupational Safety and Health Administration (OSHA) pre-visit team met with Code 106 on Feb. 19 to provide an overview of the recertification process and discussed the proposed agenda. On April 20, an OSHA team of nine inspectors will begin NNSY’s recertification process. The VPP Executive Steering Committee and Code 106 have been working together in preparation for this event. A self-assessment of NNSY’s VPP Program was conducted to identify continued improvements for recertification.

A major part of being a VPP Star Site is employee involvement with all aspects of the Occupational Safety and Health (OSH) program. Here are some ways you can be involved and help NNSY maintain its VPP Star Site status:

- *Reporting safety hazards to your supervisor or via the Employee Hazard Reporting (EHR) system.
- *Reporting of problems via a Deficiency Report (DR) involving inadequacies of technical work documents and procedures.
- *Participation on shop and/or project safety committees and in various VPP sponsored activities.
- *Participation in Operational Risk management (ORM). Remember:
 - What can hurt me or those around me on the job today?
 - What am I doing about it?
 - If I can’t fix it, who can I call to help me get it fixed?
- *Use of the shipyard beneficial suggestion program.
- *Working directly with OSH personnel to address and resolve safety and health issues within your shops.
- *Interacting with supervisors on safety matters and the safe method to accomplish assigned jobs.
- *Participating in “Lean Six Sigma” events to optimize production operations and to improve your working environment.
- *Participation in OSH training.

Another way of showing commitment to safety and health is employee participation in the VPP Passport program. NNSY’s Passport program is still in effect and is a vital step in educating its employees in the principles of VPP and helps “Create a workplace free from injury and illness.” Completion of the VPP Passport rewards individuals with a \$200 incentive.

More information about NNSY’s VPP Star Site recertification in the next *Service to the Fleet*.

NSPS interim assessment time is getting close

By Susan Hemmings

Attention all NSPS employees! It’s almost time to complete Interim Assessments. Before you can complete your interim assessment however, your plan must show “Plan Approved” under the “Plan Status” and you must be listed as the “Current Owner” in MYBIZ. Take a look at your MYBIZ account and if your plan is not approved or you are not the current owner, talk to your rating official.

Your interim assessment must be completed and forwarded to your rating official by April 13. To help you complete this process, a guide is posted on the shipyard intranet under the NSPS link entitled “How Do I Complete My Interim Assessment.” If you need additional information or assistance, contact anyone on the Code 902 NSPS Administrative Support Staff at 6-9504, 6-8058 or 6-9521.

(Hemmings is a Code 902 supervisory administrative management specialist.)

NNSY continues its great support to CHROME clubs

By Michael Brayshaw

Over a dozen supporters from Norfolk Naval Shipyard participated in the annual Dry Dock Club event for Cooperative Hampton Roads Organizations for Minorities in Engineering (CHROME), held on Sat., Feb. 21.

CHROME operates a club program in over 130 area schools with involvement from almost 4,000 students in grades K-12 and 400 teachers and counselors. Since CHROME touts the fields of engineering, math and science, it has been a natural partner for NNSY for many years, according to the event's guest speaker and NNSY's Business and Strategic Planning Officer, Captain Pernell Jordan.

"We are reaching out to universities and Historically Black Colleges and Universities to recruit our future engineers . . . but we're not stopping there," CAPT Jordan said. "We are going to high schools, to middle schools and elementary schools."

During his discussion to the CHROME supporters and students, CAPT Jordan reflected on his own challenging upbringing during the 1970s just a few years after desegregation. As one of currently 44 African-American Engineering Duty Officers in the Navy, he credited his paternal grandmother with making him believe he could succeed. "We tend to believe what we're told," he said. "So thank your parents for bringing you here and thank them for encouraging you!"

NNSY's Deputy Executive Support Director Billy McIntyre also provided remarks. "We're here to support our young people," he said. "On behalf of the Norfolk Naval Shipyard, we are so happy to be here!"

Students with winning oratorical essays on trailblazing African-Americans presented them at the CHROME event. They included 1st grader Chelse Williams's discussion of the first African-American female astronaut, Dr. Mae Jemison; 6th grader Randy Daniel's presentation of Dr. Hugo Owens, local civil rights activist and celebrated dentist; and 9th grader LaQuan Felton's tribute to Dr. Charles R. Drew, American physician who pioneered study in blood transfusions.

Thanks to NNSY's successful mentoring/tutoring program in Portsmouth schools, the shipyard now sponsors three clubs—the recently added Southwestern Elementary and Cradock Middle CHROME clubs, as well as the long-standing Susie Keele Community Club.

Other shipyard representatives at the event were David Potts, President of NNSY's Blacks in Government Chapter; Joe Thompson, Human Capital Management Director; Lisa Downey, Employee Training and Development Program Manager, and Patsy Williams, longtime CHROME supporter and organizer.

(Brayshaw is a Code 1160 public affairs specialist.)



GROUP ACTIVITY—For the Feb. 21 morning activity for members of Cooperative Hampton Roads Organizations for Minorities in Engineering (CHROME), left to right, are: Miss Susie Keele, founder, Susie Keele Community Club in Portsmouth; West Haven Elementary 4th grader Raichelle Johnson (and granddaughter of Code 1230's Patsy Williams); and NNSY's Business and Strategic Planning Officer, Captain Pernell Jordan, work on a puzzle. In the background is CHROME member Peter Lindeman. *Photo by Michael Brayshaw, a Code 1160 public affairs specialist.*

VPP Special Government Employees

By Jim Kasey

The Occupational Safety and Health Administrations' (OSHA) Voluntary Protection Program (VPP) continues to grow across the country. Currently more than 2,100 workplaces have turned to a safer, healthier environment through the VPP process. However, as more work sites become part of the VPP family, OSHA's limited resources become stretched. Therefore, in order to continue the mission of VPP, OSHA created the Special Government Employees (SGE) program to provide an additional resource for OSHA to use.

The SGE Program utilizes private industry employees to work alongside OSHA during Voluntary Protection Programs (VPP) onsite evaluations. Not only does this program benefit OSHA by supplementing its on-site evaluation teams, but it gives industry and government an opportunity to work together and share views and ideas.

Qualified volunteers from approved VPP sites are selected to participate in the SGE program. Jeff Medrano, Code 106 Safety Manager, was the first shipyard employee to represent NNSY in the SGE program.

As we continue to grow with the VPP process, so has the need for the SGE. NNSY has recently had four new SGEs inducted into the program: Don Everett, Suzanne Newman, Eddie Tillman, and Jim Kasey, all from Code 106. They have been approved, trained and sworn in by OSHA, and are now ready to assist as VPP onsite evaluation team members to visit sites with OSHA on a scheduled VPP evaluation.

Medrano and Kasey have already performed onsite OSHA VPP evaluations at the National Aeronautics and Space Administration (NASA) facility at Langley, in Hampton, VA; the Philadelphia Mint, in Pennsylvania; and Continental Inc. (automotive parts manufacturer), in Newport News.

Medrano's onsite evaluations were with Federal OSHA sites, and Kasey was with the Virginia Department of Labor and Industry. By becoming an SGE, they became assets as employees of both OSHA and NNSY.

One of the great benefits from this program is continuous improvement. The program allows SGEs to add a unique perspective to the team effort, and bring back ideas and best practices to NNSY that may help improve worker protection.

In another benefit, as NNSY is gearing up for the first "VPP STAR Site" recertification later this spring, our SGE team has performed an in-house evaluation of NNSY's program. This will help in our preparations for our upcoming recertification process. And as VPP grows, the support of SGEs will continue to be a critical component of the programs. The SGE Program encompasses the spirit of VPP—industry, labor, and government cooperation.

(Kasey is a Code 106 OSH specialist.)



CONGRATULATIONS—Four new Code 106 employees were recently trained in the Special Government Employees (SGE) program. Code 106 Safety Manager Jeff Medrano, right, was the first shipyard employee to represent Norfolk Naval Shipyard in the SGE program. The new SGE inductees are, from left to right, Jim Kasey, OSH Specialist; Eddie Tillman, OSH Specialist; Don Everett, OSH Specialist; D. (Suzanne) Newman, Industrial Hygienist; and Medrano. Photo by Bill Black, a Code 1170 photographer.

Looking back...

EDITOR'S NOTE: The following story is a representative one of World War II veterans who began or resumed their careers at Norfolk Naval Shipyard.

Father's work ethic influenced son's NNSY career

By Steve Milner

Shortly after returning from 14 months of combat duty in the Pacific at the end of World War II, Allen Spear started his machinist Apprenticeship in Norfolk Naval Shipyard's Shop 31. Inducted in the U.S. Army while still in high school, he eventually spent three years in the service.

Noting his return, a story in the shipyard's employee newspaper, *Speed Victory*--the predecessor to the current *Service to the Fleet* publication during WWII--reported, "With open arms and glad hearts, Shop 31 welcomes another war veteran and hero."

This story went on to describe that Spear, like many returning combat veterans, avoided discussing his wartime experiences. But his job application stated that he had advanced from private to staff sergeant, and that he had been wounded. He also received a Bronze Star, which he never bragged about, according to his co-workers and family members.

Three months after being honorably discharged from the Army, he married his sweetheart, Helen Pennington of Columbia, N.C. At that time, neither knew that two more generations of Spears would work at NNSY, including the youngest of their three children--Warren, now the shipyard's Information Assurance Manager.

From his first day as an apprentice, on Aug. 20, 1945, until his unexpected death due to a heart attack on Jan. 2, 1974, Allen Spear had worked his entire 28-year career in Shop 31. In his last position, he was a first-line supervisor on second shift, over Section G, which included the gear cutting section.

Coincidentally, his son, Warren, a few months after his father's death, would run the same Shop 31 machines in the gear cutting section of Section G that his father had operated over the years. "I was making the same parts for the same ships I had heard him talking about at the supper table when I was growing up," Warren said.

"Hearing him talking about elevator gears, main feed pump gears--and many times figuring gear ratios and gear sizes at our kitchen table for a job he was working on when I was a child, captured my interest and imagination," added Warren.

Warren started his NNSY career as a Limited Machinist in June 1973, after completing a 120-hour Machine Shop Course at nights at Portsmouth's Woodrow Wilson High School. He had taken this course while working at General Electric Company, in Suffolk, prior to coming to NNSY. He gained some machinist experience running lathes and milling machines in that company's tool-makers section.

Warren explained that during his career, he wasn't hampered by the word, "can't," a philosophy, he said, that he had learned from his father, and one that has enabled him to "accomplish tasks I never dreamed I had the abilities to accomplish."

Warren was promoted to WG-10 (Journeyman Machinist), 14 months after coming to NNSY. Looking back on his career, he recalled that while working as a gear cutter, he received an award for cutting a gear for the USS FORRESTAL (CV 59), a type that had never been cut at NNSY before.

His first exposure to computers came in 1981, when he was promoted to supervisor in Shop 06 over the Maintenance Control Center. And, four years later, he transferred to Code 970 where he became its Automated Data Processing Manager. In this position, he wrote several programs that automated Code 970's Personnel and Training Divisions.

Seven years later, Warren became the head of computer security for the shipyard, his current position that's now known as Information Assurance Manager.



HISTORY REMEMBERED--Code 1230's Warren Spear looks at a copy of Norfolk Naval Shipyard's employee newspaper, published shortly after World War II ended, that included a story about his father. *Photo by Bill Black, a Code 1170 photographer.*

Spear continued next page

Spear continued

He said he's seen many computer technological advances, with NNSY going from early stand-alone systems to those now networked together with access to the worldwide Internet.

"For the last 16 years, I've been a major part of ensuring when computer users come to work and log into their computer, it works for them. And that the data they were working on when they went home the day before is just like they left it," Warren explained. He attributes this success to the current NNSY's information assurance program.

Warren said he plans to retire this spring, when he completes his 36-year career at NNSY.

Meanwhile, another Spear—Brian Spear—Warren's oldest son, will carry on the family name at NNSY in Code 130, following in the footsteps of his father, and his grandfather.

Asked if he had anything to add, Warren said he could fill an entire *Service to the Fleet* newspaper, relating the shipyard's advances in the computer field. "I'd like to think computer security isn't something that gets in the way of doing work on computers," he said. "It's a team effort undertaken by all to ensure data that's placed on computers about employees who work here, and also the data placed on them that is sensitive to the defense of our country, is protected from individuals that have no business seeing it or having access to it."

According to Warren, all computer users, administrators and managers contribute to Information Assurance, and the program that NNSY has is a reflection of a great job being done by all.

(Milner is NNSY's Public Affairs Officer.)

Public Affairs Office handles all news media queries

You receive a phone call at work from a reporter wanting information about the shipyard and its activities. What do you do?

Another reporter contacts you at home or approaches you asking questions about official policies or information about the shipyard. What do you do?

The answer to both questions is to refer the person to the shipyard Public Affairs Office. This office is responsible for inquiries from media representatives.

The procedure for handling news queries is prescribed by NAVSEAINST 5727.1 and NAVSHIPYDNORINST 5720.4. NAVSEA policy is: "To ensure the release of coordinated, consistent and authoritative information, NAVSEA headquarters and each shore activity will respond to all media and related information queries through one authorized spokesperson."

Coordinating the release of official information permits the yards to ensure that security and policy guidelines are followed.

Improper disclosure of information could compromise security or impact labor or contract negotiations.

Incorrect information released by an employee can also create confusion about the shipyard's official policy, procedures and activities.

Shipyard employees may talk to reporters about the yard and its activities when the interview is coordinated by the Public Affairs Office.

Employees may also reply to reporters when not on the job, and the questions are not designed to obtain official shipyard statements and information. Opinions of workers are frequently sought near the shipyard during shift change hours that may involve pay or benefit changes affecting all federal workers, union elections and similar issues.

Employees who are newsmakers in their right--through involvement with civic activities, charitable work, service organizations and personal activities--should make arrangements when contacted to talk with reporters off the job and outside the shipyard. Reporters wishing to interview inside the shipyard should be referred to the Public Affairs Office.

Anyone contacted for a personal interview should make sure that the information is within the bounds of personal and private experience, is not in violation of any security or statutory regulations, and does not reveal otherwise protected data.

The Public Affairs Office (Code 1160) is located on the sixth floor, room 645 of Bldg. 1500. The telephone number is 6-9550. The Public Affairs Officer is Steve Milner.

NNSY Partnering with INSURV on Surface Ship Inspections

By Michael Brayshaw

In what has quickly become a partnership of mutual benefit, Norfolk Naval Shipyard has joined the Navy's Board of Inspection and Survey (INSURV) in conducting surface ship inspections.

"Ensuring a ship's structural fitness is where we come in, and providing support to the INSURV team," said NNSY Senior Engineer Steve Czarny.

Czarny estimated that NNSY's Structural Systems Division will perform more than 12 ship inspections with INSURV during calendar year 2009.

"It's a great indication of our success in taking on so much more work with INSURV after initially being asked to do one inspection," said NNSY Planning Yard Division Head Gil Vieira.

"Having completed four inspections last year, I can comfortably say that we are indeed well received and successful in providing INSURV the technical evaluation information that they need to complete their reports," said Czarny. "The last inspection on USS Vandergrift (FFG 48) indicated that now there was a way to convey the ship's structural condition to the type commander and NAVSEA."

NNSY's inspection efforts contribute to NAVSEA's goal of sustaining today's Fleet efficiently and effectively, and support NAVSEA's maintenance and modernization execution plans for naval shipyards and regional maintenance centers.

During a typical INSURV inspection, NNSY personnel inspect a pre-determined list of approximately 35 spaces including bilges, bulkheads, decks and tanks. The shipyard team emphasizes inspection of shell plating and the hull's structural framing, but any deficiency is open for documenting on the report. NNSY personnel also remain onboard following the inspection to answer questions from ship's personnel.

Despite the work challenges, NNSY personnel say the many advantages of the partnership make it well worth the effort. "It's been beneficial for the INSURV team, but it's been beneficial for us as well getting out and seeing the operational conditions of the ships," said NNSY Structural Systems Division Head Jim Robinson. "We learn things along with the ship, we bring that knowledge back to our department, and all along we're making an important hands-on contribution while we're on board."

(Brayshaw is a Code 1160 public affairs specialist.)

Franklin Covey corner...

EDITOR'S NOTE: In recognition of Code 100 Process Improvement's (PI's) continued focus of shipyard wide training in Franklin Covey's 7 Habits of Highly Effective People, *Service to the Fleet* will focus on one habit per issue during the next several months.

Practicing good 'habits'

Habit #1—Be Proactive

As Dr. Stephen Covey writes in his bestselling book, "while the word proactive is now fairly common in management literature, it is a word you won't find in most dictionaries. It means more than merely taking initiative. It means that as human beings, we are responsible for our own lives. Our behavior is a function of our decisions, not our conditions. We can subordinate feelings to principles. We have the initiative and the responsibility to make things happen."

Now let's examine the differences between reactive and proactive language:

Reactive language

There's nothing I can do.

That's just the way I am.

He makes me so mad.

Proactive language

Let's look at our alternatives.

I can choose a different approach.

I control my own feelings.

Covey continued next page

Covey continued

They won't allow that.	I can create an effective presentation.
I have to do that.	I will choose an appropriate response.
I can't.	I choose.
I must.	I prefer.
If only.	I will.

Proactive people carry their own weather with them—whether it rains or shines makes no difference to them. Their honor is greater than their moods.

(Source: *The 7 Habits of Highly Effective People*, by Dr. Stephen Covey.)

Employees seeking leave for personal, family emergencies

Norfolk Naval Shipyard, as well as tenant command employees seek leave through the Leave Donor Program:

Linda Bowles, a Code 600 financial technician, needs leave due to health issues. To donate leave to Bowles, call Anne Allison at 6-2323.

Kurt L. Booker, a Shop 11 shipfitter, needs leave due a medical condition. To donate leave to Booker, call E. Allen at 6-7421.

Gary Hoggard, a Shop 71 painter, needs leave due a medical condition. To donate leave to Hoggard, call E. Allen at 6-7421.

Christina R. Mason, a Shop 99 electrician, needs leave due a medical condition. To donate leave to Mason, call E. Allen at 6-7421.

Clifton G. Washington, a Shop 72 rigger, needs leave due a medical condition. To donate leave to Hoggard, call E. Allen at 6-7421.

James W. Cartmell Jr., a Code 900T training instructor, needs leave due a medical condition. To donate leave to Cartmell, call E. Allen at 6-7421.

Timothy L. Woodley, a Shop 51 electrical worker, needs leave due to the death of his child. To donate leave to Woodley, call E. Allen at 6-7421.

Clarence E. Silver, a Shop 26 welder, needs leave due to surgery. To donate leave to Silver, call E. Allen at 6-7421.

Issac A. Fortt, a Shop 26 welder, needs leave due to surgery. To donate leave to Fortt, call E. Allen at 6-7421.

Tony Good II, a Shop 17 sheet metal mechanic, needs leave due to surgery. To donate leave to Good, call E. Allen at 6-7421.

Below is a list of point of contact telephone numbers to donate leave to and a list of names of those who are still in need of leave:

Jane Ellsworth, Code 1190, call Cindi Walters at 6-1978.

John T. Merrill, Code 139, call Robert Starks at 6-5757.

Amanda K. Gulledge, Code 2310, call Jimmy Harrington at 6-8667.

Drew Terry, Code 105, call Debra Williams at 6-3649.

Michael P. Henderson, Shop 31; Robert L. Whitfield, Shop 38; Robert T. Morgan, Shop 56; and Joseph M. Taylor Jr., Code 900T; Larry Brooks, Code 1170; Frank Rollins, Shop 56; Carolyn Powell, Code 200; call E. Allen at 6-7421.

RECYCLE



Norfolk Naval Shipyard's Mission, Vision and Values

Mission

Service to the Fleet
Any Ship, Any Time, Any Where

Vision

The best shipyard as seen by our customers and employees through:

- Growing leaders for the future.
- Meeting our customers' expectations with no surprises.
- Working together as one.

Values

We live the 7 Habits which are:

1. Be Proactive
2. Begin With The End In Mind
3. Put First Things First
4. Think Win-Win
5. Seek First To Understand- Then To Be Understood
6. Synergize
7. Sharpen The Saw

Service to the Fleet is the official Norfolk Naval Shipyard's Publication.

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*Deadline for submissions to the April 2009 *Service to the Fleet* issue is March 31.

Announcements

NCMA scholarship opportunity

The Norfolk Naval Shipyard chapter of the Naval Civilian Managers Association (NCMA) plans to award two \$500 college scholarships to dependents of NNSY employees.

One \$500 scholarship and certificate will be awarded to a dependent of a parent who is an NCMA member, and the other \$500 scholarship and certificate will be presented to a dependent of any shipyard employee. The applicants will be evaluated based on their academic and personal activities, with appropriate consideration given to special circumstances of need.

Eligibility will be as follows:

- a. Sons and daughters, wherever residing, and other dependents living in the same household of the person who has been active dues paying NCMA member for at least one year.
- b. Sons and daughters, wherever residing, and other dependents living in the same household of any shipyard employees with sponsorship of an NCMA member. List of NCMA members may be found on the shipyard info web at <https://in-foweb.nnsy.navy.mil/ncma/members.htm>.
- c. All applicants must be enrolled, or accepted for enrollment, at an accredited college, university, or graduate school for the upcoming fall term.

Turn in your completed application form and all supporting documents, no later than close of business, on May 1, to NCMA Scholarship Committee Chairman Bob Affeldt. You can obtain an application form by e-mailing Affeldt at: **bob.affeldt@navy.mil** or call him at 6-9701. You may also download the application form from the NNSY Intranet under "NCMA," click on "Applications."

Discount PIT tickets

Norfolk Naval Shipyard's Employees' Activities Association (EAA) is offering tickets, for the Portsmouth Invitational Tournament (PIT) semifinal round games at 7 and 9 p.m. on Friday, April 10, with a consolation game (free admission) at 3:15 p.m., at **\$4 each by March 31**. After March 31, **ticket price will increase to \$6 each**. All PIT tickets (opening round, semifinal and final games) will be **\$10** at the door. This year the EAA will not be offering a book of tickets for all four nights.

All PIT games will be held at Churchland High School in Portsmouth. On Wednesday, April 8, opening round games are at 7 and 9 p.m. On Thursday, April 9, a consolation game (free admission) will be held at 3:15 p.m., followed by opening round games at 7 and 9 p.m., and on Saturday, April 11, consolation games (free admission) will be held at 12 and 2 p.m., final games will begin at 6 p.m. followed by the championship game at 8 p.m.

Each year for 56 years, the PIT has invited 64 of the **top college senior** basketball players across the nation to participate in a four-day, 12-game tournament in front of representatives from every NBA team.

For tickets, or more information, call Ed Cahoon at 718-6395, or Jeff Saniano at 374-1536, or 6-5938

FWP's 10th annual women's fellowship breakfast

In celebration of Women's History Month, the Norfolk Naval Shipyard's Federal Women's Program (FWP) will hold its 10th Annual Women's Fellowship Breakfast at 8 a.m., Friday, March 27 at the Drydock Club, Scott Center Annex, Building 1461.

The theme for this year's observance is "Women Taking the Lead to Save Our Planet." This theme encourages the recognition of the important work of women in the ongoing "green movement" and honors women who demonstrate leadership in protecting the environment on a local, state or national level. John H. James, Executive Director, SES, NAVSEA 04, will be the guest speaker.

Attendance is by prepaid ticket only. You may purchase tickets from Vernetta Mitchell, Bldg. 298 at 6-3149; or Frieda McCray, Bldg. 202 at 6-5928. The cost of the ticket is \$22 (cash only). Ticket sales will end March 23 and will not be available at the door.