

# Electric Boat News

August 2001

## Employees converge at cookouts; hear Toner announce retiree medical policy



The dog days of August didn't stop thousands of EB employees from attending Employee Recognition Cookouts at Groton, Quonset Point and off-site locations. Additional photos are on pages 6 & 7.

Oppressive heat and humidity didn't deter thousands of Electric Boat employees from attending Employee Recognition Cookouts earlier this month in Groton, Quonset Point and Shaw's Cove, where they noshed on tasty treats and heard President Mike Toner announce the company's new early-retiree medical policy. Similar recognition events were staged at other off-site EB locations.

The policy will be effective for salaried and hourly non-represented employees on Jan. 1, 2002. Discussions have been held with the MTC and MDA-UAW and agreements in principle have

*continued on page 6*



# The dispute resolution policy: A Q & A with Bob Nardone

Editor's Note: Electric Boat recently introduced its Dispute Resolution Policy, a new procedure that provides all salaried and hourly non-represented employees with a means to resolve workplace disputes. In the following Q&A, HR VP Bob Nardone explains the intent of the new policy and how it works.

## What is the Dispute Resolution Policy?

The Dispute Resolution Policy (DRP or the policy) is designed to resolve covered workplace disputes involving non-represented employees in a simple, timely and economical way. It consists of three steps:

Level 1 – Human Resources Review;  
Level 2 – Management Review Panel; and  
Level 3 – Arbitration.

## Why does Electric Boat use DRP to resolve disputes?



Bob Nardone

Like many other companies, EB has been looking at better ways to resolve workplace disputes internally, rather than resorting to the expensive and overburdened court system. The company uses the DRP because it provides a cost-effective and timely process for maintaining non-represented employment relationships. This process is good for employees and EB.

## Who pays the cost of the program?

There is no cost to employees for the first two steps of the DRP. If the dispute can't be resolved and an employee chooses to pursue the last level of the policy and begin arbitration, he or she must pay a \$100 fee. Further, if the employee hires an attorney, engages in discovery or requests a transcript, he or she must pay the costs of those services. EB pays for the other administration fees and expenses of arbitration.

## What do I do if my supervisor ignores the DRP?

Your supervisor is the first person you should approach to resolve a workplace dispute. If your supervisor is unresponsive, or you are uncomfortable discussing the problem with your supervisor, you should proceed to the next level of supervision or Human Resources.

## What happens if my supervisor starts to make things difficult for me after I complain?

Electric Boat forbids retaliation against you for using or participating in DRP. If you believe that a supervisor or any other employee is retaliating against you, you should immediately take it to a higher level of management, your local human resources representative or the DRP administrator.

## Can I use the Dispute Resolution Policy to solve any problem that happens at work?

You must use DRP to address any covered claim. This includes most work-related concerns or problems.

## What is a covered claim?

A covered claim is an employment-related claim between the employee and the company or its managers in which either the employee or company believes that legal rights are involved. For example, claims of employment discrimination and harassment based on age, race, sex, disability, religion, national origin, veteran status, citizenship, or other characteristics protected by law, or claims for workplace accommodation are covered claims.

Claims for workers' compensation or unemployment are not covered. However, if you feel you've been retaliated against treated because you filed a workers' compensation claim, you should contact the DRP.

## Does the DRP replace the Layoff Appeals Review Board?

Yes, it does.

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# Dispute resolution policy: Q and A with Bob Nardone

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## **Are senior level managers and incentive compensation eligible employees subject to the DRP?**

Yes. All non-represented EB employees are subject to the DRP, including the president. However, under the DRP, incentive compensation-eligible employees retain their employment-at-will status and are not protected by the just cause provision.

## **Does the program require me to complete Level 1 before going to Levels 2 and 3?**

Yes. All disputes involving covered claims must complete prior levels before moving to subsequent levels in the DRP. Once a final determination has been reached at each level, you may file a request to submit your claim to the next level. You must file your request to submit your claim to the next level within 30 days of the date of final determination.

## **How is arbitration different from a court trial?**

With arbitration, the decision is final; except in rare circumstances, it may not be reversed by a subsequent proceeding. With a trial court decision, an appeal may be filed, causing lengthy delays. Also, an arbitration proceeding is usually much more informal than a court case. The arbitrator is usually a lawyer or a person with employee relations or legal background, who serves as a neutral party on a part-time basis. The proceeding is held in private offices instead of in a public courthouse. The biggest difference, however, is the cost. Because arbitration is faster and less formal, it ends up costing much less to prepare the

case.

## **Can I have legal representation at mediation and/or arbitration?**

You may be represented by legal counsel of your own choosing during arbitration. The costs of legal representation are your responsibility. If you are represented by counsel, the company will also be represented by legal counsel. If you do not wish to have legal counsel present at the arbitration, the company will be represented by an appropriate member of management, not an attorney.

## **What are the time limitations for using DRP?**

Under the EB policy, claims can be filed for Human Resources Review Level 1 within 30 days after the dispute arises, or after the dispute cannot be resolved after consultation with your supervisor. This is a guideline, and more time may be allowed if necessary within the applicable statute of limitations.

## **What happens if I file a lawsuit against the company for a workplace dispute?**

If you file a lawsuit, the company will ask the court to dismiss the case and refer it to the Dispute Resolution Policy.

## **Will I still be able to go to the Equal Employment Opportunity Commission (EEOC) after the new program takes effect?**

Yes. The Dispute Resolution Program applies to relief you might seek personally through the courts for a workplace dispute. You are still free to consult the appropriate state Human Rights Commission, the EEOC, or any other government regulatory body regarding your work-

place problem. Of course, EB hopes the new program is so effective, you won't need to go to an outside agency. If, after approaching an outside agency, you personally file a claim against EB, the company will ask the court to dismiss the case and refer it to our Dispute Resolution Policy.

## **Aren't jury trials better for employees?**

There is no guarantee that an employee will win or even recover more than the company might offer to settle. In addition, while an attorney may try to get the company to pay your legal fees, in many cases, attorneys take 30 to 40 percent of a settlement or recovery after years of litigation. Electric Boat has adopted this program to resolve disputes quickly, efficiently, and with the intention to spend more on the employees and less on lawyers.

## **Is this process really going to be fair?**

Electric Boat and its employees will both be bound by the terms of the agreement. The company is committed to resolving employment-related disputes in a fair and efficient manner, and believes that working together with employees to resolve any disputes within the DRP will provide a fair and efficient solution.

## **How do I get more information about the program?**

For more information about the DRP, contact the DRP administrator, Cheryl Stergio, ext. 33141

You can also refer to the Dispute Resolution Policy (SP 2-11) for the complete description of this policy.

# Earned hours and you - the view from innovation

Just about every business activity undertaken by Electric Boat requires the effort and expertise of its Innovation workforce – designers, engineers and supervisors.

Whether a task involves designing the smallest part in the new Virginia-class submarines or the largest section of a permanent magnet motor for an electric drive system, each product must be converted from a concept into a schematic drawing, either on a computer or a sheet of drafting paper. Without the drawings, nothing could get built.



So it goes without saying that the contributions of EB's Innovation staff are key to the company's ability to meet its annual performance goals. One of these goals – earned hours – will reward employees with a pre-tax bonus of \$500 at year's end if EB hits its target of 14,194,000 earned hours for the year.

“I think it's brought everyone's attention to the fact that it is important to come to work, it is important to do your job, it is important to do it on schedule and within budget,”  
Mechanical Design Manager Jim



From left, Kurt Hesch (494), manager of structures, and Bob Caffary (459), a structural senior tech specialist, review a drawing.

Furtado said of the earned hours incentive. “And if you do, you're not only going to get paid and you're not only going to have a satisfying career, but you're going to get a little extra. That's the great part.”

Kurt Hesch, manager of structures, said the monthly earned hours statistics are a valuable tool for his staff, as it allows them to see how the company is

doing on its numerous contracts, and, by extension, how they themselves are doing as employees.

Hesch said the earned hours numbers have also given his workers a broader understanding of how they fit into the overall scheme of things at EB, particularly as they near completion of

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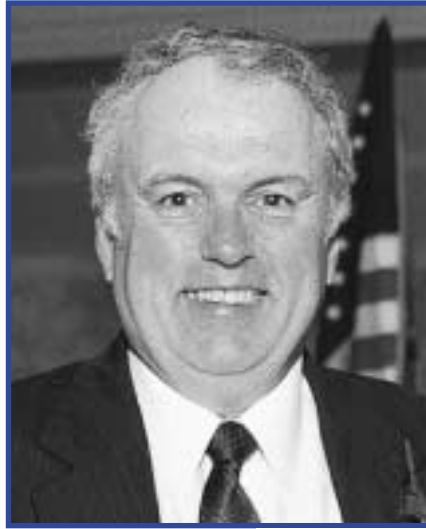
# Big Brothers/Big Sisters honors Toner

Big Brothers/Big Sisters of Southeastern Connecticut honored Electric Boat President Mike Toner with its annual Distinguished Citizen Award earlier this month, citing his “dedication to the welfare of others in the service of our community.”

Introducing Toner at the award presentation dinner was Mark Dieterle, a Computer Sciences Corporation vice president who served as general chairman of the event, and who presented Big Brothers Big Sisters (BB/BS) with a \$10,000 donation in Toner’s honor.

In his award acceptance speech, Toner lauded BB/BS volunteers, saying they make a measurable difference in the lives of countless children.

“When you factor in daily barrages of mixed messages and home situations not as stable as they might be, you’ve got a population of kids at potential



Mike Toner

Halls of Photography

risk,” he said. “That’s where the wisdom, experience and friendship of a Big Brother or Big Sister come into play.”

Toner went on to mention six of the many EB employees who are actively involved in the organization: Big

Brothers Mike J. Sweeney (285), Scott Lichtenfels (493), and Dennis Rogers (100); board of directors members Bob Scheel – VP of Quality and Material, and Deneen Thaxton, director of Nuclear Projects; and Mark Zecco (413), an adjunct member of the board.

Joseph Petroff, executive director of BB/BS of Southeastern Connecticut, said Electric Boat has been one of his agency’s primary corporate supporters for many years, and that Toner has helped make that possible.

“He’s been a super guy to us,” Petroff said, mentioning Toner’s regular participation in the Bowl For Kids’ Sake campaign, among other BB/BS activities.

BB/BS is always looking for more volunteers. To help enrich the life of a local youngster, just call 445-2274.

## Study provides EB with safety improvement recommendations

Electric Boat can make its shipyard safer by expanding its safety and health training program, enhancing communication of safety issues and getting hourly employees and their supervisors more involved in injury prevention, according to the findings of a recently completed shipyard study.

The EB-commissioned study, conducted by Charles Reese, a professor of occupational safety and health at the University of Connecticut, based its findings on interviews of 25 hourly and 23 supervisory employees, along with four focus groups.

Overall, the study found that the vast majority of employees are concerned about the safety and health of themselves and their co-workers, but many

of those surveyed said more could be done to reinforce the message. So one of the study’s chief recommendations is for EB to display a safety and health mission statement prominently throughout the shipyard.

The study, conducted at the request of Metal Trades Council President Ken DelaCruz, also suggests that union leaders and hourly employees play a larger role in the company’s safety-enhancement efforts, including the training of union stewards in safety and health management.

MTC Vice President Paul Rosa said the study was requested to bolster EB’s safety and health initiative without assigning blame for any of the weaknesses that exist now.

“It was meant to hopefully make us come together to make EB a safer place,” he said.

HR Vice President Robert Nardone agreed.

“Whatever we can do to make our environment safer for the employees, we’re going to do,” he said, adding the study’s final report was objective, and its findings realistic. “The Reese report identified areas where we do well and where we can improve.”

Reese’s final report was recently presented to company and union officials, who agreed to work together to address some of the recommendations, Rosa and Nardone said.

# Employees converge at cookouts; hear

*continued from page 1*

been reached with the unions. Implementation of the policy for those groups will be subject to ratification by their members.

The policy removes the previous age and length of service requirements and will enable those employees eligible for early retirement to purchase a health-care policy at a company-subsidized group rate.

Toner said restoring early-retiree medical coverage was no easy task, but that it was made possible by the performance of each and every employee. "Pat yourselves on the back because you did it," he said.

After hearing the announcement at the first-shift cookout in Groton, many employees responded with applause, and afterward offered favorable comments about the new policy. "With this package, hopefully it'll open it up for employees to retire if they're able to," said Allan Peckham (508), adding, "This at least shows that upper management is listening to what the hourly people are saying."

"To be able to have a retiree medical package for my future is really important," said Rosemary Rendeiro (660), an EB security officer. She added that medical expenses can be a great hardship to people, and in some cases can force them to keep working beyond retirement in order to maintain needed

coverage. This new policy, she said, will address that.

"It's a nice benefit to get back," said Dan Alfieri (645), who works in the Safety Office. He said restoring the early-retiree medical coverage will help improve union-labor relations at Electric Boat. "It's a good healing process."

"For a lot of folks, it was one of the things they really wanted," Joe Bialek (481) said of the early-retiree benefit.

Implementation costs of the new policy will be shared by all active employees, an expense which will increase weekly medical premiums by \$6 per person.



Bangor site photo

# Toner announce retiree medical policy



## General Dynamics second quarter per share earnings increase 11%

FALLS CHURCH, VA — General Dynamics has reported 2001 second quarter net earnings of \$227 million, or \$1.12 per share on a fully diluted basis, on sales of \$3 billion. This is a per share increase of 11 percent over the second quarter of 2000, when net earnings were \$204 million, or \$1.01 per share, on sales of \$2.6 billion. Cash flow from operations for the 2001 second quarter was \$208 million. The quarter ended on July 1, 2001.

For the first six months of 2001, sales were \$5.6 billion, compared with \$5.2 billion for the first six months of 2000. Half year 2001 net earnings were \$467 million, or \$2.31 per share on a fully diluted basis. Excluding a gain of \$28 million or 14 cents per share from a tax-related adjustment in the first quarter, earnings totaled \$439 million or \$2.17 per share on a fully diluted basis. This is a per share increase of 13 percent over the first six months of 2000, when earnings were \$388 million, or \$1.92 per share.

“At the year’s halfway point, we’re right on track to achieve our goals for

2001,” said General Dynamics Chairman and CEO Nicholas D. Chabraja. “We showed steady improvement in the quarter. Cash flow was strong, and the backlog – especially in our Aerospace group – grew dramatically. The Bush Administration defense budget request for Fiscal Year 2002, submitted to Congress in late June, funds all of our core programs. We’re in good position for continued growth and success.”

General Dynamics ended the second quarter of 2001 with a funded backlog of \$16.2 billion, and a total backlog of \$24.3 billion. Comparable amounts at the end of the second quarter of 2000 were \$12.9 billion and \$19.4 billion, respectively. In the Aerospace group, funded backlog at the end of the 2001 second quarter was \$5.1 billion, and total backlog was \$8.4 billion. Comparable amounts for the year-ago period were \$2.7 billion and \$4 billion, respectively.

“Sales and earnings in all of our defense business groups grew in the second quarter of 2001, paced by

Combat Systems which had revenue growth of 77 percent and earnings growth of 56 percent, compared with the second quarter of 2000,” said Chabraja. Combat Systems’ increases reflect the acquisition of Primex Technologies (now General Dynamics Ordnance and Tactical Systems), the start-up of a \$4 billion program to equip the U.S. Army’s Brigade Combat Team, and volume growth in several other programs.

Aerospace earnings also improved in the second quarter of 2001 as a result of manufacturing process improvements and efficiencies in aircraft completion work. Sales volume for the quarter was down compared with the year-ago period during which Gulfstream experienced an exceptional volume of pre-owned aircraft sales activity.

“Throughout the company, a broad range of new work plus solid performance on existing programs will make 2001 another strong and successful year,” Chabraja said. “We see ample opportunity ahead to build an even stronger General Dynamics.”



The Electric Boat Apprentice Alumni Association recently awarded college scholarships to two children of EBAAA members. In the left photo are, from left, William J. Belisle (412); his daughter, Beverly Jill Belisle, winner of the \$1,500 award; her mother, Mary Belisle; and sister Alyssa Belisle. In the right photo are Marilyn Canavan, mother of \$1,000 scholarship winner Joseph Canavan; and Joseph's father, Brian Canavan (241).



## EB goes to MIT - to teach

Bill Gibbs, manager of business systems (604), Tom Rando, program manager, advanced technology (405), and Rick Nelson, staff engineer (355) instructed several sessions of a course on "Modern Ship Production and Ship Repair" at the Massachusetts Institute of Technology on August 1 and 2.

The course is part of a Navy-sponsored, seven-week program entitled "MIT Professional Summer 2001." The program is intended for officers and civilian personnel in government and industry working in ship systems design, analysis, and production, and in specific technologies important to the U.S. Navy. Gibbs and Rando collaborated on a two-hour presentation on information technology and ship-production improvement. Nelson provided a description of a recently completed survey of best manufacturing practices performed at the Quonset Point facility.

Three EB employees were enrolled as students in the course: Tony Moniz (911), Frank Cordeiro (200) and John Sedor (200).

For additional information, go to <http://web.mit.edu/13a/www/profsum/>

## Nautilus recognized

The Historic Ship Nautilus was named a Historical Welded Structure by the American Welding Society during a ceremony earlier this month at the Submarine Force Library and Museum in Groton.

"It was the first peacetime use of the atom for power, which makes it historically significant," said John Gullotti, the principal engineer at EB who nominated Nautilus for the honor. He is a past chairman of the Connecticut chapter of the society. The award recognizes the contributions of the EB workforce, he said.

The American Welding Society honors both Historical Welded Structures and Outstanding Developments in Welded Fabrication. Recipients of the awards have included the St. Louis Arch and the Tokyo Tower.

In addition, two other Navy ships have been recognized – the USS Stewart, a destroyer escort that is now a museum ship in Galveston, Texas, and the battleship USS Missouri, which is moored alongside the USS Arizona in Pearl Harbor.

# Retirees

Dept. 200	Jonathan C. Goode 28 years Sr Mfg Rep	451	Frederick Cooney 7 years Engineering Asst
200	Lee Morse 36 years Dir Ops & Facilities	454	Joseph B. Ross 42 years Principal Engineer
241	Raymond P. Morrone 33 years Principal Engineer	454	Thomas F. McCarthy 41 years Principal Engineer
241	Anthony J. Selvidio 43 years Elec Trade Tech	459	William L. Reagan 42 years Struct Designer Senior
242	David S. Windhom 37 years O S Machinist	463	James S. Gauld 34 years Principal Engineer
244	Frank J. Novajovsky 37 years Blmker Trade Tech	472	Roland M. Bareiss 36 years Engineering Spec
251	James R. Lemois 34 years Painter	494	George A. Enos 35 years A/A Admin Aide
272	Paul F. Butcher 29 years STO Srv Eng Mech	507	Italo Ditommaso 32 years Rigger
272	Harold J. Dyer 35 years STO Srv Eng Mech	553	Wayne F. Collins 28 years Heating Plant Opr Spec
330	Joseph M. Rosich 26 years Purchasing Agent	662	Robert R. Stroud 39 years Fire Chief
341	Ralph W. Schramm 41 years Elec Srv Engr - Met Spec	702	Ronald G. Bush 15 years Engineering Asst Sr
355	Allan A. Vanlew 32 years Planning Spec	705	David C. Schlink 39 years Supervisor, Engineer
434	David L. Bainbridge 33 years Principal Engineer	911	Dominic S. Ferretti 27 years Struct Fab Mech
443	Walter G. Pieper 35 years Principal Engineer		

# Service Awards

## 40 YEARS

DEPT.  
333 James M. Doyle

## 35 YEARS

DEPT.  
229 Peter R. Francis  
436 Edmond N. Fredsbo Jr  
452 William F. Brunelle Jr  
459 Lawrence P. Tirrell  
494 George A. Enos Jr  
950 Richard B. Wall

## 30 YEARS

DEPT.  
241 Roderick H. Huggan  
242 John T. Boyer  
431 Terrence S. Danielson  
461 Jonathan Vandevusse  
911 Thomas H. Larrivee

## 25 YEARS

DEPT.  
100 Gregory M. Perry  
226 James H. Williams  
228 Ernie Mendonca Jr  
230 John J. Przystas  
241 Frederick L. Lafountain  
241 Bruce W. McColl  
241 Chester B. Stedman III  
242 Gerald A. Sousa Jr  
243 Bruce K. Adams  
243 Daniel A. Moreau  
243 Paul W. Rennie  
243 Harry J. Walker  
243 Kirtley M. Webster II  
244 Gary G. Brown  
246 William J. Perry  
252 Paul A. Brie Sr  
252 Michael E. Gentile  
330 Paul F. Freudenstein  
330 Brian J. Lundie  
333 Richard W. Murphy  
355 Thomas M. Coletti  
403 Carolyn S. Lally  
414 William T. Hall  
425 William J. Corcoran III  
434 Edward K. Robinson  
447 Edward K. Mueller

447 Kenneth W. Sliney  
449 Randy L. Jones  
452 Surgest P. Aker II  
452 Danie E. Duzant  
452 Michael L. Ramistella  
459 Warren A. Hudson  
459 Danny R. Lambert  
459 Paul A. Young  
604 J. R. Couden Jr  
614 Sheila R. Marshia  
663 Jeffrey M. Smart  
792 James W. Maine  
902 Mark C. Fuller  
903 Joseph D. Richards  
904 Paul E. Boire Jr  
911 William C. Arnold  
911 Paul M. Ciccone  
911 Robert F. Martone  
911 Peter Monstrelis  
911 William J. O'Donnell  
911 David C. Plante  
911 Lawrence R. Repoza  
915 James M. Oliver  
935 Nancy L. Heroux  
935 George W. Holcomb  
935 Craig M. Pope  
935 Arthur B. Snow Jr  
950 James W. Keaney  
957 Douglas E. Clark

## 20 YEARS

DEPT.  
252 George Carone Jr  
252 Margaret O. Kyttle  
252 Robert M. Menghi  
330 Gary T. Lewis  
405 Edward N. Gladue Jr  
409 Kevin J. Flanagan  
447 Paul F. Whitehouse  
452 Jane A. Egan  
452 Dorothy A. Singleton  
453 Edward M. Carleton  
459 Tony R. Brewer  
459 Steven G. Carson  
459 Richard E. Steinkamp  
459 Wayne A. Washington  
615 Mary E. Sedotti  
924 Jaime B. Bassig  
924 Thomas A. Cifelli  
924 William G. Moynihan  
924 Robert F. Randall

## Eamed hours and you - the view from innovation

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Virginia-class design work and transition to more shipyard support activity.

With the majority of his department's Virginia drawings completed, Hesch said his engineers and designers will now focus more on engineering reports, or ERs, which inform the Innovation staff of design or construction problems that tradespeople have discovered in the shipbuilding process.

"What we've tried to emphasize to our people is, the sooner the problem comes to us and the sooner we can get tradespeople the answer, the sooner they can go on to earn their hours," Hesch explained. "Because most likely if they've written an ER, that's holding them up from earning their hours on their piece of the work."

Furtado echoed Hesch's comments about the importance of teamwork, saying such collaborative efforts play a tremendous role not only across EB, but within Innovation itself.

"We're really joined at the hip," Furtado said of designers and engineers. "There's a very tight bond between the two."

One EB employee who is familiar with that bond is structural senior tech specialist Bob Caffary (459), who just celebrated 40 years with the company.

Caffary said he and his co-workers are mindful of the EB's performance goals and what it means to work hard so the company can achieve them. And it's a plus, he said, to know that a \$500 bonus is tied to that performance.

"Earned hours is a good incentive program," he said. "I think it motivates people to try to attain that goal."

# Classified

## APPLIANCES

**REFRIGERATOR** - 18 cu. ft. Admiral brand green, \$75; metal bunkbeds - top single, bottom full, \$75. 464-1384

**WINDOW A/C** - Amana, 10,000 btu, used two seasons. Packed in original box with operator's manual, 115v; \$200. 401-822-2893.

**WINDOW A/C** - Whirlpool, 5000 btu, excellent condition, \$80. 535-1218, leave message.

## AUTO/TRUCKS

**CHEVY BLAZER 4X4, 1989** - 6 cyl., automatic, a/c, new tires, brakes, 170k, excellent condition, maintained; \$2,800 or best offer. 401-397-8962.

**DODGE SPIRIT, 1991** - 4 dr, V6, 150k, runs but needs transmission and battery, good for parts or fixer upper. Best offer. 445-1917.

**FORD EXPLORER, 1991** - 4 dr, loaded, good condition inside & out, 146k, new tires; \$3,000. 401-348-0814.

**FORD PICKUP MODEL F1, 1952** - 6 cyl., standard 3 speed, cab and chassis, \$500. 445-6208.

**FORD TAURUS GL WAGON, 1992** - 3.0L V, 16V, automatic transmission, power steering, ABS, power windows/locks, AC, cargo net, roof rack, am/fm stereo cassette, cruise, new brakes/tires, excellent condition, one owner, 81.5k; \$5,000. 536-2194.

**FORD RANGER, XLT, 1994** - short bed, 2wd, 5 speed, black, tan interior, ac, am/fm cassette, bed liner, power steering, power brakes, sliding rear window, 70k, great condition, \$5,000. Below book value of \$5460. Registered and passed inspection in RI. 401-377-8366.

**FORD T-BIRD, 1987** - 3.8 V6, at, ps, pb, pw, pm, ac, cruise, 2 dr, runs good, new tires & water pump; \$500. 401-539-7292.

**GEO METRO, 1993** - 154k, reliable, inexpensive transportation, \$1,100. 437-7873.

**MAZDA B2200 PICKUP, 1990** - 136k, runs good, cap included, \$2,000. 437-7873.

**MUSTANG GT, 1998** - red, black leather interior, 5 speed, 21k, excellent condition; \$16,500. 446-2204.

**NISSAN SENTRA, 1988** - 2 dr, engine, transaxle, tires, and brakes good condition. Has a sensor problem, engine doesn't run well. Car is currently registered and emissions inspection good until October 01; \$500 or best offer. 445-0606.

**PONTIAC GRAND AM, 1992** - sports coupe, red, ac, new tires, alternator, minor body damage (left fender); \$2,000. 464-2836.

## AUTO PARTS

**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.

**TUNED PORT INJECTION (TPI) UNIT** - for small block Chevy V8, cleaned painted, ready to bolt on; \$50. COATS semi-automatic tire machine; \$100. 535-1218, leave message.

## BOATS

**AQUASPORT, 19 FT.** - fiberglass, self-bailing; with '88 100 hp Merc outboard with power trim; Electronics Inc. Loran, CB and depthfinder; trailer. \$5000 or best offer. 535-2903.

**'83 BAYLINER CAPRI 16 FT.** - with 1997 Mariner 90 HP OB with 1994 Nor-Easter trailer; \$5,500. 572-5794.

**BOWRIDER 19FT. 6IN.** - trailer & motor, 165 hp 1/0 Mercruiser. Motor needs work, hull & trailer good shape; \$1,500, negotiable. 859-0369.

## FURNITURE

**CRIB WITH MATTRESS** - white, \$40; high chair, \$10; baby swing & booster seat free with purchase. 443-9050 days, ask for Ed.

## MISCELLANEOUS

**AMERICAN GIRL DOLL**, clothes & furniture, doll house furniture, Fisher Price doll house, record player, child's rocking chair, small Jaymar Piano, Crissy Doll, Mickey Mouse Earrings. 401-596-5788.

**BICYCLE** - Women's, very good condition; \$30. 464-6333.

**BLUE WILLOW DINNER PLATES** - made in England, tummy tuck exerciser, Star Wars 8 track tape, studio couch cover, 1986 Barbie Doll car, knitting and crocheting books. 401-596-5788.

**CABIN TENT** - 10 x 20, Cedar Lodge, 3 rooms! Used once, \$200. 572-8665, evenings.

**LAWN SPRINKERS** - 2 self propelled tractors, fol-

lowed the hose. Works great, list for \$45 - \$20 each. 691-0810 after 5 p.m.

**LAWN SWEEPER** - two-behind for lawn/garden tractor, \$175; heavy duty wooden stepladder, 10 ft., \$85. 535-1218, leave message.

**LITTLE TIKES WORKSHOP**, \$20; PlaySkool picnic table, \$30; Big Foot Jeep, \$50; Nordic Track (Pro), \$250; 6 ft. diving board, \$100, all excellent condition or best offer. 599-1761.

**PIONEER** - multi-play compact cd player, PD-M502, with 5 six cd holders; \$40. 691-1735.

**POP-UP CAMPER, 1970** - Skamper, new tires, recently registered, LP gas stovetop, icebox, AC lighting, 4 double beds, \$300 or best offer. 848-6921.

**STIHL LEAF BLOWER/VACUUM** - gas model SH 85, new, still in box; \$200. 848-2448.

**WOODEN PLAYHOUSE** - 8 ft x 8 ft x 6 1/2 ft high, \$75. 50 lb. metal plates for one inch diameter bar, \$20 each. 464-1384.

## 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

**EAST LYME COLONIAL FOR SALE BY OWNER 1997** - 3 bedroom, 2.5 bath colonial in desirable Cardinal Rd neighborhood, hardwoods, brick fireplace/patio/walkways, two-level IPE deck with decorative railings, large master bedroom with cathedral ceiling and large walk-in closet, possible fourth bedroom, attractively landscaped 1.27 acre lot, convenient to I-95 and I-395. Offered at \$349,000. Call 739-6483 for showing.

**CAPE COD GETAWAY** - 10/5 - 10/12, Oceanside Resort. Kitchen, fireplace, Jacuzzi, TV, stereo; Friday and Saturday; \$300, Sunday through Thursday; \$500. 691-2273.

**WINTER RENTAL** - Sept to June. Small 2 bedroom fully furnished home with oil heat on Boone Lake, R.I. (32 minutes to EB), deck, beach, docks. Must see, \$800 Mo. 401-596-1379 or 401-397-7355.

## Employee relations group advises executive staff on “people issues”

Several years ago, former EB President John Welch launched a comprehensive investigation into the “People Issues” then facing EB employees. Senior managers from throughout the company participated in a series of meetings designed to identify and address employees’ quality of work life concerns. A large amount of data was collected and participants “brainstormed” workplace problems and potential solutions. A smaller sub group then organized the data into categories and developed action plans and strategies to deal with each. Many of their findings were incorporated into the “people issues” segment of the corporate strategic plan.

Today’s Employee Relations (ER) group evolved from that initial effort. The current ER group consists of 19 employees who meet twice monthly (once with Mike Toner and his staff) to discuss ongoing and emergent issues. They look at management’s approach to workplace issues and help the staff explore

alternate courses of action.

“The group looks at policies and procedures, events and announcements,” noted one member, “and evaluates how these decisions are being communicated.” The communicator’s intent is compared with employees’ perceptions of what’s been said. Policies are discussed in terms of fair and equal treatment, effective enforcement and consistent application. The group champions the use of dignity and respect as the binding agents in all successful management-employee relationships.

Mike Toner has characterized the group’s input as “invaluable feedback.” HR VP Bob Nardone has used the ER team as a sounding board to gage anticipated reaction to soon-to-be-announced policy decisions.

The ER group was instrumental in setting up and coordinating Mike Toner’s ongoing Lunchtime Meeting program. It helped evaluate the communication plan for the new

Dispute Resolution process. ER members serve on various teams and committees throughout EB, including the group establishing shipyard tool committees and the employees working to develop performance measurement criteria. ER is seen as a key resource to those updating and communicating the corporate strategic plan. The common thread that runs through all of these activities is fair, consistent and equal treatment of all EB employees.

The ER group’s composition has changed over time. Current ER members include: Kim Beyer, Kathy Calkins, John Chaffee, Lew Marley, and James Condon (Groton Operations); Blair Decker (Quality & Materials); Carol Berge, Jim Costello, Hal Drurey, Bo Miller, Howard M. Jenkins, Jackson Morgan and Deneen Thaxton (Innovation); Barbara Davis, Gene Harper, and Kevin Cassidy (Human Resources); Dave Lamb (Finance); Craig Sipe (Quonset Operations); and Doug Elliot (Programs).