

FEBRUARY 2003

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Photo above, new EB employee Mike Sumner (272) is fitted with a respirator by Trade Training instructor Nate Axson (642).



Influx Of New Shipyard Workers Keeps Trade Training Humming

To accommodate an influx of hundreds of new and rehired shipyard employees, EB's Trade Training Department has ramped up its activities, with a number of training classes established or re-established to help bring everyone up to speed.

Building 130, Trade Training's recently renovated headquarters, is now abuzz with activity. On any given day, classrooms and the nearby training workshops are filled with employees learning the basics of shipyard life, such as blueprint reading, respirator use, fall protection and the electronic record system.

Trade Training has been so busy, in fact, that it recently had to rent two portable classrooms to handle the overflow. And with the shipyard hiring campaign continuing, things don't look to slow down anytime soon.

"All of our classrooms are filled to capacity, and we're still clamoring for space," said HR Chief Pat Bullard (642), who oversees EB training. "We're using Colonel Ledyard School, and we also have new classrooms in Building 91, which the Apprentice School is spilling out into."

The bread and butter of Trade Training is its

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The President's Corner

Mike Toner, President, Electric Boat



We've all heard the old saw, "Nothing succeeds like success." That's definitely been the case with Electric Boat's earned-hours incentive program.

For the last three years, each of you has helped the company meet and beat specific financial objectives. As a result, you've shared in the company's financial success, taking home \$500 checks in time for the holiday shutdown.

It's an arrangement that's good for EB and good for every employee. Everyone comes out ahead.

Now, as we enter the fourth year of this program, my staff and I have developed a new approach to the incentive program that we believe will enhance its benefit both to the company and our employees.

It's called a stretch goal.

Here's how it will work.

The basis of the program remains unchanged. We set a challenging goal for earned hours achieved during 2003. If that goal is met at the end of the year, everyone receives \$500.

Basically, the earned hours measurement is a tool that enables the company to track

its cost and schedule performance and compare that with preset objectives. In other words, the company can gauge its progress toward the annual goal on a month-to-month basis.

This year, the goal is to reach 16,621,000 earned hours. January's goal was 1,301,000 (Plan Earned Hours), and we achieved 1,260,000 (Actual Earned Hours). This put us behind the plan by 41,000 earned hours.

With the introduction of the stretch goal, things get more interesting and, potentially, more lucrative.

The stretch goal for 2003 is to attain 17,480,000 earned hours. If we hit that mark, everyone goes home with an additional \$250 – or \$750 in all. But there's no halfway here. If we reach the stretch goal, checks for \$750 will be distributed. If we beat the base goal, but fall short of the stretch goal by any amount, the payout is \$500. Close doesn't count. The stretch goal must be met for everyone to pocket the \$750.

Implementing the earned-hours incentive program in 2000 was a milestone in the history of EB – for the first time, the entire organization was eligible to profit if the company performed as expected.

I'm convinced the addition of the stretch goal is significant as well. With it, we'll have the opportunity to push ourselves a little harder in return for a bigger piece of the pie. I know it's worth the effort. And I know I can count on each of you to contribute to this objective, for the benefit of the company and yourself. ♦

Firebaugh: Tech Lectures Now Part Of Electric Boat's Culture

Now in its sixth year, Electric Boat's Technical Lecture Program has reached the point where it's now a permanent part of the company culture.

That was the observation of Millard Firebaugh, VP – Innovation and Chief Engineer, who spoke recently at a breakfast held to recognize the employees who presented and supported the lectures during the fall series.

"This program is an example of our commitment to communicate in as many ways as we can all the things that are going on at Electric Boat," said Firebaugh. "You can't help but be impressed with the range of activities we're involved with at EB – and with the depth as well as the breadth."

The following employees were recognized for their presentations:

- Strategic Plan – 2003: Mike Toner, Steve Ruzzo, John Socha
- Engineering Analysis – Supporting Next Generation IPDE: Karl Froling
- Materials Process Improvements: Charles Whitford, Ed Wells, Betsy Peterson
- Virginia-class Construction Update: Will Lennon, Mike Mulligan, Tom Plante, Lois Adams
- SSGN Transformational Payloads – Demonstrating Full Platform Flexibility: Pat Bevins, Alan Blay
- Defense Budget Process: Dick Riddell
- How the U.S. Measures Up to Foreign Submarine Warfare Capabilities: Tom Skrmetti, Tom Baker, Piotr Liwski, Marty Soifer, Jim Campbell
- Tomorrow's Talent – A Process for Developing EB's Future Leadership: Dugan Shipway, Bob Nardone, Mike Parks, Barbara Davis, Bo Miller, Patricia Ivy.

Tech Lecture Spring '03 Program Schedule

Firesafe Composites	Piet VanDine	March 6
Giant Shadow	Pat Bevins/Alan Blay	March 13
Parts Catalog Data Management at Electric Boat	Barry Espeseth Geoff Gardner Ed Mueller	March 20
Engineering Cost Reduction Efforts	Ray Williams Deneen Thaxton Greg Angelini	March 27
Shock Testing	Terry Danielson	April 3
Delivered Ship Work	John Casey	April 10
Quonset Point – Planning for Manufacture	John Holmander	April 24
MIST – Wireless Computing	Danielle Fernholz John Szarzynski	May 1

Program Info:

- The lectures are open to all employees.
- They will be presented Thursdays at 2:30 p.m. and 4:00 p.m. in the Technology Center Cafeteria.
- Attendance is voluntary; however, attendance is recorded.
- No charge numbers are provided.

The goal of the Tech Lecture series is to provide employees with the opportunity to gain a comprehensive overview of Electric Boat's products, services and resources as well as to convey pride in EB's products and the roles employees play in engineering, design, support and construction.

Electric Boat NEWS

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Easy Street Vans Take The Wheel At EB

Nearly two years after 16 Easy Street vans first rolled into the VanTran parking lot, Electric Boat has successfully completed the transition of its Groton vanpooling system to the Rideshare Co.'s colorful commuter program.

With the transition complete, assuming the bulk of the responsibility for EB's Groton vanpooling needs, including providing the vans and paying for their upkeep, is Rideshare. Rideshare is a nonprofit Connecticut-based commuter-services company that promotes vanpooling as a way to reduce traffic and pollution.

One EB vanpool driver who can attest to the success of the transition is Mike Adams (242), who was recently named one of the Easy Street Drivers of the Year for 2002.

"It's the best deal in town," Adams, an EB vanpool driver since 1976, said of Easy Street. "You can't beat the price and convenience of it."

Michelle Kallen (663), EB's commuter services administrator, said there are currently 87 Easy Street vans and 820 participants in the Groton shipyard, with more to come now that hundreds of new tradespeople are being hired.

"It's a very economical way to get to work," Kallen said, "especially with the recent increase in gas prices. And best of all, you don't have to worry about parking."

HR Director Kevin Cassidy said since joining Rideshare, EB has quickly become its largest participant, with about one-fifth of all its Connecticut vanpool routes.

"And the transition has been seamless," he said. "With the service that Rideshare provides and the quality of vehicles that they provide, I haven't heard a single criticism."

Cassidy said one of the notable successes of the program has been that all maintenance on

Mike Adams (242), an EB vanpool driver since 1976, was recently named one of the Easy Street Drivers of the Year for 2002. EB recently completed the transition of its Groton VanTran program to the Rideshare Co.'s Easy Street program.

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Apprentice Alumni Association Offers Three Scholarships

The Electric Boat Apprentice Alumni Association is offering three scholarship awards – \$2,000, \$1,500 and \$1,000 – to graduating high school students.

The awards will be granted to sons or daughters of association members on the basis of academic achievement and the desire to continue in their chosen field of study.

Applications are available from any member of the EBAAA board of directors and must be submitted by April 4. For more information, contact Mark Antrop, ext. 31833, or Phil Ludlow, ext. 32084.



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the Easy Street vans is performed in the EB Transportation garage by EB mechanics. Cassidy praised the efforts of mechanic Mark Rizzo and partsman Don Castle (both of 545) for keeping the vans in prime running order. Rideshare, he explained, reimburses EB for the parts and labor.

Rideshare sales manager Greg Levitz said another program benefit is that fuel costs are now incorporated into the monthly fare schedule, which is handled through pre-tax payroll deduction, further reducing participants' out-of-pocket costs.

"Convenience and service are the biggest things," Levitz said. "You have EB willing to take on this responsibility of helping folks get back and forth to work, and you have a partnership with the Rideshare Co. willing to supply the transportation portion of it."

Kallen said seats are available on most Easy Street vans, and new routes can be established with as few as six people. For more information, Kallen can be reached at ext. 37603. 



Above, HR specialist John Hendrickson explains Electric Boat's apprentice program to a prospective employee at a job fair held earlier this month at the Technology Center in Groton.

Shipyard Job Fair Draws Nearly 500

Some 482 prospective employees from Connecticut, Rhode Island and Massachusetts converged on the Technology Center Saturday Feb. 15 as Electric Boat held its first job fair in several years.

The aim of the job fair was to help fill 500 new shipyard jobs. The new workers are needed as the company prepares to deliver the lead Virginia (SSN-774) and the Jimmy Carter (SSN-23) in 2004, becomes more deeply engaged in the conversion of the first four Trident SSBNs to the SSGN configuration, and takes on more work in submarine repair and overhaul.

According to HR senior specialist Rick Buterbaugh, who helped organize the fair, the event was publicized in local newspapers as well as internally on EBTv and through posters displayed throughout the shipyard.

Specifically, the company was looking

Specifically, the company was looking for shipfitters, pipefitters, welders, painters, carpenters, shipyard test employees and outside machinists.

for shipfitters, pipefitters, welders, painters, carpenters, shipyard test employees and outside machinists. Altogether, 313 participants submitted applications.

During the job fair, the prospective employees were given refreshments, applications to complete, tours of the model room, trade demonstrations, and details about the apprentice program. After conducting interviews, EB employees made 34 job offers on the spot.

One of those offers was made to a shipfitter who traveled from Kill Devil Hills, N.C. He accepted.

The HR staffers running the fair were assisted by more than 60 Operations management and Security personnel as well as representatives from the MTC, who set up and operated the trade demonstrations 

EB, Portsmouth Partnership Called Key To Success Of USS Memphis Repair Job

The maintenance work completed on the USS Memphis (SSN-691) last year at the Groton shipyard has been hailed by Electric Boat and Navy officials as a new benchmark in public-private shipyard partnerships.

Attesting to the success of the job was Capt. Kevin McCoy, commander – Portsmouth Naval Shipyard (PNSY), who traveled to Groton recently to express his appreciation to key members of the Memphis team.

Although the work period – a six-month combined reduction-gear availability and selected restricted availability – was a PNSY job, it was performed in Graving Dock 2 under a leasing agreement between EB and the Navy. In addition to the 100 or so PNSY workers on the job, up to 55 EB workers were assigned to the Memphis. These included supervisors, engineers and tradespeople working as subcontractors to the Navy yard.

“From day one, every time I visited the ship, I couldn’t tell who was an Electric Boat employee and who was a Portsmouth employee,” said McCoy. “From my perspective, the job went seamlessly,” he said,

adding that the work was completed on time and under budget.

“The job was a huge success for the Electric Boat/Portsmouth Naval Shipyard partnership,” McCoy continued, “and represents the next step in terms of joint project teams.”

Lessons learned during the Memphis work period will be applied to the USS Springfield (SSN-761) depot modernization period (DMP) expected to be performed at EB between May 2004 and June 2005, he said. This DMP will be the first performed at a private shipyard.

Operations VP John Casey agreed that the partnership worked smoothly. “The folks you sent down here were like part of the family,” he told McCoy. “We communicated extremely well and worked really well together. The success of the job was due to the fact that we worked as partners to solve the issues,” he said.

Receiving letters of appreciation from McCoy during a brief ceremony were Mike Alu, Joe Papalia, Jim Waite, Charlie Martin, Mark Lomasney, Ed Kasabuski, Ben Gillis, Frank Pearson and Al Lalumiere. Lt. Cmdr. Chris Riley of

Supship also received a letter.

Additionally, participants in the Memphis repair job were saluted by Vice Adm. John Grossenbacher, commander – submarines, Atlantic fleet. “USS Memphis recently completed a complex, nine-month availability that combined a Selected Restricted Availability and the first ever change-out of the main reduction gears onboard a 688-class submarine,” he said.

“An integrated maintenance team of Portsmouth Naval Shipyard, Supervisor of Shipbuilding Groton, Electric Boat, General Electric Turbine Division and Naval Submarine Support Facility, New London, completed this availability on time and within the fixed price budget. This availability required detailed planning, scheduling and implementation to obtain the exceptional outcome of satisfactory sea trials with no deficiencies on work performed by the integrated management team.” ♦



Gathered together following a recognition ceremony for their work on the USS Memphis (SSN-691) are, from left, Mike Alu; Lt. Cmdr. Chris Riley of Supship; Bob Fortier, Portsmouth Naval Shipyard project superintendent; Jim Waite; Ed Kasabuski; Ben Gillis; Joe Papalia; Mark Lomasney; Al Lalumiere, Capt. Kevin McCoy, commander - Portsmouth Naval shipyard; and Andy Parisek.



Members of the Groton submarine base's safety inspection team discuss some recent safety enhancements in one of the workshops at the base. From left are Cdr. David Brodeur, Naval Submarine Support Facility Repair Officer; Mike McAllister, Navy Occupational Safety and Health manager; Lt. j.g. Tom Marousek; Tom Kiely (795), New England Maintenance Manpower Initiative Contract site manager; and Ken O'Brien (645), EB Safety Department representative who oversees the company's safety activities at the base.

Cooperative Safety Program Sends Off-site Injury Rates Plummeting

Injury rates for EB employees working at the Groton submarine base and other off-site locations have plummeted in the past year, thanks to an aggressive safety initiative that has been embraced by Electric Boat employees and management as well as Navy personnel.

"We've really been proactive in selling safety to EB's management team and hourly folks and in putting the responsibility where it belongs, and that's with the people who are out there," said Safety Department representative Ken O'Brien (645), who oversees EB's safety activities at the sub base.

EB's offsite Recordable Injury Rate was as high as 18 per month in the early part of 2002, but dropped to six or less for the last six months of the year. The Lost Workday Injury Rate, meanwhile, dropped by half, and remained low for the rest of '02.

O'Brien said a key factor in the success

EB's offsite Recordable Injury Rate was as high as 18 per month in the early part of 2002, but dropped to six or less for the last six months of the year.

of the safety initiative has been the Navy's buy-in. At the sub base, for instance, top personnel from the Naval Submarine Support Facility take part in weekly walk-throughs of each of the workshops. Also participating in the walkthroughs are O'Brien, MTC Safety Committee representative Way Hedding Jr. (241), Navy Occupational Safety and Health (NAVOSH) manager Mike McAllister and others. At each walkthrough, safety hazards are identified and recorded, with follow-up walkthroughs held a few weeks later.

"We started doing this about a year ago,"

said Cdr. David Brodeur, the NSSF Repair Officer. "We had two near-misses, and I was concerned that someone might eventually get hurt. We have EB working in our shops now, and I wanted to make sure that EB and the Navy have this united front for safety."

Brodeur said one of the biggest safety-related challenges at the sub base has been bringing some of the older manufacturing equipment up to current standards, such as by installing safety guards. When the older machines can't be properly upgraded, the Navy will often buy new.

Besides equipment, some of the safety changes have involved simple policy decisions and the sharing of lessons learned.

"For example, we no longer allow aluminum ladders in EB's shipyard, so the Navy has responded by getting rid of them at the base as well," O'Brien explained.

That willingness to work together for the

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Navy Awards EB \$93 Million For SSGN Work

The U.S. Navy has awarded Electric Boat two contract modifications worth \$93 million to procure and manufacture long-lead time material for the Trident SSGN, a multimission submarine optimized for covert strike and special operations support.

These awards modify a five-year, \$443 million contract, awarded in September 2002, for the detailed design and related support work to convert the first four Ohio-class ballistic-missile submarines (also known as Tridents) to an SSGN configuration. If all options are exercised and funded, the contract will be worth a total of \$544 million.

The submarines to be converted, coincident with their mid-life refuelings, are USS Ohio (SSBN-726), USS Michigan (SSBN-727), USS Florida (SSBN-728) and USS Georgia (SSBN-729). Electric Boat designed and built all 18 ships of the Ohio class. Under the modifications, Electric Boat will procure long lead-time material for USS Michigan, USS Florida and USS Georgia. Similar procurement is already under way for USS Ohio, the first ship scheduled for conversion.

With the capacity to carry up to 154 Tomahawk missiles and 102 Special Operations troops, SSGNs are considered prime examples of military transformation initiatives. Additionally, SSGNs will serve as platforms to develop and test new weapons systems, sensors and operational concepts that could further transform naval warfare.



National Academy Of Sciences Honors Al Malchiodi

The National Academy of Sciences has awarded Al Malchiodi, project director – Innovation, with the prestigious Gibbs Brothers Medal for his outstanding contributions in the fields of naval architecture and marine engineering.

The award and a \$20,000 prize is presented every two years. In announcing his selection, the academy said Malchiodi was selected “for leading innovations in developing the naval architecture of submarines for the efficient utilization of advanced technology.”

According to Millard Firebaugh, VP – Innovation and chief engineer, who nominated Malchiodi for the award, “Al is a widely recognized expert in the submarine community for his work in developing advanced concepts in naval architecture of nuclear submarines. His systems-engineering approach to defining future technology has enabled Al to be a vital contributor in advancing the capability of the U.S. Navy’s



Al Malchiodi

submarine force.

“He has influenced the design of the last four major classes of submarines: Ohio, Los Angeles, Seawolf and Virginia. His work embodies a keen understanding of technology and insight into the effects of technology insertion on the principal characteristics of current and future submarine platforms,” said Firebaugh. ♦

Cooperative Safety Program A Success

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benefit of safety is evident throughout the base.

“Everything we do requires safety to be No. 1, so that’s our main focus,” said Joe Heery (797), EB’s manager of the Shippingport drydock.

Heery said the EB-Navy safety team regularly checks his area for signs of trouble, but he emphasized that his own crew does, too.

Meanwhile, at EB’s SRA barge, workers are readying the necessary staging and other safety precautions for an upcoming Selected Restricted Availability.

Exterior Area Manager Tom Sliney (791) said he and his crew are also studying photos of a previous job to ensure all elements of the upcoming SRA are ready beforehand,

“so there are no surprises.”

O’Brien said another key initiative was working with the Nuclear Regional Maintenance Department in developing an NRMD Safety Manual, which incorporates both NAVOSH and OSHA/EB safety rules and regulations.

Hedding said it’s this proactive approach to safety that’s made the difference.

“It’s a really good system,” he said.

“We’re actually seeing good things happening, and it’s because of our committees, and because everyone is involved.” ♦



Quonset Point team members enjoyed an educational trip to the Groton Shipyard, where they saw the results of their hard work – a completed submarine.

Quonset Point Employees Travel To Groton To View The Jimmy Carter, Virginia

Seeing a completed submarine up close is unquestionably an impressive sight. It's a sight that perhaps even some of Electric Boat's most experienced employees take for granted since they are surrounded by these wonders of manufacturing on a daily basis. Many Quonset Point employees, however, rarely receive an opportunity to see a completed submarine. Shop workers produce components and send them off to assembly areas. Assembly areas construct modules, which are impressive, but only a part of the entire ship.

The effort and dedication to quality of each employee makes an Electric Boat submarine the best in the world. To put that in perspective for some Quonset Point employees, several tours of the Groton facility were organized recently.

The effort and dedication to quality of each employee makes an Electric Boat submarine the best in the world.

Approximately 75 QP employees had the chance to see the Jimmy Carter (SSN-23), the Virginia (SSN-774) and many of the Groton production areas.

"You get a better understanding of where your work fits in and you get to see it all in action," said Bill Heaton (903). "You definitely feel a sense of pride in what you contributed to the completed submarine."

Many came away with a new understanding of what their role means to the completion of a submarine.

"I got to see the electrical panels I worked on actually in place," said Adam Cave (903). "It was great to know that I played an important role in producing this ship."

"Quite impressive to see the ship together and see the work we did as part of one complete submarine," added Daniel Dias (903).

While the sections that are built at Quonset Point certainly are imposing, it's difficult to imagine what several modules assembled together look like.

"There were definitely a lot of 'wows,'" said Director of Operations Mike Alu, who served as one of the tour guides. There was a great sense of pride in the quality of the work." 

Classified



AUTO/TRUCKS

CADILLAC, 1994 - Seville, 85k, 4 door, very clean; \$6,500. 448-7095.

DODGE, 1987 - runs great, some surface rust, passenger style; \$1,000. 564-0231 ask for Steve.

FORD RANGER STX SUPERCAB, 1989 - Cap & liner excellent condition. 4 wheel drive, 120k, 4 cyl. 5 speed manual, complete maintenance records; \$2,300 448-1215.

MINI COOPER, 1992 - hatchback 140k, runs excellent; \$600 or best offer. 442-0512.

SAAB 900S, 1995 - 4 dr. hatchback, sliding moonroof, 5 speed, 116k, loaded, complete maintenance records; \$5,000. 448-1215.

AUTO PARTS

BED LINER and aluminum cap for small size 6-ft. pickup truck. Both in excellent condition; \$100 each. 599-5014.

FACTORY TRAILER HITCH, came off a 1999 Suburban, will fit other years & models, excellent condition, hardware included; \$75 or best offer. 443-9050.

TONNEAU COVER for long bed pickup truck, maroon color; \$50. 443-9050.

BOATS

SPORTCRAFT 222 OFFSHORE, 1988 - Mercuriser I/O, outdrive rebuilt 1998, motor rebuilt 2001, new enclosure, 2 depth, Garmin 180 gps, boat like new; \$10,000 or best offer. 599-4425.

COMPUTERS

MACINTOSH - IMAC DV, 300 mhz with 198 mb ram and 10 ghz hard disk. Comes with MS Office 98, Claris Draw and Filemaker Pro software; \$475. 442-2508.

FURNITURE

DINING TABLE, chair, and closet; negotiable. 447-9773.

MISCELLANEOUS

AIR HOCKEY TABLE - 7-ft. in excellent condition, hardly used \$100. 739-8615.

AMERICAN GIRL DOLL CLOTHES and furniture, child's rocking chair, Fisher Price dollhouse, doll's cradle, dollhouse furniture, Crissy doll, new porcelain doll, Mickey Mouse earrings, 1960's Barbie dolls, children's books. 401-596-5788.

CRAFTSMAN LAWN UTILITY VEHICLE - 2001 w/service plan. All ready for use; \$650 or best offer. 691-1735 after 3 p.m.

ELECTRONICS - cd's, dvd's, cd (5-disc) player, printer, software; negotiable. 447-9773.

JET SKI - 3 person SeaDoo GTI, never been used; \$5,300. 442-7037, ask for Tim.

JUKE BOX - manufactured by Rowe/AMI, believe mid-60's model, make offer. 464-8045.

MEN'S GOLF CLUBS - include woods (1, 3 & 5) w/covers, 3 - 9 irons, pw putter, bag and balls; \$150. 739-8556.

PRIVATE PARKING - 4 minutes to main gate, corner of Denison avenue; \$17/month. 446-0221.

Classified Ad Form

Name _____

Dept. _____

Ext. _____

One form per ad; 25 words per ad; two ad maximum per issue. No faxed or phoned-in ads.

Include item description, price and home telephone (List area code if outside 860)

Circle category:

Appliances	Computers	Pets	Real Estate /
Autos / Trucks	Furniture	Real Estate /	Sales
Auto Parts	Miscellaneous	Rentals	Wanted
Boats	Motorcycles		

Mail to Crystal Smith • EB Classifieds • Department 605 • Station J88-10

ROTOTILLER - Troy Bilt, 6 hp horse model with dozer/snow blade, new tires, bar tread tires, chains, wrap around bumper; \$950. 464-9540.

TRACTOR - International Cub LoBoy 154 with 5' mid mounted mower and 5' plow; \$2,000. 739-2469.

YAMAHA ELECTRIC KEYBOARD - weighted keys, MIDI adapter and software, like new; \$75. 739-8614

MOTORCYCLES

2001 KAWASAKI VULCAN CLASSIC - 800 cc show room condition, 2,451 miles; \$4,750. 367-0140 ask for R.C.

RENTALS

ROOM FOR RENT - City of Groton, cable, parking, walk to EB; \$125/week. 445-6816.

LONGBOAT KEY, FL - for rent 2B/2B condo, washer/dryer, cable & carport, on canal, next to park, 5 min to semi-private beach. \$500/week - \$1800/mon.

PETS

HANDSOME REGISTERED APPENDIX QUARTER HORSE gelding, 19 years young, very good health, 15.3h chestnut, extremely reliable on trails, trailors, clips, great for vet, and farrier. Comes with several nice tack items. Asking \$1,000. 572-9491.

WANTED

GAS REFRIGERATOR for camp. 401-539-2646.

LOFTED TWIN BED - preferably with dresser, very good condition reasonable. 572-0443 after 6 p.m.

WINDSURFER/Sailboard for novice. 443-6175.

Service Awards

Retirees

40 years

- 355 Keith L. Bradshaw
- 453 John R. Burbine
- 453 Stanley T. Menitz
- 462 Robert C. Collins
- 464 William B. Ferguson
- 495 Brian J. Lumnah

35 years

- 242 Ernest A. Larcher
- 248 Edward J. Allen
- 321 Paul A. Bruno Jr
- 411 Don A. Meyers
- 456 Barry M. Donch
- 464 James C. Anderson

30 years

- 100 Patrick F. Buzzee
- 200 Timothy T. Beyer
- 221 Donald J. Frost
- 229 Allen W. Dart
- 229 Roland D. McCarthy
- 230 William R. Angell
- 230 Raymond L. Brooks Jr
- 243 George C. Nowosielski
- 248 Larry Daniels
- 251 Edward C. Gordon
- 251 Marshall D. Peringer
- 252 Albert J. Langlois
- 321 Paul D. Dion
- 321 James T. Labrie
- 355 William T. Arruda

30 years

- 355 Paul V. Butsch
- 355 Stephen E. Moroch
- 402 Gregory L. Jordan
- 405 James M. Comeau
- 410 Robert D. Dupuis
- 418 Donald Lockwood
- 431 James M. Karasevich
- 436 Johnny A. Robeaux
- 443 Francis J. Wehner Jr
- 452 Richard H. LaBarre
- 452 Louis R. Stevens III
- 452 Robert J. Varella
- 459 Michael J. Erardy
- 459 George E. Zeleznicky Jr
- 472 John S. Lombardo
- 495 Pamela D. Barrows
- 496 Kenneth W. Garstka
- 501 Gary R. Han
- 545 William A. Osowski
- 642 Peter Ugalde
- 644 Linda L. Roach
- 650 Stephen E. Desrosiers
- 685 Stephen G. Hancock

25 years

- 275 Carl J. Neville
- 413 Michael J. Boldizar Jr
- 435 David L. Stepler
- 436 Keith J. Pinckney
- 447 Susan Denoia
- 449 Michael D. Maglio
- 508 John D. Roszelle
- 663 Laurielee G. Jackson
- 744 Eddie L. Rigo

20 years

- 200 John R. Callinan
- 241 Robert P. Dyer
- 272 Thomas C. Locantro
- 341 John W. Furnia
- 405 Daniel F. Eldridge
- 405 Michael J. Martin
- 415 Donald T. Getty
- 436 Jeanne W. McDade
- 447 Dennis W. Dwyer
- 449 David J. Castanho
- 452 Robert E. Davison
- 453 Edward S. Cody Jr
- 453 Thomas P. Lowell
- 454 Walter E. Gless
- 455 Hedwig Woods
- 459 Thomas J. Winiarski
- 462 Maryjane W. Connell
- 463 Kenneth R. Arpin
- 650 David W. Bergheimer
- 650 Robert L. Stevenson
- 706 Walter A. Cepukaitis
- 901 Ralph F. Evaschuk
- 902 Charles L. Asselin
- 915 Kevin J. Graveline
- 915 Blake Laverdiere
- 915 John J. Preneta
- 915 Michael J. Swanson
- 915 Walter J. Tift
- 915 John S. Woodruff
- 924 William J. Fairbanks
- 951 Eric V. Gaffney

- 220 **Mary E. Sousa**
39 years
Administrative Clerk
- 221 **Donald J. Frost**
29 years
Administrative Clerk II
- 241 **William H. Hobbes**
42 years
Foreman
- 252 **Robert F. Henshaw**
29 years
Carpenter 1/C
- 355 **Paul J. Palumbo**
35 years
Planning Spec Sr.
- 431 **Dale O. Waldron**
14 years
T/A Mech Test
- 449 **John W. Barone**
18 years
Test Engineer Sr.
- 456 **Charles J. McDonald III**
23 years
Elect Sr. Designer
- 456 **Morgan V. Musgrove**
12 years
Elect Sr. Designer
- 495 **Bruce R. Rose**
30 years
Program Management Chief
- 663 **Judith E. Currier**
36 years
HR Specialist
- 705 **Franklin P. Duncan**
17 years
Planner Sr.
- 737 **Rochelle M. Tolley**
19 years
Sr. Engineer
- 742 **John S. Mitchell**
15 years
Chief of Engineering
- 900 **Donald W. Way**
40 years
Superintendent
- 915 **Robert M. Devoe**
18 years
Install Mech I



Trade Training Busy With New Shipyard Workers

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indoctrination program, which all new and rehired shipyard employees are required to take. The classes are offered for either 40 or 80 hours, depending on each person's experience and chosen trade.

"It was a perfect hand-in-glove fit with our campaign starting last year to hire over 1,000 people," Bullard said of the "indoc" program.

Following the indoc classes, employees are paired with a trade-training instructor in their chosen trade, where more job-specific lessons are offered.

"You've got to reinforce the training with hands-on experience in order for it to stick," Bullard said.

Trade Training coordinator John James (642) said the backbone of the program is his team of instructors, who number more than a dozen people depending on the need.

"I'm very proud of what my instructors

do," he said. "They put a lot into it."

James said the majority of EB's instructors are longtime employees, "so they understand what we do, and they know all it takes is one mistake. They tell the new hires about the Thresher and all the other accidents that have happened so they'll understand why we must follow verbatim compliance.

"One of the cornerstones of Trade Training is ensuring that employees understand that verbatim compliance is necessary," he continued.

Trade Training instructor George Clark Jr. (243), who provides pipefitting training in addition to the indoc classes, said he enjoys helping new and rehired employees with the basics.

"When I came here 35 years ago, you didn't have all this," he said of indoc training. "I came into the shipyard the first day, and by 12 o'clock I was on the boat with my mechanic, because that's how they did it

in those days.

"Today," Clark continued, "we're able to give people a good foundation so that they can feel comfortable and can better understand the realities of the shipyard, whether it's safety or whatever."

Trade Training instructor Bonnie Hoffman (242) said it's important that new employees are quickly introduced to the requirements of building submarines so they can develop the correct habits early.

"All the information and instruction given to each student who comes through this training is vital," she said.

"I've definitely enjoyed my experience as an EB instructor," Hoffman continued. "It's very challenging, and it makes me feel like I'm making a positive contribution to the company." ♦