SPECIAL: SAFETY FIRST
MESSAGE FROM THE PRESIDENT

Frederick J. Harris

I would like to begin with a moment to honor and remember the 33 mariners who perished with the El Faro earlier this month—and their loved ones as well.

Anytime something this tragic happens, it affects our entire maritime family. And unfortunately, tragedies such as this serve as a painful reminder of how dangerous our industry can be, and why it is important for us to be the safest we can be... in everything that we do. In the workplace, not only do our own lives depend on being safe, we work safely so that we can return to our families each day.

Understandably, this has been a very difficult month for everyone involved, including our partners and friends at TOTE Maritime and Sea Star Line. We offer them our sincere condolences. In memory of those lost, we have made contributions to scholarship funds at each of the maritime schools affected: SUNY Maritime, Massachusetts Maritime, U.S. Merchant Marine, and Maine Maritime Academies. We hope these small contributions will help train future students who will carry on the memory of the 33 mariners with the same dedication and love that they had for the maritime industry.

In this issue of The Shipbuilder, we focus on the many generations of families at NASSCO and we also spotlight our Safety Department. In my opinion, the two go hand-in-hand.

Our Safety Department is trained to provide quality guidance for working safely in our production areas. If corrected by a representative from our Safety Department, please provide them your full attention and learn from their advice. It will improve your chances of being safe – and it just might improve your efficiency.

As we move into the months ahead, we will be heavily focused on winning more work—for both our commercial and government sides of the business. As many of you know, the nature of our industry is cyclical and often times we are not sure what the future holds, but if we maintain our competitiveness, we are bound to remain successful.

The secret sauce to winning more work is simple: remain competitive. Be safe, be efficient, and produce the highest quality of work possible.

Did you know that a shipbuilding company’s safety record is correlated with its ability to win new work? It is. When companies visit shipyards, one of the first bits of information they want to know is the safety record of the company. Companies will not...I repeat... will not do business with shipyards with poor safety records. Rightfully so, it’s a poor reflection on their company. This is why it’s a good policy to always have the best safety record.

On another note, I am happy to see knowledge-sharing happening among our Marine Group. For the past several months, employees from various departments at NASSCO, Bath Iron Works, and Electric Boat have been working together to learn the best of the best from each other. It’s been a remarkable benchmarking program thus far and helps keep us strong and competitive.

As I close, I want to congratulate each and every one of you for your recent accomplishments as a team and shipbuilding family. October was especially busy: we started construction on two product tankers, another MLP AFSB (now reclassified as an ESB), we christened Hull 551, the Last Star State, and we delivered the Isla Bella to TOTE. We also have a steady load of work in our Repair Department. We are grateful for the work we have and look forward to keeping the pace in the years ahead.

Work safely,

Fred Harris

MESSAGE FROM THE GENERAL MANAGER

Kevin M. Graney

With great sadness, we all learned earlier this month of the loss of TOTE Maritime’s El Faro. The ship went missing after losing propulsion while beset by Hurricane Joaquin. We were further saddened to learn that, of the 33 crew members aboard her, there were no survivors.

Our thoughts and prayers go out to the men and women of TOTE Maritime, and especially to the families of the loved ones lost at sea.

This tragic event reminds us just how small the U.S. maritime family is — owners, operators and builders. It also reminds us, as shipbuilders, of the unique role we play in ensuring we design, build and repair products of the highest quality. I ask each of you to honor the men and women of El Faro by reflecting on your role as a member of the NASSCO family and rededicating yourself to delivering vessels that will stand up to the unyielding power of our oceans and keep the mariners that operate them safe.

From our maritime family to our own family, this month’s Shipbuilder is dedicated to our Master Shipbuilders, their families and the importance of safety.

NASSCO is home to 80 MasterShipbuilders: those who have been building ships with NASSCO for 40 or more years. In September, we celebrated 130 shipbuilders who have reached or exceeded 25 years at NASSCO, whose experience totals more than 5,000 years.

Highlighting the many families at NASSCO, this month we unveiled a new addition to our website entitled ‘Generations at NASSCO,’ a compilation of stories and videos of the many families who work in the yard. To have so many generations of families working at NASSCO is a reflection of the strength of the company and the culture we promote.

A common thread that connects our master shipbuilders and the generations of shipbuilders that have and may soon call NASSCO their second home is the importance of safety in the yard. In my view, safety and families go hand-in-hand: As we continue to work through one of the largest backlogs in our company’s history, I can’t stress enough how important it is to focus on safety first so that each of us gets to go home to our families.

Our safety representatives are here to make sure you do your job the safe way. Our safety team emphasizes the importance of safety in the yard. In my career, I can’t stress enough how important it is to focus on safety first so that each of us gets to go home to our families.

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The last two months have been some of the most challenging in our history. We delivered TOTE 1, Isla Bella, and launched TOTE 2, Perla del Caribe. We floated out and christened ECO 1, Last Star State, and repositioned the ECO 3 half ship. We are preparing to take ECO 1 on sea trials early next month. We also began construction on MLP 4 and ECO 6, 7 and 8. Each of these events has been marked by challenges and a lot of hard work. Too often, we focus on the challenges and don’t take the time to reflect on the successes. On that note, please accept my thanks for your continued effort through what has been a historic year for NASSCO!

The holiday season is approaching and while we consider how thankful we are for the work that supports our families and ourselves, there are many opportunities for us to give back to the communities in which we live and work.

This month, our Community Clean-Up and Restoration Committee (CRC) joined forces with Groundwork Chollas Creek for their EarthLab Restoration event at Millennial Tech Middle School, a project that we have been involved in for a number of years. There’s no way to sugarcoat it — these volunteer opportunities involve hard work, but the end results of these projects are worth it knowing we made a difference by preserving places to nurture the environmental curiosity of our youth and through creating enduring ecological legacies for our community.

In November, we will begin our annual company-wide toy drive to benefit children in Barrio Logan and other surrounding communities. Last year, we donated nearly 700 toys to the effort, with the cooperation of fellow ship workers from the Port of San Diego Ship Repair Association; it would be great if we could surpass last year’s gift giving goal.

As I close, I want to reiterate the importance of working safely in the yard. Work cautiously, actively care, and help a fellow shipbuilder out who may need an extra hand or reminder about being safe.

Kevin M. Graney

I invite everyone to learn more about the generations of families here at NASSCO and about the several opportunities to become more active in the community by visiting www.nassco.com.

Kevin M. Graney
This year, the Repair Department completed one of the most challenging contracts, the USS Ronald Reagan (CVN-76) FY-14. Per this contract, the NASSCO Repair Department installed several major Ship Alterations (ShipAlts) with great success.

The first of which was the targeting radar receiver platform (SLQ-59) install. The NASSCO Repair Steel Department fabricated four sponsons, weighing approximately four tons each. Sponsons are projections (such as gun platforms or mounting points) from the side of a ship. While these were being built, pipefitters, electricians, and sheetmetal workers were busy modifying existing ship systems, preparing them for installation of the new sponsons. The sponsons were then transported by barge from NASSCO to Naval Station North Island for installation on the ship.

Rigging Supervisor, Hal Horvitz, put a plan together using lessons learned from similar jobs on previous Planned Incremental Availabilities (PIA), to rig each sponson in place, safely, and efficiently. Hal directed for the barge carrying the sponsons to be placed directly underneath the install location and used air hoists to rig the sponsons in place. Once in place, NASSCO trades fit and welded the sponsons to the ship. This enabled the Alteration Installation Team (AIT) to install the test-ready antennas onboard, before the ship conducted its sea trials.

NASSCO overcame several challenges on this work item including:

• Authorization on this item was provided two months after the start of the availability while the completion date remained unchanged.
• The installation of the sponsons had to be integrated with other work items already in progress while avoiding delays.

All work was accomplished and ready to test during the PIA. Our customer, NNS-HII, appreciated the timely completion of this work.

Another ShipAlt NASSCO accomplished during the FY-14 PIA was the MK-38 machine gun sponson install. With this ShipAlt, we were to receive four sponsons from General Dynamics Information Technology (GDIT). Our task was to determine the proper fit-up of the sponsons, transport them via barge to Naval Station North Island, and install them onboard the ship. These sponsons were much larger than the SLQ-59 sponsons; the largest of which weighed approximately 22 tons. The size and weight of these sponsons were a concern, getting them safely rigged into place while other work was occurring in the same vicinity. Despite these challenges, all of the work was completed on time for sea trials.

The final ShipAlt was the Commercial Off-The-Shelf (COTS) incinerator replacement. NASSCO was tasked with replacing an old incinerator which had been deemed inoperable. An access cut was required in a sponson, in order to remove/install the incinerator. Other items that interfaced with the incinerator were scaffolding for the Passive Countermeasure System (PCMS) tile install and Aircraft Elevator (ACE) work. Since the incinerator replacement interfaced with the other work, the access cut needed to be closed as scheduled. Timing was critical. The incinerator was replaced and all of the work was completed and ready to test during sea trials.

Next year we will have several important availabilities, one of which will be the USS Essex (LHD-2), with several major ShipAlts to be accomplished. The Repair Team will be challenged to achieve the same success we have enjoyed throughout the years. As we meet these challenges, the Repair Team continues to focus on safety. And we are on-track to achieve our injury rate goal for the year.

Dave Carver
**THE GOMEZ FAMILY**

Meet Jose Gomez. He just retired from NASSCO after 43 years. Meet Ricardo Gomez. He has been at NASSCO for 21 years. Meet Daniel Gomez. He has been at NASSCO for 19 years.

“When I was a little kid, seeing my Dad giving the family a sense of security and seeing him as a provider… that encouraged me to work at NASSCO as well. To see a ship come together, piece by piece, is definitely something special and something we are all proud of.” – Daniel Gomez, Area Manager Repair

“My father showed me how to be a good worker. The sky’s the limit here… there’s opportunity everywhere. NASSCO has allowed me to have the time to spend with my family… we build the best ships in the world… but we’re also about the people here in San Diego and the communities in which we serve.” – Ricardo Gomez, Design Specialist Outfit Engineering

**THE THOMAS FAMILY**

Meet Ted Thomas. His family history at NASSCO spans nearly six decades and more than 100 years of combined service. And collectively, his family has been involved in almost every new ship that has been built at NASSCO.

“Being with family [in the shipyard] presents a great opportunity to build stronger relationships with that family member. You have commons that will last a lifetime. NASSCO also provides opportunities for the future family future + company future = success for both sides. GO TEAM THOMAS!” said Ted. He also adds that the best part about working at NASSCO is the teamwork, camaraderie, and constant sense of accomplishment.

Ted advises his family members in the workplace to, “Be yourself, establish your own coat tail of success, and reach for the stars.”

Ted’s most important piece of advice to younger shipbuilders, including his family: “Come to work on time, do your job to the best of your abilities, strive for excellence.”

**THE ROSENE FAMILY**

Meet Ed Rosene, a senior designer for Hull Engineering who first started at NASSCO 30 years ago as a shipfitter trainee D. His family history at NASSCO spans nearly six decades and more than 100 years of combined service. And collectively, his family has been involved in almost every new ship that has been built at NASSCO.

His grandfather began working at NASSCO as a shipfitter in the 1950s; his father, Larry Rosene, worked as a shipfitter supervisor and steel trades training coordinator from 1959 to the mid-1990s; his uncles, Don Rosene and Alan Rosene, both worked for NASSCO in the 1970s; and his uncle by marriage, Kenny Johnson, was a sheetmetal fitter/chief shop steward from the 1960s until 2012.

Ed has been connected to NASSCO his entire life – and says it makes him proud to be involved in something that is so much bigger than just having a job.

“Being able to work with my father for as many years that I did was something special and it gives me a lot of pride. It showed me a different side of my father that I did not see at home. In addition, to see the way he affected people’s lives in a good way was amazing. To this day, people still ask me about him and tell me stories of how he changed their lives. Mind you, he has been retired for 17 years. I think having family members working at the same company gives you a special connection to the company and instills a different level of stewardship and commitment.”

When asked about what he likes most about his career at NASSCO, Ed points to the people: “I really appreciate the relationships that are developed and the way we all work together to reach a common goal. We build the best ships in the world and we do it collectively. It’s not always easy as it looks, and there is no better feeling in the world than seeing that huge ship slide into the bay for the first time and knowing you had some part in making that happen.”

**THE SALUDES FAMILY**

In the 1960s, Victor Marquez began working at NASSCO in the Blast and Paint Department as a sandblaster. Little did he realize his family would soon follow in his footsteps, marking more than 50 years of family history at NASSCO.

“Being with family [in the shipyard] presents a great opportunity to build stronger relationships with that family member. You have commons that will last a lifetime. NASSCO also provides opportunities for the future family future + company future = success for both sides. GO TEAM THOMAS!” said Ted. He also adds that the best part about working at NASSCO is the teamwork, camaraderie, and constant sense of accomplishment.

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Fast forward a few decades, three of Victor’s grandchildren now work at NASSCO: Monica Saludes-Saenz, a contracts administrator in the Repair Department who has been at NASSCO for 15 years; Nathy Saludes, a forklift operator with three years; and Juan Saludes, Jr., a safety representative with one year under his belt.

Their father, Juan Saludes, also works at NASSCO. He began as a painter nearly 36 years ago. Today, he is an area manager with NASSCO.

The Saludes Family enjoys having each other to lean on in the yard. With each of them working in different areas of the yard, it gives them a better sense of shipyard operations.

Says, Juan Saludes, Jr.: “I’ve always looked up and admired what my dad has done for our family and for his service of more than 35 years at NASSCO. To be able to lace up my boots day in, and day out, like he has throughout the years is an experience not all sons get to share with their father.”

The Saludes Family has advice for those wishing to pursue careers at NASSCO: “Be dedicated, be open-minded. Learn your trade. And go for your dreams – nothing is impossible.”
How many times would I have to successfully negotiate a
the payoff by asking yourself a few questions: What could go
safely. Before shaving time off a task, weigh the risks against
avoid it? People taking unsafe shortcuts. We are paid to work
What is your pet peeve and what should people do to
What is your number one advice/tip for working safely
of enthusiasm employed for the job, one should be conscien-
safely each day?
What do you enjoy most about your job? Teaching others
What is your role in the safety department? To ensure that
everything works safely and goes home to their family unhurt at the end of the day. To
day? There is a plan on how you can do your job safely; follow the plan and pay attention to others working in our
area. What is your pet peeve and what should people do to
avoid it? My two peeves are fall protection and ventilation. The easiest way to work safely is to use the ESTC cards and ask your supervisor for help.

BARTON DEEM
Current Position: Supervisor Safety
How many years at NASSCO? 37 Years
What was your first position at NASSCO? Foxcub Operator
What is your role in the safety department? Leader, edu-
cator, historian Supervisor Repair and Industrial Hygiene.
What do you enjoy most about your job? Ensuring people
go home healthy
Why should your fellow shipbuilders care about working
safety each day? Not working safely and taking short cuts is selfish. Doing so only helps you and ignores your family.
They rely on you and want you to come home every day.
What is your number one advice/tip for working safely
in the yard? Know your surroundings and always ask “What could happen?” Take that pause to identify hazards.
What is your pet peeve and what should people do to
avoid it? “We have always done it that way,” “We can’t,” or “Nothing has ever happened to me.” All excuses stop continuous improvement and ensure that something will eventually happen. Look at the issue and agree on a safer way.

NASSCO’S SAFETY TEAM IS COMMITTED TO
ENSURING A SAFE WORKPLACE FOR ALL.

WASHINGTON “BEN” BENJAMIN
Current Position: Safety Representative II
How many years at NASSCO? 24 Years
What was your first position at NASSCO? Outside Machinist Journeyman
What is your role in the safety department? To provide the tools employees need to work safely.
What do you enjoy most about your job? Coaching someone who wants to work safely.
Why should your fellow shipbuilders care about working
safety each day? Because, regardless of the individual level of enthusiasm employed for the job, one should be conscien-
tious to safe, thoughtful, and aware of their work.
What is your number one advice/tip for working safely
in the yard? Develop safe habits by planning to work safely.
What is your pet peeve and what should people do to
What you do can affect you, your coworker and your loved
ones.

J. WAYNE BROOKS
Current Position: Safety Representative II
How many years at NASSCO? 1 Year
What was your first position at NASSCO? Safety Rep. II
What is your role in the safety department? To ensure that
everyone works safely and goes home to their family unhurt at the end of the day.
What do you enjoy most about your job? Teaching others
why they should be safe and seeing them make the right
choices without me having to remind them to.
Why should your fellow shipbuilders care about working
safety each day? To stay healthy for your families
each and every day.
What is your number one advice/tip for working safely
in the yard? Have a plan on how you can do your job safely; follow the plan and pay attention to others working in our
area.
What is your pet peeve and what should people do to
avoid it? My two peeves are fall protection and ventilation. The easiest way to work safely is to use the ESTC cards and ask your supervisor for help.

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SHERRY EBERLING
Current Position: Safety Management System Specialist
How many years at NASSCO? 7 Years
What was your first position at NASSCO? Safety Support Specialist
What is your role in the safety department? I am respon-
sible for the development and maintenance of NASSCO’s Safety Management System to ensure continuous improve-
ment in safety. I do a lot of research, provide support for
various safety programs and ensure we comply with internal, OHSAS and OSHA requirements.
What do you enjoy most about your job? I love the variety.
One day I am researching the latest regulatory change, the next
I may be developing posters. I also work with a great
bunch of people who care about each other and the welfare
of all those who enter the shipyard.
Why should your fellow shipbuilders care about working
safety each day? Because, regardless of the individual level of enthusiasm employed for the job, one should be conscien-
tious to safe, thoughtful, and aware of their work.
What is your number one advice/tip for working safely
in the yard? Develop safe habits by planning to work safely.
What is your pet peeve and what should people do to
What you do can affect you, your coworker and your loved
ones.

HILARIO “LARRY” FLORES
Current Position: Safety Supervisor
How many years at NASSCO? 23 Years
What was your first position at NASSCO? Fire Watch
What is your role in the safety department? Manage all
safety related items for new construction.
What do you enjoy most about your job? Interaction with
employees out in the field.
Why should your fellow shipbuilders care about work-
safety each day? So that they can return home safely to
their loved ones.
What is your number one advice/tip for working safely
in the yard? Follow the plan and pay attention to others working in our
area.
What is your pet peeve and what should people do to
avoid it? My pet peeve is seeing someone throwing trash
on the ground. We all need to take pride in the shipyard and
keep it clean.

MARTIN ESPINOZA, JR.
How many years at NASSCO? 23 Years
What was your first position at NASSCO? Shipfitter
What is your role in the safety department? My primary
role is to continue to ensure that all NASSCO employees
are practicing good, safe work habits and adhere to all safety
regulations issued by the company and to ensure that they
return home in the same condition they came in. Our goal
is to achieve zero accidents in the shipyard and by following
(TSC) processes, we can achieve these goals in making our
shipyard the safest shipyard in the Industry.
What do you enjoy most about your job? I enjoy the inter-
action with employees out in the deck plates, especially when
coaching, mentoring, training, and guiding the new NASSCO
employees about safety.
Why should your fellow shipbuilders care about working
safety each day? By working safely and not getting injured,
you’re taking care of yourself and your family.
What is your number one advice/tip for working safely
in the yard? Be aware of your surroundings at all times because the shipyard is always moving and changing 24/7 so you
have to be very vigilant for yourself and your coworkers.
What is your pet peeve and what should people do to
avoid it? When employees come to work in Not Approved
PPE (i.e., no steel toes, street glasses and improper clothing)
and then saying they didn’t know about it.
THE SHIPBUILDER • SAFETY FIRST

MEET YOUR SAFETY TEAM (CONT.)

Hector MiraMontes
Current Position: Safety Representative II
How many years at NASSCO: 15 Years
What was your first position at NASSCO: Payroll Clerk
What is your role in the safety department: Safety Rep. in Repair
What do you enjoy most about your job: I enjoy the interaction with employees
Why should your fellow shipbuilders care about working safely each day? Everyone should care about going home safely to their families.
What is your number one advice/tip for working safely in the yard? Do your job and speak up when others are not. What is your pet peeve and what should people do to avoid it? Blaming someone else for why you are doing your job unsafely.

Raul Perez
How many years at NASSCO: 24 Years
What was your first position at NASSCO: Outside Machinist
What is your role in the safety department: I currently work in repair & check my fellow shipbuilders & the ships in the yard.
What do you enjoy most about your job: Working with people & solving problems.
Why should your fellow shipbuilders care about working safely each day? Because as much as we all take pride in building ships, the things that really matter are at home, our families. They’re the reason we wake up early, sweat all day, and stay at work late. All so we can provide a good life for the ones we love.
What is your number one advice/tip for working safely in the yard? “Do it Safe” “Do it Right” & “Do it Once”
What is your pet peeve and what should people do to avoid it? Remember that you’re not the only one working here! Make “Safety a Habit” not only here, but at home too!

Brenda Shaw
Current Position: Safety Support Analyst
How many years at NASSCO: 1 Year
What was your first position at NASSCO: Safety Support Analyst
What is your role in the safety department: Support with all the back stage logistics that the Safety Department is in charge of subcontractor validations, injury investigation process, rates and numbers, boot program, Safe Worker program, ASIG audit programs, employee recognition programs, and even a little translation jobs to name a few.
What do you enjoy most about your job: Make a process work smoothly, efficiently, and in a timely manner. From subcontractor applications to directing an employee to the right place over the phone. It’s a great feeling to know that I had a part in facilitating a process for a co-worker or visitor. I also feel really fortunate to be working with the team I’m with. I admire, respect, and care for each one of them. We are like a family.
Why should your fellow shipbuilders care about working safely each day? To be able to go home to loved ones every single night and enjoy life.
What is your number one advice/tip for working safely in the yard? Don’t rush or cut corners and pay attention to your surroundings.
What is your pet peeve and what should people do to avoid it? Waiting until the last minute. Look ahead and get your ducks in order.

John Petersen
How many years at NASSCO: 19 Years
What was your first position at NASSCO: Helper for the first two weeks, then CM Operator.
What is your role in the safety department: Enforcing the policies and regulations.
What do you enjoy most about your job: Solving problems for a safer place to work.
Why should your fellow shipbuilders care about working safely each day? Each and every worker should care about safety so they make it home every day.
What is your number one advice/tip for working safely in the yard? Don’t cheat on fall protection.
What is your pet peeve and what should people do to avoid it? Fall Protection. Don’t assume anything is correct; make sure it’s correct prior to using it.

Juan Saludes
Current Position: Safety Representative II
How many years at NASSCO: 1 Year
What was your first position at NASSCO: Subcontractor Safety Supervisor/Rep.
What is your role in the safety department: To assure safe and healthful conditions on the job for working men and women.
What do you enjoy most about your job: Having to interact with employees on a day to day basis. Sharing safety information that may not be completely clear during training or morning meetings.
Why should your fellow shipbuilders care about working safely each day? They should care so that at the end of each day they can go home to their families.
What is your number one advice/tip for working safely in the yard? My number one advice is if you’re not sure if your work environment is safe, ASK.
What is your pet peeve and what should people do to avoid it? Employees not actively caring for one another.

Zhanna Shorman
Current Position: Industrial Hygienist
How many years at NASSCO: 2 Years
What was your first position at NASSCO: Industrial Hygienist
What is your role in the safety department: As an industrial hygienist, I provide exposure and risk assessment of job hazards, and make recommendations for control measures and PPE. Major job risks include various air contaminants from painting, blasting, welding operations, and chemical (paints, solvents, etc.), physical (noise, temperature, illumination) hazards.
What do you enjoy most about your job: I love the people I work with: my safety team, our employees in different departments, our subcontractors. This is the beauty of my work. I work with all personnel while trying to implement the principle Safety is Always First every day.
Why should your fellow shipbuilders care about working safely each day? Everyone has someone and/or something to live for. Let’s save ourselves for our beloved ones and continue enjoying a healthy and active life.
What is your number one advice/tip for working safely in the yard? Make safety your second nature.
What is your pet peeve and what should people do to avoid it? It is extremely important to keep the chemicals inventory up to date. Unfortunately, not everyone understands the significance of removing unused old products, then adding new products.
The Many Hats of Safety

Safety is a lifelong commitment both on and off the job. Whether we are crossing the street or walking through the shipyard, we expect to be safe and our own actions contribute to our ability to stay safe. The recent success of our “I Live For” poster program illustrates this.

For example, Juan Villegas shares that he “looks out” for overhead cranes so he can go home to his five boys every night.

The key words he used to keep himself safe are: “looks out.” Actively being aware of your surroundings is what keeps us safe. Paying attention to where you are walking will help you see the debris or open hole in your path… preventing a slip, trip or fall.

The next step of being involved in the Total Safety Culture is looking beyond your own personal safety to care about the safety of your fellow worker. For example:

You walk up to a two person job and you see no hazards. Lines and hooks are in order and no tool or equipment is off limit. The bob has been properly covered and tagged. One person has the required Personal Protective Equipment (PPE) but the other does not.

Addressing this situation can be tough, but it can be done right. It is important to acknowledge all the great things that person has done as well as the issue at hand. By complimenting the employees on the importance of housekeeping you convey your confidence in their ability to achieve safety goals connecting them to the vision of a safe workplace for all.

Next, you need to coach them on the importance of wearing the appropriate PPE. This is actively caring. By actively caring you are coaching people to be successful.

If you turn a blind eye to safety issues such as the PPE oversight, then you are reinforcing a bad habit and inadvertently saying it is okay. Action as well as inaction creates experience, and experience sets beliefs. Either safety is important or it is not. Your actions will clearly state where you stand on the safety vision:

The NASSCO Total Safety Culture is a value that is never questioned, never compromised, regardless of the situation. It is simply the way we do business. We believe that all accidents can be prevented; all activities can be performed without risk or harm to people or facilities. Working together, all NASSCO employees and co-contractors feel empowered and a sense of duty to identify unsafe conditions, at risk behaviors and intervene to correct them.

The key words he used to keep himself safe are: “looks out.” Actively being aware of your surroundings is what keeps us safe. Paying attention to where you are walking will help you see the debris or open hole in your path… preventing a slip, trip or fall.

Next, you need to coach them on the importance of wearing the appropriate PPE. This is actively caring. By actively caring you are coaching people to be successful.

If you turn a blind eye to safety issues such as the PPE oversight, then you are reinforcing a bad habit and inadvertently saying it is okay. Action as well as inaction creates experience, and experience sets beliefs. Either safety is important or it is not. Your actions will clearly state where you stand on the safety vision:

When most people think about safety they think of someone that responds to emergencies and checks for unsafe conditions and acts accordingly. But in reality that doesn’t even come close to a day in the life of a safety representative.

An effective safety department wears many hats to cover a multitude of skills needed to navigate the myriad of complex situations encountered on a day to day basis in the shipyard. Below are the many ‘hats’ we wear as safety representatives:

Lader: We lead by example because we are always in the limelight. Our actions are closely watched by everyone. Setting a high standard of conduct is essential for promoting safety throughout NASSCO.

Teacher: We provide training on a myriad of safety related topics. Training covers anything from 30-hour maritime safety courses to individual one-on-one sessions on the deck plates.

Lawyer: We must have a working knowledge of department SOPs and local, state and federal laws. This allows us to refute many misconceptions that individuals from harmful agents in the shipyard.

Social Worker: We form positive relationships with the workforce to develop long-term solutions by providing support, advice and guidance.

Psychiatrist: The trust we build with NASSCO employees and co-contractors is ready to respond to any condition, whether usual or unexpected. Our ultimate goal is to ensure the safety of those who enter the shipyard. No matter the hat we have on, you can be sure we will don the one you require.

Scientist: We apply science and technology to analyze and protect individuals from harmful agents in the workforce.

Diplomat: We endeavor to use skill and tact in representing NASSCO’s best interest with contractors and government entities by negotiating alliances and agreements.

Researcher: We thoroughly study new rules and regulations issued by OSHA and other entities to ensure that we are meeting requirements and providing accurate information to the workforce.

Negotiator/ Facilitator/ Mediator: We advocate between parties, unifying them and bring them into agreement.

Inspector: We inspect work areas for potential hazards; observe workers to ensure that they are wearing required Personal Protective Equipment (PPE) and following company safety policies.

Advisor: We verify that work practices are in compliance with company policies and guidelines.

Learner: We continuously learn about and keep up-to-date with work health and safety matters.

First Responders: Whether it’s an injury, fender bender, or a fire, safety is among the first to respond. The goal is to preserve the safety of those in the area and ensure that the scene is secure to begin the investigation process.

Investigators: Just the facts. Our goal is to determine the root cause of the incident so we can prevent it from happening again.

Advisor: We advise on proper health and safety methods and implement them.

Each member of the Safety Department is ready to respond to any condition, whether usual or unexpected. Our ultimate goal is to ensure the safety of those who enter the shipyard. No matter the hat we have on, you can be sure we will don the one you require.

The key words he used to keep himself safe are: “looks out.” Actively being aware of your surroundings is what keeps us safe. Paying attention to where you are walking will help you see the debris or open hole in your path… preventing a slip, trip or fall.

The next step of being involved in the Total Safety Culture is looking beyond your own personal safety to care about the safety of your fellow worker. For example:

You walk up to a two person job and you see no hazards. Lines and hooks are in order and no tool or equipment is off limit. The bob has been properly covered and tagged. One person has the required Personal Protective Equipment (PPE) but the other does not.

Addressing this situation can be tough, but it can be done right. It is important to acknowledge all the great things that person has done as well as the issue at hand. By complimenting the employees on the importance of housekeeping you convey your confidence in their ability to achieve safety goals connecting them to the vision of a safe workplace for all.

Next, you need to coach them on the importance of wearing the appropriate PPE. This is actively caring. By actively caring you are coaching people to be successful.
NASSCO SHIPBUILDERS DELIVER WORLD’S FIRST LNG-POWERED CONTAINERSHIP

On October 16, General Dynamics NASSCO delivered the world’s first liquefied natural gas (LNG) powered containership, the *Isla Bella*, to TOTE Maritime. The ship was delivered nearly two months ahead of schedule.

As part of a two-ship contract signed in December 2012 with TOTE, the 764-foot long Marlin Class containerships will be the largest dry cargo ships powered by LNG, making them the cleanest cargo-carrying ships anywhere in the world. This groundbreaking green ship technology will dramatically decrease emissions and increase fuel efficiency when compared to conventionally-powered ships, the equivalent of removing 15,700 automobiles from the road.

The delivery of this historic ship also demonstrates successful collaboration between industry and regulatory bodies. TOTE, NASSCO, the American Bureau of Shipping, and the U.S. Coast Guard worked hand-in-hand from the beginning of the project to the delivery of the *Isla Bella*. This included collaboration during the design approval, construction and commissioning the ship to safely and effectively operate on natural gas.

“Successfully building and delivering the world’s first LNG-powered containership here in the United States for coastwise service demonstrates that commercial shipbuilders, and owners and operators, are leading the world in the introduction of cutting-edge, green technology in support of the Jones Act.”

Kevin Graney, vice president and general manager for General Dynamics NASSCO

APT-1/HULL 551 CHRISTENING

DATE: OCTOBER 17, 2015
SHIP’S SPONSOR: MRS. HELEN DOWNS
GUEST SPEAKER: THE HONORABLE KEVIN FAULCONER, MAYOR, CITY OF SAN DIEGO

“Successfully building and delivering the world’s first LNG-powered containership here in the United States for coastwise service demonstrates that commercial shipbuilders, and owners and operators, are leading the world in the introduction of cutting-edge, green technology in support of the Jones Act.”

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SPOTTED IN THE SHIPYARD

MACHINISTS DAVID, VICTOR, AND RAY

BRIAN AND WILLIAM, RIGGING DEPARTMENT

SERGIO B. - SOCS 1 & 2

MICHAEL C. AND ROBERTO C. - SOCS 1 & 2
**Recent Shipyard Events**

- **SEACOR-3/ Hull 557 Start of Construction**
  - Date: October 16, 2015
  - Ceremony Honoree: Mr. Gregory Doyle

- **APT-5/Hull 558 Start of Construction**
  - Date: October 16, 2015
  - Ceremony Honoree: Mrs. Betsy Larson

- **ESB-2 Start of Construction**
  - Date: October 14, 2015
  - Ceremony Honoree: Mrs. Paola Gerardo

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ESB? See page 37 for more information.

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SEACOR 1 Bow Lift
9/28/15
On August 29, NASSCO shipbuilders launched the second ship in a series of the world’s first containerships to be powered by liquified natural gas.

The new Marlin Class ships, measuring the same length as two-and-a-half football fields, will carry cargo exports between U.S.-owned ports. The ships will reduce particulate matter by 98 percent and carbon dioxide emissions by 72 percent, the equivalent of removing more than 15,700 cars from the road, making them the cleanest cargo-carrying containerships of their size in the world. Congratulations, shipbuilders!
Mark McCoy, Senior Training and Development Specialist in the Organizational Development and Training Department, recently completed the Project Management (PM) Professional Certificate program at San Diego State University’s College of Extended Studies.

“The program was awesome and I hope to get some of my colleagues to attend. The instructors were engaging and knowledgeable, and the coursework was challenging yet manageable for working folks. Even though I have had a lot of PM experience and coursework, I found a great deal of application for the program to my work,” said Mark.

Mark spent 20 years in the military, retiring in 2003. Before retiring, Mark earned a bachelor’s degree and then completed a master’s in Organizational Management in 2007 while employed with NASSCO.

“I realized that I had been out of school for six years (in 2013). I wanted to study something that would benefit me and NASSCO. My primary duties are instructional design and training delivery. Both functions involve a high degree of project management, so I chose that path to study.”

In a very coincidental manner, Mark came across the SDSU PM program through an internet search that returned a testimonial by NASSCO’s Dennis DuBard, Manager for Public and Government Relations, who completed the program in 2010. Mark was sold and enrolled in the summer of 2013.

The importance of planning was emphasized throughout and was one of the major takeaways. “Many project teams spend little time on charters, team selection and communications planning. This often results in difficult and even failed projects.”

“PM is a skill that cuts across every department within NASSCO. I think many people believe they have project management skills, but until they get some coursework behind them, those skills may not be effective.”

Mark highly recommends the program for his fellow NASSCO team members. “This program provides a common knowledge and skill set that enables better project communication. Speaking the same language amongst different projects is very important and will ultimately lead to a better project success.”

To earn the Professional Certificate in Project Management, you must successfully complete seven (7) required courses and two (2) electives. The seven required courses are:

• Intro to PM Framework and Integration
• Team Building
• Project Risk Management
• Scope, Time, and Cost
• Human Resources and Communications
• Procurement
• PM Capstone: Project Simulation

Students can also take individual classes if desired.

For more information, contact NASSCO’s Trades Training and Organizational Development Department in Building 8.
In September, the San Diego Business Journal awarded NASSCO as the sole recipient for its ‘Best Process Improvement Practices’ award – with special mentions for being the first shipyard in the world to construct the first LNG-powered containership and for our efforts in environmental stewardship— for their inaugural Manufacturing Awards.

This year alone, thousands of PII’s have been submitted—and implemented—as part of our goal to always continuously improve and provide only the best for our customers.

In September, NASSCO received an Achievement Award for Energy Efficiency from the Port of San Diego’s Green Business Network, recognizing our efforts to reduce energy with the installation of a new controlled lighting system and our monthly energy audits.

We implement these practices not only because we save energy and dollars, but because it's the right thing to do. Learn more about our efforts to help the environment: www.nassco.com/LoveMotherEarth.
A Process Improvement Idea (PII) is an idea or a single solution to a problem that can be initiated by any employee as they discover it in their daily duties. Typically the easiest solution path to an employee's PII is when it is within the originating department's control to fix.

To know if the PII Process is the correct tool to use to solve a problem or incorporate a suggestion, follow the Idea/Problem Decision Flow below.

Each PII is then entered into each department's database, subsequently evaluated by the supervisor or his/her nominee for implementation or not. Employees are often engaged in the process of evaluating and implementing those PII ideas as well. Sometimes a submitted PII may not have an application on current contracts or may be too costly to adopt or may not be an improvement over what we currently do. If the idea is approved following review, the department will then typically implement the idea with the employee's involvement.

Overall savings are calculated for labor and material and cycle time and are shared as part of yardwide statistics. Several departments have PII Forums where implemented ideas are shared across all of the departments within Operations, Engineering and Repair Organizations, the best of those are often shared at the Cost Reduction Breakfast Club across all organizations. These forums also give Management an opportunity to recognize individuals.

Those implemented PIIs affect many different areas, e.g. design, planning and manufacturing processes, jigs, tools, work sequencing, safety, PPE requirements, access, mounting, drilling, installation, quality checklists, toolboxes, labeling, housekeeping, ergonomic/body positioning, build strategy, hi-reach, testing, templates, part consolidation, subcontractors, transportation, software, documentation, databases, personal organization, training and development and many others.

Continuous improvement by all keeps NASSCO competitive in the marketplace: In 2014, 8,534 PIIs were submitted across all departments. 6,083 of those were incorporated and savings netted for the year were $18.8 million.

The examples to the right are great examples of leadership and team work at NASSCO.

**The PII Process**

By: Steve Murray & Bob Liddell
Manager, Cont. Improvement Senior Mfg. Engineer

**How Do I Know If an Idea is a PII?**

- **Problem**
  - Yes
  - No

- **Idea**
  - Yes
  - No

- **Submit an Idea**
  - Yes
  - No

- **Solution**
  - Yes
  - No

- **Submit an Idea**
  - Yes
  - No

There are several benefits of having all employees engaged in improvement initiatives. The process improves employee morale, increases job satisfaction, creates ownership & engagement, builds team spirit, reduces costs/increases profitability, increases revenue, improves customer satisfaction, and encourages cross pollination.

NASSCO has yearly goals for 2015 of two PII submissions per employee and a goal for percentage incorporation of 80 percent, which means that for every 10 PIIs submitted, we need eight to be incorporated (or implemented).

Each department manages their PII process by asking employees to fill out a Process Improvement Form with their individual suggestions, or by gathering employees together to generate PII ideas from group discussions called “brainstorming.” Brainstorming is a great tool and is highly recommended as people in a group environment can feed off each other’s ideas to often generate better ideas than what each member would have identified individually.

**Continuous Improvement**

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The examples to the right are great examples of leadership and team work at NASSCO.

For further background information on the contents of this article, contact Manufacturing Engineering: Steve Murray at smurray@nassco.com or (619) 744-1114, or Bob Liddell at rliiddell@nassco.com or (619) 544-8551.
On September 11 we celebrated the men and women who have long called NASSCO home: 63 shipbuilders with 25 years of service, four shipbuilders with 30 years of service, 13 shipbuilders with 35 years of service, and 50 shipbuilders with 40 or more years of service.

This year, 22 shipbuilders joined the rank of Master Shipbuilder—a highly coveted rank held by those with 40+ years of service at NASSCO.

Arnold Reitz and John Belfiore are NASSCO’s longest serving employees, with 51 and 50 years, respectively. Combined, the shipbuilding experience in the room totaled more than 5,000 years.

_Congratulations to the honorees!_
It is all up to you, you know. Your contribution to the NASSCO team is what you make of it. You ask — “What can I do as an individual employee to benefit my department?” It is also reasonable to ask, “If it benefits my department, will it benefit me?”

Whether you are a shipfitter out on the deck plates or a clerk-typist stationed in a cubicle, each of you contributes to the work of building and/or repairing ships at NASSCO. Make no mistake: you are an important part of the “metal” it takes to realize — after all is said and done — a seaworthy vessel.

If we think of the NASSCO team as a “factory,” collectively we take inputs and transform them into outputs that our customers want. Quite literally, the principles underlying lean manufacturing would also apply to each of us as individuals. The goal: to produce more value with less work!

To benefit your department (and yourself), implement the following suggested lean manufacturing concepts in your daily routine. Doing so will boost your productivity.

#1 – Standardize Your Work:
Within the instructions and guidelines provided by your supervisor, develop a standard and safe way to do your work. Devise a mental checklist of the steps to get the job done, spelling out exactly what to look for and what needs to be done. The notion of having standardized work is powerful because it helps to ensure nothing is forgotten and will reduce defects.

Think about the last “not-so-productive” meeting you attended. Would a standardized agenda, format and/or re-cap facilitate make better use of everyone’s time? As a metal outfitter, would standardization improve your installation ratios? Less re-work is a benefit for you and your department.

#2 – Develop a Rhythm—Synchronize:
One of the hallmarks of manufacturing is to ensure the flow of material or the continuation of the process; production rarely stops. Spoiler alert! Most times when it does, it is not a good thing. Stopping a production line is a wasteful, costly proposition. Progress is manifested in the cadence of constant, value-added activity.

In terms of your personal, daily work proposition: it should be no different. Don’t allow interruptions to distract you. Remain focused and concentrate on the task at hand. Do not allow the inefficiencies of others to throw your rhythm off-balance.

The routine allows you to undertake tasks in blocks of time and/or defined effort. The rhythm of a routine is often a “best practice” way of ensuring that steps and/or details are not omitted.

#3 – Organize your Work:
The lean manufacturing concept of 5S resolves to a neat, organized workspace. The five “Ss” are sort, set in order, shine, standardize (see above) and sustain. Organizing your work translates into ensuring: all unnecessary work tools and supplies are removed from the workspace (sort); all necessary tools (such as a computer, filing system, label maker) have their specific places (set in order); work spaces are cleared as work is performed (shine); cleaning methods are applied consistently (standardize); and that this practice is followed religiously and improved upon where applicable (sustain).

The same is applicable for those who work in an office, as well. Having easy access to the information you need to do your job is of greater value than having a specific spot on your desk to store a stapler or tape dispenser. To be more specific, creating and prominently displaying a whiteboard that lists all of the current “projects” you are working on, along with a status of each project, is preferable to developing a spreadsheet and burying it somewhere on your computer. The whiteboard precludes you from having to access the data on your computer each time an update is requested by your supervisor.

When you think about it, each step you take to “learn” your daily responsibilities will result in an increase in your overall productivity. An increase in your personal productivity—even modest one—as a result of a commitment to standardize, synchronize and organize your workday is value-added. NASSCO appreciates “value-added” and thanks you for your cooperation!

By: Anthony Jimerson  
St. Manager, Labor Relations

UPDATE YOUR PERSONAL INFORMATION STATUS
Remember that you have the opportunity to voluntarily self-identify your military and/or disability status in the Employee Self-Service (ESS) portal. Adding this information to your ESS profile is strictly voluntary, and individual disability status is kept confidential.

By self-reporting your information – whether you are or are not military/ disabled – NASSCO is better able to evaluate the effectiveness of our equal employment and affirmative action efforts. We are also then able to meet the reporting requirements of the Office of Federal Contract Compliance Programs that allow NASSCO to successfully maintain its business relationship with the U.S. Navy.

ESS portal may be accessed at: https://ess.gendyn.com.

If you have any questions or concerns regarding the self-identification process, you may contact Nydia Ortiz-Avendaño in Human Resources at (619) 544-8505 or nortiz@nassco.com.

NASSCO is committed to providing a work environment free of unlawful harassment. NASSCO prohibits unlawful harassment based upon any basis protected by federal, state or local law, ordinance or regulation. All such harassment is unlawful. This applies to all persons involved in the operation of NASSCO, and prohibits unlawful harassment by any employee of NASSCO, including supervisors and coworkers. It also prohibits unlawful harassment based on the perception that anyone has any protected characteristic, or is associated with a person who has or is perceived as having any protected characteristic.

Prohibited unlawful harassment includes, but is not limited to, the following behavior:

• Verbal conduct, such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations, or comments whether or not the conduct was motivated by any sexual desire.

• Visual displays such as derogatory and/or sexually-oriented posters, photography, cartoons, drawings, or gestures.

• Physical conduct including assault, unwanted touching, intentionally blocking normal movement or interfering with work because of sex, race, or any other protected basis.

• Threats and demands to submit to sexual requests as a condition of continued employment, or to avoid some other loss, and offers of employment benefits in return for sexual favors.

• Retaliation for reporting or threatening to report harassment.

If an employee believes that he or she has been unlawfully harassed, he or she should submit a written complaint to the Human Resources Department as soon as possible.

If a Human Resources representative is not available, employees should provide a complaint to his or her supervisor or any other supervisor and report his or her complaint to the Human Resources Department as soon as someone from that department is available. Supervisors and managers must immediately refer all harassment complaints to the Human Resources Department. Complaints should include details of the incident or incidents, names of the individuals involved, and names of any witnesses.

NASSCO will conduct its investigation in as confidential a manner as possible. Interviews, allegations, statements and identities will be kept confidential to the extent possible and allowed by law. However, NASSCO will not allow the goal of confidentiality to be a deterrent to an effective investigation. A timely resolution of each complaint will be reached and communicated to the employee.

If NASSCO determines that unlawful harassment has occurred, effective corrective action will be taken in accordance with the circumstances involved. Any employee determined by NASSCO to be responsible for unlawful harassment will be subject to appropriate disciplinary action, up to and including immediate termination of employment.

Company employees are required to cooperate with any investigation in situations of which they may have knowledge. There will be no retaliation against any employee who brings a complaint in good faith under the Unlawful Harassment procedures, or who honestly assists in investigating such a complaint, even if the investigation produces insufficient evidence that there has been a violation. If the charges cannot be proven. However, disciplinary action may be taken against employees who, in bad faith, make false or frivolous accusations.
NASSCO maintains a large number of International Traffic in Arms Regulations (ITAR) and Export Administration Regulation (EAR) export licenses authorizing work with foreign suppliers, vendors, and employees. This article highlights the most relevant license characteristics with the goal to increase awareness and ensure continued compliance.

Parties – Only the entities and country locations identified in the license are authorized. Any additional U.S. and foreign entities can be approved only through an official license amendment. All U.S. parties who wish to become signatories to an ITAR license first need to register as exporters with the U.S. Department of State, before they can be included in the license application. This registration process can take several months and has a cost. EAR licenses do not have similar registration requirements.

Signature Requirements – ITAR licenses with suppliers/vendors are considered executed, effective as of the day the last party signs the license. EAR licenses and ITAR employment licenses do not have the same signature requirements.

Petia Pavlova (ext. 1131), Keith Londot (ext. 8802) and your friendly Export Licensing Coordinators (ELCs) are happy to answer any licensing questions you may have.

Foreign Lower-tier Suppliers – All foreign lower-tier suppliers who will receive the licensed technical data have to be specifically named in the license in order to be approved.

Ship Classes - Most of NASSCO’s licenses with suppliers/vendors are program-specific. If a ship class is not specifically named in the scope of work, it is not authorized. NASSCO’s licenses with our foreign employees are broad and cover all current and future programs for which we have or will obtain a contract from the U.S. Government.

Export Compliance

The flu is serious. Don’t pass it on.

Knowing the facts about the flu can save a life.

The flu spreads easily. Offices, schools, and grocery stores are just a few places where you’re at risk. Protecting yourself and the people around you starts with knowing the facts – and getting the flu shot.

1. The flu is serious. It can lead to complications and hospitalization. In some cases, it can even lead to death. Anyone can get the flu, even very healthy people. While people 65 and older have the highest risk of complications from the flu, healthy children and adults can also end up in the hospital. Why risk it?

2. The flu shot is your best protection. The Centers for Disease Control and Prevention recommend yearly flu vaccines for everyone 6 months of age and older as the first and most important step in protecting against this serious illness.

3. The flu shot doesn’t give you the flu. The flu vaccine is safe, and it can’t give you the flu. After you get your flu shot, it can take 2 weeks or longer for your body to be fully protected. If you have flu-like symptoms (fever, coughing, sore muscles) soon after the flu shot, it probably means you were infected before the vaccine had a chance to take effect.

4. Get a flu shot every year. Flu viruses change from year to year. Flu vaccines are designed to protect against the specific viruses that research suggests will be the most common during the upcoming season. One of the flu viruses may change during flu season, but you are still protected from the other viruses covered by the vaccine.

5. By protecting yourself, you protect others. When you get your flu shot, you protect yourself and avoid spreading the flu to people who might be more severely affected by it. And because children under 6 months can’t be vaccinated, pregnant women and anyone caring for a baby should get the vaccine.

6. The flu shot is covered at no cost. If you’re a Kaiser Permanente member, you can get the flu vaccine at no cost.

7. Colds are caused by other viruses. A flu shot doesn’t protect you from the common cold. Remember to wash your hands often to help stop the spread of germs.

Protect yourself and others from the flu today. Get your flu shot! To find out where to get your flu shot, call 1-866-70-NO-FLU (1-866-706-6358).

kp.org/flu

Kaiser Permanente
Ashlyn Louise Cornell  
Born: September 22, 2015  
Grandfather: Dennis DuBard, Manager for Public and Government Relations

Bruce Adam Dawson  
Born: July 3, 2015  
Father: Devin Dawson, SOC 2 Production Supervisor  
Mother: Joyce Dawson

Jullisa Noyele De La Cruz  
Born: December 21, 2014  
Father: Johnny De La Cruz Jr., Sheet Metal, Repair  
Grandfather: Johnny De La Cruz Sr., Pipefitter  
Mother: Lisette De La Cruz

Castiel Alexander Robles  
Born: June 19, 2015  
Father: Danny Robles, Marine Coating Inspector, Blast, Paint, Temp & General Services

Betty Louise Boyd  
August 14, 2015  
17 years  
Sr. Estimator Repair

Akbar A. Gaya  
August 28, 2015  
20 years  
Ship Manager Repair 1

Jerry L. Nemeth  
September 9, 2015  
38 years  
Supervisor Material Control

James Steven Tupta  
September 25, 2015  
17 years  
Sr. Contracts Administrator

Elias G. De La Torre  
August 2, 2015  
41 years  
Supervisor Production

Jose Luis Marquez  
Active  
September 29, 2015  
2 years  
Painter

Vicente Alejandro Navarra  
Active  
September 22, 2015  
7 years  
Electrician

Jack L. Waller  
Retiree  
May 29, 2015  
25 years  
Welder

DID YOU KNOW?

Navy Secretary Ray Mabus, working with Adm. Jon Greenert, chief of naval operations, recently changed the designation of the following three ships:

• JHSV Joint High Speed Vessels will become EPF, for Expeditionary Fast Transport.
• MLP Mobile Landing Platforms are now ESD Expeditionary Transfer Docks.
• AFSB Afloat Forward Staging Bases – currently included as MLPs – will become ESB, for Expeditionary Base Mobile.
## September 2015 Service Anniversaries

**Alonso, Andy U**
Fitter/Ship Wkg Frm Anniv.: 9/12/1975
40 Years

**Belford, John C**
Master Planner Scheduler Anniv.: 9/15/1965
50 Years

**Busch, Ian R**
Manager Initial Des Naval Arch Anniv.: 9/24/1990
25 Years

**Candelaria, Gerardo C**
Tool Room Attendant Anniv.: 9/5/1990
25 Years

**Candelaria, Kathleen D**
Production Support Spclst Anniv.: 9/2/2005
10 Years

**Chaves, Dino**
Rigger Wkg Frm Anniv.: 9/7/2005
10 Years

**Chavez-Sanchez, Alex**
Rigger Anniv.: 9/13/1995
20 Years

**Diaz, Hector David**
Welder Anniv.: 9/13/1995
20 Years

**Escalante, Octavio Ju**
Supervisor Production Anniv.: 9/26/1990
25 Years

**Espinoza, Martin**
Fitter/Ship Anniv.: 9/14/2005
10 Years

**Flores, Jose L**
Shipbuilder Anniv.: 9/12/1990
25 Years

**Gomez, Ricardo C**
Fitter/Ship Welder Anniv.: 9/12/1990
25 Years

**Gonzalez, Jose L**
Fitter/Ship Wkg Frm Anniv.: 9/2/1980
35 Years

**Gonzalez, Jose L**
Line Hemmer Wkg Frm Anniv.: 9/7/1990
25 Years

**Gurrola, Gaston E**
Pipe Welder Anniv.: 9/10/1995
20 Years

**Hernandez, Robert**
Welder Anniv.: 9/14/2005
10 Years

**Jauregui, Kristopher V**
Painter Anniv.: 9/2/2010
5 Years

**Kirk, Bartholomew Francis**
Senior Designer Anniv.: 9/6/1980
35 Years

**McGorry, John**
Cost Engineer Anniv.: 9/8/1975
40 Years

**McLeod, David P**
Senior Engineer Anniv.: 9/4/1990
25 Years

**Meadows, Derel Wayne**
Rigger Anniv.: 9/21/2005
10 Years

**Medina, Francisco**
Supervisor Compliance Anniv.: 9/19/2005
10 Years

**Mendoza, Alfonso**
Fitter/Ship Welder Anniv.: 9/13/1995
20 Years

**Mendoza, Alfonso**
Maintenance Machinist Anniv.: 9/12/1990
25 Years

**Mendez, Alfonso**
Fitter/Ship Welder Anniv.: 9/14/2005
20 Years

**Mooney, Juan R**
Fitter/Ship Anniv.: 9/14/2005
10 Years

**Munoz, Julio R**
Carpenter Anniv.: 9/26/1975
40 Years

**Nugent, Tracy H**
Painter Anniv.: 9/18/1990
25 Years

**Oliveros, Carlos**
Pipe Welder Anniv.: 9/7/2005
10 Years

**Palmaray IV, Michael Joseph**
Material Support Technician Anniv.: 9/14/2005
10 Years

**Pastenes, Luis**
Fitter/Ship Anniv.: 9/7/2005
10 Years

**Payton, Daniel**
Maintenance Machinist Anniv.: 9/5/1985
30 Years

**Potter, Shaun Patrick**
Rigger Wkg Frm Anniv.: 9/21/2005
10 Years

**Preciado, Ismael**
Manager Accounting Anniv.: 9/11/1995
20 Years

**Rosario, Rizaldy B**
Electrician Anniv.: 9/28/2005
10 Years

**Santillan, Sergio**
Receiving Support Technician Anniv.: 9/13/1995
20 Years

**Santo, Rafael Josue**
Electrician Anniv.: 9/21/2005
10 Years

**Topete, Hector Martin**
Code Welder Anniv.: 9/3/1975
40 Years

**Tscherckowitsch, Walter P**
Manager Steel Anniv.: 9/23/2005
10 Years

**Valdez, Leonel**
Machine Operator A Anniv.: 9/13/1995
10 Years

**Villatoral, Ben David**
Staff Engineer Anniv.: 9/13/1995
20 Years

**Zayas, Mario**
Supervisor Warehousing Anniv.: 9/13/1995
20 Years

**Zimmerman, Kyle Z**
Engineer II Anniv.: 9/20/2010
5 Years

## October 2015 Service Anniversaries

**Adlao, Aurelio Lesigues**
Electro-Technical Wkg Frm Anniv.: 10/19/2000
15 Years

**Arredondo, Dominic P**
Telescopic Bnft Operator Anniv.: 10/25/1995
20 Years

**Auja-Moreno, Jorge**
Fitter/Ship Anniv.: 10/18/1995
20 Years

**Beiza, Jesus**
Pipe Welder Anniv.: 10/17/1990
25 Years

**Biosca, Javier**
Supervisor General Acct Anniv.: 10/19/2005
10 Years

**Cisneros Carrillo, Jose Luis**
Senior Planner/Shipwright Anniv.: 10/13/1990
20 Years

**Cohen, Jack**
Electrical Tech Anniv.: 9/12/1990
25 Years

**Cueva, David**
Shipbuilder Anniv.: 10/11/1995
20 Years

**De Guzman, Farley, Bennie J**
35 Years

**Gonzalez, Ruben**
Supervisor Production Anniv.: 10/30/1975
40 Years

**Gonzalez, Ruben**
Supervisor Production Anniv.: 10/30/1975
40 Years

**Hernandez, Ibet**
Human Resources Gen. II Anniv.: 10/30/2000
15 Years

**Herrera, Ricardo**
Shipbuilder Anniv.: 10/11/1995
20 Years

**Hullquist, Andrew**
Maintenance Machinist Anniv.: 10/26/2005
10 Years

**Jennings, Charles H**
Electro-Mechanist Anniv.: 10/7/1980
35 Years

**Locra Jr, Ismael**
Electrician Anniv.: 10/5/2005
10 Years

**Lopez, Marco A**
Fitter/Ship Anniv.: 10/26/2005
10 Years

**Mendez, Marco Sr**
Fitter/Ship Wkg Frm Anniv.: 10/15/1990
10 Years

**Melendez, John**
Assistant Engineer Anniv.: 10/13/1990
10 Years

**Roy, Neil Wesley**
Shipwright Anniv.: 10/3/2010
5 Years

**Samperio, Bernardo E**
Fitter/Ship Wkg Frm Anniv.: 10/26/2005
10 Years

**Sanchez, Marco A**
Fitter/Sheeetmetal Anniv.: 10/19/2005
10 Years

**Serna, John F**
Rigger Anniv.: 10/25/2005
10 Years

**Whitney Fletes, Federico**
Metal Outfitter Anniv.: 10/5/2005
10 Years

**Roseman, Michael D**
Assistant Engineer Anniv.: 10/17/1990
25 Years

**Otter, Stephen**
Asst Manager Outfit Warehouse Anniv.: 10/4/2000
15 Years

**Perez-Trujillo, Luis**
Code Welder Anniv.: 10/17/1990
25 Years

**Ramos, Victorino Ordonez**
Rigger Anniv.: 10/12/2000
15 Years

**Rocha, Thomas Byrne**
Maintenance Machinist Wkg Frm Anniv.: 10/6/1980
35 Years

**Roseman, Michael D**
Fitter/Ship Anniv.: 10/12/2005
10 Years
September 19 – NASSCO shipbuilders/members of NASSCO’s CRC partnered with Groundwork San Diego for I Love A Clean San Diego’s Annual California Coastal Cleanup Day. The team filled two 40-yard roll-off containers with green waste—mostly arundo—and also picked up 180 lbs. of discarded glass bottles and recyclables. Our site boundaries included Southcrest Community Park. The team also provided fun activities for kids, such as facepainting.

DID YOU MISS IT?
For more photos, or to learn more about NASSCO’s efforts to preserve Mother Earth: www.nassco.com/LoveMotherEarth
SAVE THE DATE!

Annual Holiday Toy Drive

NOVEMBER-DECEMBER 2015

Benefitting Barrio Station and the Good Neighbor Project in Barrio Logan

GENERAL DYNAMICS NASSCO

In October, NASSCO’s Community Crew joined hundreds of San Diegans for the annual YWCA of San Diego County ‘Walk A Mile In Her Shoes’ awareness event.
Greetings from your NASSCO-Bremerton team! As we enter the Fall season, increased awareness with regards to inclement weather and shorter daylight hours will be a topic of discussion at our morning safety meetings. This time of year, November through January, our region of the country only receives about eight hours of daylight each day.

Activity in Bremerton is in full swing with both the USS Nimitz and USS John C. Stennis in port. By the time this article is published the team will have executed a 26-day High Tempo Continuous Maintenance Availability (CMV) on the USS John C. Stennis, where she underwent Flight Deck and Hangar Bay 3 Non-Skid replacement, Pilot House/ILARTS window replacements, and several critical HM&E work items.

The USS Nimitz Extended Planned Incremental Availability (EPIA) is approximately 50 percent through her 16-month availability, and the team is working hard to complete work items in support of our first major milestone, PW-42 on February 4. There are several large Ship Alterations the team is executing; Weapons Assembly Relocation, Emergency Escape Breathing Devices (EEBD), CAG/DCAG office modifications, and others. Mast and Island staging is in process of coming down and we are very close to completing all of the Landing Zone Non-Skid.

Our NASSCO team led by Production Manager Vance Ricci and Warehouse Manager Barry Ovrenstreet has our new production warehouse very close to becoming operational. We started seven months ago with an empty 29,000 square foot building and it has been outfitted with numerous pieces of machinery and weld booths to facilitate testing, training, and production.

Our Safety Department has been focusing on Personal Protective Equipment (commonly known as PPE), stressing in daily safety meetings the requirements and responsibilities of donning PPE prior to walking out of the locker room and accessing the ship or work spaces. We continue to strive for a zero injury rate and are stressing the importance of safe work practices each day so all of our employees go home safe.

The team also had the pleasure of hosting a visit from Mr. Fred Harris, President of General Dynamics NASSCO, and Mr. Dave Carver, Vice President and General Manager of Repair. This was Mr. Harris’ first visit to the new General Dynamics NASSCO-Bremerton site. A waterfront tour and working lunch with the project management team rounded out the day before getting them back to the airport for their flight home. The NASSCO-Bremerton team thoroughly enjoyed their visit and appreciated them taking time from their busy schedules to visit us here in the PACNORWEST.
ALL HANDS MEETINGS AT NASSCO-NORFOLK

During the last three weeks of September, NASSCO-Norfolk’s new General Manager, Kevin Terry, conducted all-hands meetings at both the Portsmouth and Norfolk locations. These meetings were attended by more than 1,400 employees and resource labor workers. He shared that it is his intention to hold these two or three times a year to keep everyone informed on the status of the company.

The meeting kicked off with Kevin introducing himself, and emphasizing the fact that we are all ONE TEAM. He also shared that we should be proud to be part of General Dynamics, and spoke to our ethos and values as part of this great company. He talked about the new NASSCO logo, and the intent to transition from the bubble lettering to the new block lettering over time. Kevin encouraged employees to let their supervisor know if they see any of the old Metro or Earl logos, as these need to be replaced immediately with the new block lettering.

The core message for these meetings was based on four areas: Safety, Quality, Cost, and Schedule. Safety has to be first in everything that we do. We have to do our jobs right the first time, every time. This is going to be especially critical in the fixed price contracting world that we are moving into. Everyone in this company works to a budget, and we need to know our budget and either meet it or under-run it. If we get these first three areas right, we should meet schedule. In our customer’s eyes, schedule is king!

Kevin followed this message by a discussion on cleanliness. He challenged the team, “If you see a piece of trash, pick it up!” Our work areas are our house, and the ships are the Navy’s house. We need to treat them as we would our own house. A clean work area shows that we are proud of the work that we do. Kevin Terry then shared with the group that we are currently working on 14 ships, at numerous locations. He discussed the shift from the Multi-Ship, Multi-Option (MSMO) contracting strategy to a fixed-price world.

Kevin wrapped up the all-hands by telling each group that “At the end of the day, it is all about you. You and I will determine the success of NASSCO-Norfolk in the future.”

The sessions ended with Kevin thanking everyone for what they do today, but more importantly, what they will do tomorrow for this great company. The employees then had the opportunity to ask questions. Employees left the sessions tomorrow for this great company. The Elizabeth River Project (ERP), a local non-profit dedicated to restoring the Elizabeth River, helped supervise the planting project and offered invaluable advice. On August 25, 23 employees volunteered during their lunch hour and planted approximately 150 plugs of Spartina Alterniflora, a native plant that acts as an environmental engineer by expanding its range into shallow water. The plant helps to accumulate extra sediment along the bank and also provides a habitat for river animals.

The project was a huge success and involved a wide range of employees, from Kevin Terry, NASSCO-Norfolk’s General Manager, to Charles (Chuck) Bunn, a newly hired Health and Safety Inspector.

Company employees take their responsibility very seriously when it comes to caring for the Elizabeth River, Chesapeake Bay, and local shorelines. Thanks again to all who helped!

WETLANDS CLEANUP AND PLANTING PROJECT

BY CLINT SPIVEY, EHMS SPECIALIST

Did you know that there are wetlands on NASSCO-Norfolk’s property? There is approximately one acre of company-owned wetlands that adjoin the Elizabeth River in the heart of the Downtown Norfolk harbor. Wetlands are vitally important ecosystems that provide habitat for native animals, filter ground water, and protect against storm surge and flooding. We have been a good steward of the land by partnering with an environmental engineering firm in 2012 to complete remediation work, practicing wetland sensitive landscaping activities, and conducting regular cleanups of wash-up rubbish.

The most recent wetlands support project involved both a cleanup and planting of indigenous grass in an area prone to erosion. The Elizabeth River Project (ERP), a local non-profit dedicated to restoring the Elizabeth River, helped supervise the planting project and offered invaluable advice. On August 25, 23 employees volunteered during their lunch hour and planted approximately 150 plugs of Spartina Alterniflora, a native plant that acts as an environmental engineer by expanding its range into shallow water. The plant helps to accumulate extra sediment along the bank and also provides a habitat for river animals.

CVN-77 AVENGER AWARD

BY: CLINT SPIVEY, EHMS SPECIALIST

NASSCO-Norfolk’s Health and Safety Inspector Anna Paulus was awarded the very prestigious Avenger Award for her outstanding work on the USS George H. W. Bush (CVN 77) FY-15 Planned Incremental Availability (PIA) Project. Major work on the project includes installation of a starboard forward Close-In Weapon System (CIWS); sewage installation for the forward-affracht Vacuum Collection, Holding and Transfer (VCHT) system; and, header-weld-in joint repair for JP-5 tanks.

David G. Duffy, the Executive Officer, presented the award to Anna on September 11 at Norfolk Naval Shipyard (NNSY). He commented, “Anna has set the bar high and works long hours to keep it within reach.” Anna was quick to recognize the support of the NASSCO-Norfolk team, saying, “Without the support of my cowokers, I wouldn’t be half as successful as I am right now.”

Anna has been a NASSCO-Norfolk team member for over two years and has conducted hundreds of ship safety inspections. She checks for issues with temporary services, hot work, and housekeeping, just to name a few. Additionally, she regularly inspects production shops for health and safety related concerns and attends monthly Environmental, Health and Safety (EHS) training to ensure that her skillset stays up-to-date. Her enthusiasm for her job is contagious and inspires those around her, “I am excited to go to work every day and look forward to completing this and other projects.”

Anna plans to continue working hard on her assignment at NNSY and is sure to be a champion for health and safety during future projects as well. Congratulations again to Anna for this distinguished recognition.

THE SHIPBUILDER • NASSCO-NORFOLK

USS BATAAN UNDOCKING

BY: KEVIN SWEENY, X69 COATINGS PROJECT MANAGER

NASSCO-Norfolk successfully completed a massive preservation and repair package on USS Bataan (LHD-5), which undocked in September. The preservation team blasted and painted the entire Freeboard and painted more than 1.1 million square feet of steel. The repair team replaced immediately with the new block lettering.

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The NASSCO-Norfolk preservation and repair teams in front of USS Bataan’s freshly painted hull.
2015 Shipbuilder Content Deadlines

Want to submit an article for an upcoming Shipbuilder? Email communications@nassco.com to submit content.

2015 Deadlines:

May 29
July 31
October 2
December 4

2015 Shipbuilder Distribution Schedule

February
April
June
August
October
December

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