

Electric Boat News

June 2001



At the completion of its SRA sea trial and after EB ship riders transferred to the tug, USS Dallas (SSN-700) is turned around in the Thames River before heading out to sea.

EB completes Dallas SRA

Electric Boat workers recently completed a major repair, maintenance and modernization job on USS Dallas (SSN-700) in time for the ship to meet its operational requirements with the Navy's submarine fleet.

According to Jim Condon, program management chief, the 60-day job – known as a Selected Restricted Availability – involved the efforts of some 350 EB employees. Most of the trades people working on the SRA were shipyard workers temporarily assigned to the Naval Submarine Base, where Dallas is homeported. A core group of employees is permanently assigned to the base, engaged in submarine maintenance activities.

Condon credited the contributions of the management team for planning and executing the successful SRA. The team included Harry Ainsough, Paul Corsetti, Mark Gaynor, Sandy Jerbert, Dave Johnstone, Bobby Kosinski, Charlie Martin, Wes Shelden, Tom Sliney, Wally Smith, Jay Stevens, Mike Tomminello, Bob Urbani and Chuck Wall.

Condon also recognized the efforts of the members of the nine alteration/installation teams, who helped build solid relationships with the ship's crew. Integrating the work of all the different agencies during such an intense work period was no small task, he said. "They worked long and they worked

hard," he said. "They performed well on a very tough job."

Once the SRA was finished, and sea trials successfully completed, the Navy was anxious to put Dallas back on operational status. In fact, at the conclusion of the sea trials, the EB ship riders transferred to a tug in the middle of the Thames River, which transported them up to the base, while Dallas turned around and headed back out to sea.

After a two-week break, most of the trades people returned to the sub base to begin work on another SRA – this one on USS Pittsburgh (SSN-720).

Shea heads industry group on workers' comp

Human Resources Chief Jack Shea has been elected to his second two-year term as chairman of the National Shipbuilding Research Program's (NSRP) Workers' Compensation Committee.

Established in April 1999, the committee develops strategies and initiatives to reduce workers' comp costs and improve related administrative efficiency for the entire U. S. shipbuilding industry. Its membership comprises representatives from 11 shipbuilding businesses, NAVSEA, the U. S. Department of Labor, the International Brotherhood of Electrical Workers and the National Association of Waterfront Employees. Altogether, committee members represent about 60,000 employees.

According to Shea, one of the primary goals of the committee is to identify and share best practices developed to reduce injuries and related costs. Several strategies are being employed to reach these goals. They include:

- Commitments to provide training for accident prevention and restricted duty post-injury.
- Facilitate treatment patterns and return-to-work policies through on-site disability-management personnel.
- Promote union/management communications.
- Maintain open lines of communications between public (Navy) and private shipyards.
- Standardize benchmarking data to validate best practice results.
- Dedicate internal shipyard resources to manage long-term cases.

In his leadership position, Shea says, his main duties are to chair the committee meetings, set agendas, arrange for guest speakers and provide follow-up meeting reports to senior management and committee members.

"During my first two-year term, the



Jack Shea

committee's major accomplishments were to open up lines of communication between the member shipyards and establish a dialogue between the public and private yards," he said. "By sharing best practices for injury reduction and cost containment, we can better serve the needs of the people we represent. That benefits all of us."

Shea says Electric Boat's involvement in the workers' compensation committee enhances the company's visibility in the industry and with the Navy, and provides a vehicle to broaden contacts within the business on a national basis.



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Navy awards EB \$42M contract for Virginia-class design work

The U. S. Navy has awarded Electric Boat a \$42.2-million contract modification for Virginia-class submarine lead-yard services.

Under the terms of the contract, Electric Boat will maintain, update and support the Virginia-class design and related drawings and data for each submarine, including technology insertion, throughout its construction and post-delivery maintenance period. Electric Boat will also provide all engineering and related services for maintenance and support of Virginia-class ship specifications. The work is expected to be completed by May 2002.

EB, UConn to study vibration injuries, prevention techniques

Electric Boat and the UConn Health Center's Ergonomic Technology Center are teaming up for a five-year study to better define the relationship between exposure to hand-arm vibration and health effects.

The study's findings will provide both U.S. and international agencies with valuable data for review as part of their efforts to establish safe worker exposure limits to hand-arm vibration.

As part of the study, the UConn Health Center team will also evaluate the potential of numerous ship-construction activities to cause ergonomic-

related injuries, and it will offer recommendations on how to make those activities less risky. The team will also train EB personnel in ergonomic assessment, so that long after the study is completed the workforce will have the ability to identify and correct any ergonomic-related risks in the shipyard before they cause serious disease or injury.

Paul Bureau, chief of industrial hygiene at EB, said an agreement was signed last year by EB, the Metal Trades Council and the UConn Health Center to participate in the study, which will be launched in the fall.

Until then, Bureau said, members of the Ergonomic Technology Center are preparing questionnaires that EB employees who volunteer for the study will fill out to describe both their current and prior exposure to vibrating tools.

Dr. Martin Cherniack, medical director of the Ergonomic Technology Center, said his group will be looking for about 250 EB volunteers for the study – 100 who work frequently with vibrating hand tools, 100 who occasionally work with such tools and about 50 who have little to no exposure to them.

“The goal of all of this,” Cherniack said, “is really to see if we can come up with a better understanding of two things: one, what is it about vibratory tools that causes problems; and two, how can we measure effects in blood vessels and measure effects in nerves, hopefully before people even see much in the way of symptoms?”

The study will also evaluate three other groups whose use of vibrating tools can cause health problems: lumberjacks in Finland, truck makers in Sweden, and dental hygienists in the United States. The international aspect of the study is what makes it so important, said Cherniack, who has a long history of working with EB employees with vibration-related injuries through his past association with Yale University and the Occupational Health Center in Groton.

Bureau said Electric Boat will provide shop orders for study participants for

continued on page 5

CNO marks 3500th strategic deterrent patrol

Editor's note: Chief of Naval Operations Adm. Vern Clark released the following message after the Electric Boat-built USS Florida completed the Navy's 3500th strategic deterrent patrol.

1. USS Florida (SSBN-728) recently completed our navy's 3500th strategic deterrent patrol. This is a good time to reflect on the contributions of the fleet ballistic missile (FBM) submarine force to the peace and stability of our nation. Since the first patrol of the original "41 for Freedom" FBM submarines in 1960 to our modern Tridents, these strategic assets have carried out the solemn task of protecting our nation by deterring the unthinkable.
2. Few of our countrymen realize the important role the dedicated sailors serving on these deterrent patrols continue to play today providing the bedrock of our national security in a threatening and uncertain world. Their professionalism and devotion to duty are a formidable force against any potential enemy who might wish to challenge the United States.
3. As we recognize this historic milestone, it is clear that our Fleet Ballistic Missile submarines have been and continue to be a powerful and significant part of the nation's strategic triad and remain vital to our national security. I salute the history, commitment, and accomplishments of our fleet ballistic missile submarine force.

SSGN conversion plan moves forward

The outlook for the proposed conversion of four Trident submarines into tactical strike/special operations platforms is increasingly positive, with preliminary design work moving forward at Electric Boat.

That was the assessment of Peter Green, Trident program manager, who presented a lunchtime forum on the topic recently.

Under the proposal, the first four Tridents – USS Ohio, USS Michigan, USS Florida and USS Georgia – would be converted from ballistic-missile ships (SSBNs) to tactical-missile/special operations ships (SSGNs).

Scheduled for removal from strategic service in 2002 and 2003, these ships have 22 years of hull life remaining, a large payload size and will be available for tactical missions. Conversion to an SSGN configuration represents a reduced-cost, low-risk, near-term solution to the Navy's requirements for a survivable strike and special operations platform, said Green.

Electric Boat has been working on the SSGN conversion since 1997, beginning concept studies in 1999 and preliminary design activities last year. Detail design work is expected to start in FY 02.

As it is currently envisioned, SSGN will provide several important capabilities:

- Up to 154 vertical-launch weapons.
- Ohio-class stealth.
- Real-time connectivity with other U.S. military assets through an enhanced communications suite.
- Dedicated command-and-control space for enhanced mission planning.
- Two lockout chambers providing spe-



cial operations forces (SOF) with access to and from the submarine while it's submerged.

- Space for two externally mounted dry-deck shelters for equipment and/or Advanced Swimmer Delivery Systems (mini subs to transport SOF personnel).
- Quarters for 66 SOF personnel, with a surge capability of 102.
- Dedicated SOF command, control and planning center.

According to Green, funding – either to begin the conversion of the four ships or to preserve the option – remains an issue. In any case, howev-

er, Electric Boat is positioned to be the SSGN design agent and overall platform integrator. And that, Green says, represents a potentially significant design and manufacturing opportunity for the company.

More recently, the SSGN conversion plan received a boost from President Bush, who mentioned it during his commencement address at the U. S. Naval Academy. Although he didn't specifically use the term SSGN, he told the midshipmen that in 15 years they could be using "modified Tridents carrying hundreds of next-generation smart conventional cruise missiles."

Employees cited for Tech Lecture participation

EB President Mike Toner and Innovation VP Millard Firebaugh recognized 30 employees for their participation in the Tech Lecture series' spring semester at a recent breakfast ceremony. The employees and their presentations were:

Electric Drive Update – Virginia class and Advanced Technology: Scott

Forney, Mike Mulligan, John Shegirian, Linda Wynne, Lois Adams, Tom Plante, Glen Rosenfeldt, Ken Ferria, Jim Schiessl, George Zurcher, Rich Kicinski.

Industrial Radiography: John Lang, Garry Balestracci.

continued on page 9

Gibson pursues education, lands planning job

By Larry Robbins
Program Planning

Editor's note: The following article is reprinted from *New Directions*, a publication of the planning organization.

Eileen Gibson, a planner in Virginia Class Innovation/CVNX Planning, has been part of Department 355 since August. She spent her first 19 years at Electric Boat working as a painter before going "up on the hill."

For several years, Gibson pursued an associate's degree in computer science, while raising two sons and working third shift in the shipyard. It was the hardest thing she's ever done, she said, expressing appreciation for the support of her husband and children.

While pursuing her degree, Gibson was tasked with replenishing supplies in the painters' tool cribs, an assignment she was able to turn into an opportunity to earn college credits. She began a cooperative work experience program with Three Rivers Community College using EB's Automated Tool and Inventory Control Tracking System (ATICTS) network. Her co-op project involved developing and implementing changes that would increase the efficiency of the program. At the end of the semester, Gibson gave a presentation at Electric Boat to the college's computer sciences coordinator and members of shipyard management. In May 2000, she received her associate's degree and a Certificate of Achievement for Computer Science Technology from Three Rivers.

According to Gibson, one of the reasons she transferred into planning was



Eileen Gibson

to use the skills she developed while earning her degree. Having a working knowledge of database architecture and programming has helped her become a more efficient planner. At the same time, Gibson's shipyard experience helps her better understand the issues discussed at the various meetings she attends.

Gibson says she did have some fears about leaving the shipyard. "In the union, you knew exactly where you stood (in seniority) for layoff," she said. "Venturing into a program that is nearing completion (Virginia-class design) can be unsettling." In the end, however, Gibson did not let those fears keep her back and has successfully made the transition from painter to planner.

EB, UConn to study vibration injuries, prevention

continued from page 3

the related medical exams, training, questionnaires and on-site job evaluations.

"As far as the time commitment goes, we don't expect individuals to have to allocate a lot of time at work to this study," he said. "However, their time that is committed will be very valuable."

Bureau said EB employees use a number of vibrating tools, such as burring machines, grinding machines and other pneumatic tools.

Chick McCombs, chairman of the MTC Safety Committee, praised the study, saying it'll provide long-term benefits to EB's safety program.

"They're going to show us how we can identify ergonomic problems, and hopefully we're going to have teams of people trying to observe the jobs and come up with solutions to prevent these injuries from happening again," he said. "So we're really going to make out here."

The study is being funded in part by a grant from the National Institute for Occupational Safety and Health. EB will share in the cost of the study by providing the necessary labor time for its personnel to participate.

Earned Hours: what it means to you

Electric Boat's ability to manufacture and repair submarines within strict time and budget constraints is key to its success as a defense contractor – and as a company.

“So much of the government's view of us is based on our performance – how well we're doing,” said Pete Halvordson, the Construction Program Manager for Virginia-class submarines.

“The job I have right now involves daily interaction with the government,” Halvordson continued. “We go over EB's performance, which includes earned hours. It's the most visible window to how we are looking as a shipbuilder.”

Earned hours, a measure of achievement that represents the value of work performed on any given job, are just one of many criteria that affect EB's yearly earnings. However, because earned hours are easy to track, and because they are the one item that individual employees have the greatest control over, Electric Boat has again decided to link them to its annual performance incentive program.

The Earned Hours incentive, initiated in 2000, promises the majority of workers a \$500 bonus at year's end if the company's goal of 14,194,000 earned hours is achieved in 2001. To be eligible for the pre-tax award, workers have to put in at least 1,000 hours during the year (also eligible are laid-off workers who had reached the

1,000-hour minimum prior to termination, and '01 retirees who put in just eight hours; not eligible are any workers who quit prior to Dec. 1).

Halvordson said asking workers to stick to goals and objectives – or even to do better – should only be seen as a positive, as everybody benefits.

“Good performance is the best testimony for getting more work,” he explained.

Human Resources Vice President Robert Nardone agreed.

“Employees have the tendency to believe that the faster they get the job done, the faster they work themselves out of a job,” he said. “We choose to view it as, the faster we get it done and the more competitive we are, the more work we're going to get.”

In promoting the earned hours goal, the company is banking on workers' own drive to succeed. But because the earned hours figures only reflect the efforts of employees who charge to end-use accounts – the people whose jobs directly affect EB's construction, maintenance or repair of submarines – it'll be up to the supervisors of each department's support and services employees, along with those who charge to overhead accounts, to make sure those people know how they too can contribute.

Finance Vice President John Leonard said the contributions of EB's overhead employees – who number about 610, or 7 percent of the company's 9,000-member workforce – shouldn't be downplayed.

Facilities workers, for instance, can contribute to the success of their direct-charge co-workers by keeping

Continued on page 12



New tool subdues sparks

Stud shooting, by its very nature, can be one of the messiest jobs in the shipyard.

The process of attaching a stud to base material with a stud gun will usually send sparks of hot metal flying, and those bits of hot metal, called slag, can burn painted surfaces and anything or anyone else that happens to be nearby.

Until recently, about the only way to prevent slag damage was to prepare the work area ahead of time by laying down sheets of a flameproof fabric called Refrasil.

Convinced there could be a better way, Humbert De Gregory, a senior manufacturing representative with Department 252, asked Sid Petrie, a carpenter at Electric Boat for 22 years, to come up with a solution.

Petrie responded by developing a new tool, called a spark arrester, that De Gregory said works like a charm. It's little more than a closed loop of metal with a half dozen sewn layers of Refrasil riveted to the inside edge.

The spark arrester is held against the surface to which a stud is being attached, and the stud gun is aimed inside. Then, when the trigger to the stud gun is pulled, the slag is contained within the loop. Within seconds the slag has solidified, and the employee can then move on to the next stud.

Petrie, who showed off his new tool at a recent meeting of EB's Continuous Improvement effort, said he is the only one who's used it so far, but said there's no reason more of them couldn't be made for use in the shipyard, and that perhaps the tool could be improved upon. At the Continuous Improvement meet-



Carpenter Sid Petrie (252) demonstrates the spark arrester, a device he created to make the process of stud shooting safer and more efficient.

ing, a few in attendance were already suggesting ways to make the tool better, namely by crafting it out of a polycarbonate material and using plastic rivets so there's no risk of an electrical arc from the stud gun itself.

But whether they had suggestions or not, everyone at the meeting was impressed by the simplicity of the tool, as well as its effectiveness. They all agreed the tool will save time and money by virtually eliminating the need to prep a work area ahead of time, and will also avoid the need to repair areas damaged by slag. Petrie said about the only time the spark arrester can't be used with ease is in an overhead position.

De Gregory said Petrie is one of several carpenters who have responded to

his challenges to do things better and more efficiently.

"These guys have been doing it and they always come up with great ideas," De Gregory said.

Petrie said the development of new and better work methods has always been a joint effort in the shipyard.

"It's not just one person with an idea," he said. "It's multiple. So if I say, 'Hey, I've got this problem,' one guy comes up with something, and then another guy comes up with something else.

"So anything easier, the way I look at it, helps me and makes me happier," Petrie said.

New radio system improves tank safety

It goes without saying that building better submarines is one of Electric Boat's top priorities.

So is ensuring that each employee leaves work each day unharmed.

To that end, EB has acquired the Lifeline Monitoring System, a two-way radio network that enhances the tank watch program for employees working in confined spaces by making it easier for them to summon emergency services.

Marine chemist Donald Raffo, who runs EB's Confined Spaces Safety Program in Groton, Quonset Point and off-sites, said the manufacturer of the Lifeline radios approached EB two and a half years ago about using the system. After getting the necessary approvals to try it out, the system was established on a test basis at Quonset, and later in Groton.

The test period at Quonset was so successful, he said, that it never ended. The installation there became permanent as soon as EB purchased the system, including 100 radios, 10 air-quality testing devices and two central monitoring stations for both facilities.

But the permanent system has only recently been implemented in Groton, Raffo said, in part because the Casualty Control (CasCon) office was being moved into the Security Vault, and because the physical layout of the Groton facility necessitated a more detailed setup.

"We had different concerns down here because our hull configurations are different than in Quonset," he said. "We were concerned about transmitting when the boat's in the water, in the graving docks, when it's all together." With many of those issues worked out,



Pipefitter Erich Simonds (243), right, and Metal Trades Council safety officer Robert Rosso examine one of 100 new two-way radios EB has purchased as part of the Lifeline Monitoring System, which will enhance the safety of employees working in confined spaces or otherwise isolated areas.

70 training classes were held in April to acquaint employees with the radios, which, similar to the standard tank watch, check on a user's well-being by "asking" if he or she is OK. The radios do this by prompting the user to push a button every 20 minutes. If the user doesn't respond, a CasCon monitor attempts voice contact, at which time the employee can say whether anything is wrong. If an employee doesn't respond to a voice message, CasCon will call the EB Fire Department. And CasCon will know where to send help because as each radio is signed out at the beginning of a shift, the Lifeline system is told where the employee will be working. The radios also have an

emergency button that can be activated immediately by the user.

Chick McCombs, chairman of the Metal Trades Council Safety Committee, said he is encouraging MTC members to give the radios a try, particularly so any remaining problems can be worked out.

"I want them to use it and I want them to get comfortable with it," he said, adding the radios, coupled with EB's existing tank watch system in Groton, will give the company the best con-

continued on page 9

New radio system

continued from page 8

efined space safety program in the nation.

One person who said he plans to use the new radios is pipefitter Erich Simonds.

“Any kind of help you can get to make the tanks safer is valuable,” he said, explaining that an employee on tank watch can’t always see or hear the person he is looking out for, due to either the layout of the tank or extreme noise levels.

Raffo said the MTC was involved in the Lifeline program from early on, and has been supportive of it. However, some employees have expressed unfounded concerns that the radios will allow the monitoring of their whereabouts.

“The bottom line is, it’s not a productivity monitoring tool and it cannot track your movements. It’s a safety tool resource which provides an additional level of safety for tank entrants,” said Raffo, adding the use of the radios is voluntary but may become mandatory in the near future.



More than 100 prospective employees attended a recent job fair at the Quonset Point Facility, with 73 of them filling out application forms. According to job fair organizers, the turnout exceeded expectations. A local radio station broadcasting from the event contributed to its success.

Employees cited for Tech Lecture participation

continued from page 4

New Business Funds: Mark Bennett, Roger Sexauer, Ed Behney, Anita Kaiser.

Automated Steel Processing Center: John Holmänder, Joseph Hadfield, Robert Santos, Roger Ball.

Off-Site Operations Team & Northeast Regional Maintenance: Fred Haberlandt.

Deckplate Engineering Experiences:

Alan Ruditzky, Michael Brooks, Jeff Sullivan, Mike Sweeney.

General Dynamics Business Update: Mike Toner, Hank Rianhard, Steve Ruzzo, John Socha.

In addition, commemorative pins were presented to Facilities personnel who helped with the setup and logistics of the lectures. Recognized were: Sandy Gray, Donald Kaschel, Brian Kondratowicz, Lisa Rocket, Chris Kindel, Mike Street, Brent Cugini, Ken Guarneri.

Retirees

Dept.
242 Gilbert L. Macamaux
21 years
Driller

274 Fred J. Mauro Jr
20 years
Area Superintendent

405 Stephen M. Novic
17 years
Sr Engineering Asst

Dept.
412 Leon C. Knudsen
22 years
Staff Engineer

433 Julianne C. King
34 years
A/A Admin Aide

435 John C. Barber
28 years
Engineering Asst, Project

Dept.
445 Charles R. Hall
19 years
Sr Program Coord

458 Mary E. Brown
14 years
A/A Admin Aide

495 James R. Neidhardt
20 years
Sr Logistics Analyst

Service Awards

40 YEARS

DEPT.
330 Faye B. Cowser

35 YEARS

DEPT.
601 Eileen H. Smith

30 YEARS

DEPT.
229 James W. Glenn
241 James E. Collins
242 James R. Wilson
330 Gary A. Kosegarten
355 William B. Zeppieri
411 Judith A. Jensen
436 Ronald E. Johanson
614 Eugene A. Netze

25 YEARS

DEPT.
200 James W. Campbell
221 Paul D. Campo
221 Robert E. Dubois
221 Cora E. Rogers
221 Robert J. Ruffo
226 Michael A. Civitello
226 John J. Sigersmith
229 Francis J. Bellanceau
241 Charles A. Witt Jr
243 Stephen B. Farrell
243 Larry P. Funk
243 Richard D. Holmstrom
244 Lucien E. Frechette
244 Charles T. Gillooly
246 Mark S. Carchidi
246 Wayne W. Yeaton
252 Frederick W. Aird Jr
252 Paul W. Gluck
252 Paul L. Laflamme
272 Frederick J. Honnen III
275 Peter W. Dalton
355 Jeffrey L. Emmerich

355 Victoria M. Field
408 Nicholas G. Ilasi
411 Roy G. Adamson
413 Harold T. Calkins Jr
424 Donna R. Marcinek
447 Steven E. Lonergan
452 Gary D. DeWolf
455 Paula M. Doiron
459 Ernest A. Brown Jr
459 Deborah A. Dahl
459 David J. Smith
501 Edward S. Hill
501 Sharon L. Viadella
505 Donald K. Kaschel
642 Nathaniel Axson
901 Michael J. Melia
902 Harold J. Skidds Jr
911 Richard J. Catterall
911 Gerard E. Laliberte
911 Gerard J. Lesniak
911 John R. Moore
911 Shirley E. Picanso
911 Ronald S. Silva
915 John T. Hickey
924 Steven M. Uth
935 James B. Reynolds
957 Vincent Salzillo

20 YEARS

DEPT.
100 Bradford P. Cottman
226 Thomas L. Lamoureux
251 Danny R. Berymon
251 Herminio Cordero
251 Donna Felesia
251 Arthur R. Guay
251 Deborah A. Hoffman
251 Raymond E. Lafazia
251 Joseph L. Leta
251 Scott A. Little
251 Catherine E. Race
251 Edward S. Rae
251 Jane F. Rose

251 Heriberto Santiago
251 Kenneth R. White
251 Sarah I. Williams
252 Alfred J. Alviani
252 John W. Brown Sr
252 Roland J. Denomme
252 Paul S. McDaniel
341 Ben J. Edwards Jr
341 John J. Gullotti
355 James J. Cherenzia
355 Eileen J. Gibson
405 Michael A. Drurey
411 Gregory J. Congdon
425 William C. Henderson Jr
431 Michael J. Carilli
438 Thomas P. Broughton
447 Rita A. Sommers
447 Roni M. Urbani
456 Gary S. Humphrey
456 Thomas L. Theroux
459 Deborah A. Bonelli
459 William G. Dambach
459 Thomas C. Hodgkins
459 Richard S. Jenks
459 Katrina C. Magee
459 John E. Marriott IV
459 Kevin Mooney
459 Jonathan P. Morin
459 Kevin F. Savage
459 Kevin J. Slocum
502 Peter P. Blazejak
505 Edward E. Costa
505 Sandy J. Gray
505 Dennis A. Rolfe
702 Terence J. Ferrara
911 John A. Medeiros
915 Robert G. St Pierre
915 Michael R. Thornton
924 Leo W. Anctil
924 Michael J. O'Donnell
951 Frederick D. Weller Jr
951 Lee Westall
957 John N. Pucci

Classified

APPLIANCES

MINI OVEN - Mfg. by "Brown"; great for cottage or small kitchen, 4 burners, oven, 20 in. wide, 36 in. tall, 220 outlet. Works great, clean, \$30. 536-2406, leave message.

WHIRLPOOL - built in dishwasher, almond, \$65; Sharp carousel microwave, black, \$60. 572-1189 after 5:00 p.m.

AUTO/TRUCKS

ACURA INTEGRA GS-R, 1992 - 5 speed, new tires/brakes, am/fm/cd, alarm, power windows/locks/sunroof, one owner, 132k miles, excellent condition; \$5,500. 439-0506.

OLDS CUTLASS CIERA, 1993 - 6 cyl. 117k, a/c, auto, pwr, cassette, good clean condition, well maintained, records available, new battery and fuel pump; \$2,700. 444-0330.

FORD T-BIRD, 1987 - 3.8 V8, at, ps, pb, pw, pm, ac, cruise, 2 dr, runs good, new tires and water pump; \$550. 401-539-7292.

JEEP CHEROKEE, 1993 - 4x4, 4 cyl, 5 speed, excellent shape, only 58k miles, alloy wheels, cloth seats, 2 new tires; \$6,300. 444-7968.

SATURN SC2, 1996 - sporty with good gas mileage, black, tan leather interior, 5 speed, a/c, remote entry, excellent condition, 60k miles; \$7,800 or best offer. 767-1308.

AUTO PARTS

QUANTICO TRUCK - TUFF box fiber, for full size truck body; \$75. 739-7148 leave message.

TRUCK BED LINER - Duraliner 7 1/2 ft. with

tail gate protector, came out of Mazda pickup, great condition; \$50. 401-539-7292.

TRUCK CAP - Leer fiberglass 7 1/2 ft., came off Mazda pickup, missing back door; \$50. 401-539-7292.

BOATS

O'DAY, 23 ft. - sleeps four with 3 sails and 1997 9.9 hp o/b with electric start; \$3,500 must sell. 739-5509.

SHOREPOWER 'Y' ADAPTER - 50a, 125v. dock to (2) 30a. 125v. boat, new condition; \$60 firm. 464-8301.

FURNITURE

MADONNA CRIB & BEDDING - (originally \$600) \$250; Graco stroller, \$50; Graco portable playpen/bassinet \$50; light stroller, \$25. All items excellent condition. 739-2756.

MISCELLANEOUS

AIR CONDITIONERS - Emerson 5000 btu, \$50; Chrysler Air-Temp 12,000 btu, \$50; white Westinghouse 10,000 btu, casement window; \$100. 599-1761.

AMANA WINDOW A/C - Used two seasons, packed in original box with operator's manual, 115 volts, \$225. 401-822-2893 after 5:00 p.m.

AMERICAN GIRL DOLL, clothes & furniture, Crissy doll, child's rocking chair, Fisher Price doll house, doll's wooden cradle, record player, Tonka metal truck, collectible Barbie dolls. 401-596-5788.

BICYCLE - boy's 10 speed, 21 inch, caliper brakes; \$30. 536-7678.

BICYCLE - women's, very good condition, \$30. 464-6333.

BLUE WILLOW DINNER PLATES - made in England, Blue Bubble cups and saucers, Oriental tea pot, 3 strand Crystal necklace, adult's rocking chair, 2 stuffed chairs, knitting and crocheting books. 401-596-5788.

EXERCISE EQUIPMENT - Fitrim stairstepper, good condition, \$50. 445-6075.

FIRE WOOD - hard wood, hickory & oak, seasoned one year and cut to length, 2 cords in Preston, won't last long, \$175. 859-1217 evenings, or leave message.

GYMNASTIC/TUMBLING MAT - 4ft x 8ft x 2in, good condition, \$30. 464-6333.

LITTLE TIKES WORKSHOP - \$20; Playskool picnic table, \$30, Big Foot jeep, \$50; Nordic track (Pro), \$300; 6 foot diving board, \$100. 599-1761.

PETS

HORSE - pretty 1999 Chestnut AQHA filly from good performance bloodlines. Imprinted at birth, very gentle, will lunge, lead, tie and green broke. Excellent show, pleasure or trail prospects; \$2,500 or best offer. 887-4917.

REAL ESTATE/SALES

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Earned Hours: what it means to you

continued from page 6

the physical plant in good order – keeping all the machinery up and running, clearing the snow from the shipyard and so forth.

Human resources employees, meanwhile, can help by hiring the necessary workers to meet the needs of individual submarine contracts. This will be particularly important this year considering that EB's earned hours goal is actually 100,000 higher than in 2000, due to stepped-up construction activity on the Virginia-class boats.

And the members of EB's new self-administered worker's compensation office can assist by promptly handling

claims and making sure that anyone injured on the job is able to return to work as soon as possible.

“We're trying to make sure (direct-charge employees) don't have any roadblocks or interference that keeps them from being productive,” Leonard said.

EB officials are hoping that by explaining the Earned Hours incentive to workers, everyone will have a clear idea of what it's going to take to repeat the company's successes of a year ago.

Leonard said direct-charge workers should begin every workday with a

complete understanding of what is expected of them that day. Quite simply, they should know how far along they should get on whatever project they're assigned to. Also, EB's ongoing Continuous Improvement effort can help in this area as new, more efficient construction processes are conceived, enabling employees to accomplish more work in less time.

But for indirect and overhead workers, Leonard said, it'll be up to supervisors to explain what the employees need to do to make a difference.

“It's up to management groups in each area to explain how they can contribute to the goal,” he said.