

SERVICE TO THE FLEET

NORFOLK NAVAL SHIPYARD "ANY SHIP, ANY TIME, ANYWHERE" JULY 2008

Summer 2008 . . .

NNSY SUPPORTS THE WARFIGHTER
WITH CARRIERS, SUBS, AND L-DECKS



Commander's Comments

by the Shipyard Commander, CAPTAIN RICHARD D. BERKEY

Staying safe in summer

For many of us, summer is *the* season we think about when it comes to spending time with family and friends. Idyllic images of warm weather bring such thoughts of families and friends alike traveling to the beach or sitting together at a cookout. But as we enjoy the longer days, take part in more activities than usual, and push our bodies further, we also increase our risk for injuries. In fact, there is such an increased risk for accidents and injuries during this time that the Naval Safety Center even has a campaign for the “Critical Days of Summer.”

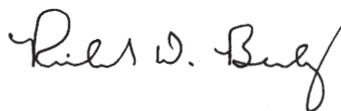
Summer is unique because it forces us to consider some seasonal aspects that normally would not interfere with our work. We're now in the thick of the humidity and heat, and with that there is an increased concern for incidents of heat stress. We just observed National Safety Month during June, and for each of the shipyard's various Voluntary Protection Program (VPP) fairs there has been a presentation on heat stress prevention. I urge all of you working outdoors to continue your prudent practices of drinking ample water, wearing cool clothing, and taking the appropriate rest breaks. It does us no good to maintain our steady rhythm of work only if we risk having our most important instruments (that is, our people) break down!

Another concern that's specific to the warmer months is maintaining cleanliness so Norfolk Naval Shipyard is prepared in the event of a hurricane. This means ensuring things are tied down around the shipyard, maintaining a work area clear of debris, and having worksites with the proper protection in the event of a storm. Though they each passed through the area years ago, it's a safe guess to assume that Hurricanes Floyd and Isabel are still household names to the majority of Hampton Roads residents. August and September tend to be the most volatile months for hurricanes, so we should remain very vigilant during the next few weeks.

With the summer sun beckoning, I know families are prone to taking vacations during this time of year . . . please continue to be as safe during your “off” hours as you are during the “on” hours. Motorcycling, boating, and swimming are all examples of fun activities that can quickly turn dangerous if one does not take proper precautions. Reviewing statistics from the Naval Safety Center, it's notable that over 80 percent of Sailor off-duty accidents so far this summer have occurred on either motorcycles or four-wheel vehicles. So, just as we manage risk within the gates of the shipyard, we also need to be continually aware of potential hazards in the world beyond.

We've had a busy summer here with a successful completion on the USS DWIGHT D. EISENHOWER (CVN 69), and we now have the imminent arrival of another familiar flat top, the USS HARRY S TRUMAN (CVN 75). As for our submarine work, departure of the USS TUCSON (SSN 770) will be right around the corner in September! So while summer can be a slow time at some workplaces, we have plenty to keep us working—safely!—at Norfolk Naval Shipyard in continuing to support the Fleet.

So stay safe, stay focused, and stay engaged . . .



ON THE COVER . . . To coincide with NAVSEA's July theme of “Supporting the Warfighter,” Code 1170 Photographer Tony Anderson designed this montage to show the NNSY waterfront's diversity of work this summer, which includes maintenance on carriers, submarines, and an L-Deck.

Women's Equality Day

Women's Equality Day is celebrated each year on Aug. 26. Congress designated this date in 1971 to honor women's continuing efforts toward full equality. Spearheading the effort was U.S. Representative Bella Abzug (D-NY).

The 19th Amendment granting women the right to vote was certified as part of the U.S. Constitution on Aug. 26, 1920.

It was the culmination of a 72-year-long civil rights movement that originated at the world's first women's rights convention held in Seneca Falls, N.Y., in 1848. Several generations of women's suffrage supporters wrote, lectured, marched and lobbied to achieve what many Americans considered a radical change to the Constitution. Few early supporters lived to see victory in 1920.

(Information gathered from the U. S. Department of Veteran's Affairs website.)



OBSERVING HISTORY—Just prior to his retirement, Commander of Naval Sea Systems Command, Vice Admiral Paul E. Sullivan, revisited his former workplace at Norfolk Naval Shipyard on July 24. In the shipyard's Tar House museum, VADM Sullivan reads the Duty Office log entry for Dec. 7, 1941, that documents the Japanese attack on Pearl Harbor. *(Photo by Tony Anderson, a Code 1170 photographer.)*

Artisans honored as WASP Top Stingers

By Lieutenant Commander William Delmar

USS WASP (LHD 1) honored 16 top artisans and maintenance professionals as "WASP Top Stingers," recently for their outstanding contributions to the team effort to make WASP war-fighting ready. WASP Commanding Officer, Captain Daniel "Dano" Fillion hosted the ceremony held on the ship's barge at Norfolk Naval Shipyard.

The WASP Top Stinger award recognizes outstanding artisans from each contracting entity who demonstrate superior work and contribute significantly to improving WASP's readiness. Each of the six maintenance organizations can nominate two personnel from any area of expertise for consideration for the award.

April and May's "Top Stingers" representing NNSY are: Andres Geronimo, Shop 38; Tom Sawyer, Shop 99; and Luis Morales and James Bowden, of Shop 41.

"The Top Stinger Award Program is a great way to instill pride in ownership with our artisans and affords them a unique opportunity to show off their talents to their family," said Charlie Caudle, NNSY project superintendent.

As part of their recognition, every Top Stinger receives a WASP ball cap monogrammed with "Top Stinger;" a Commanding Officer "Bravo Zulu" command coin; and a personal invitation for their family to return to WASP for a day under way to see the finished product.

"As warfighters, Sailors and Marines get to see the fruit of our labors when we sail over the horizon ready to employ 42,000 tons of national capital asset in the defense of our nation," CAPT Fillion said. "All too often, the hard working men and women who better this ship, but do not wear the uniform, do not get to witness the fruits of their labors. I think that WASP can afford them that opportunity."

(LCDR Delmar, USS WASP Public Affairs.)

'It's never too late'-Code 900T instructor earns degree at UVA

By Kristi Britt

For longtime shipyard employee Tony Hahn, a 48-year-old Code 900T instructor, hard work has finally paid off. Hahn has been striving for excellence not only in his work here at Norfolk Naval Shipyard, but also with his studies in recently earning his college degree.

A Portsmouth native, Hahn graduated from Manor High School in 1977. Instead of moving on to a college or university, he decided to move straight into the working world.

Hahn began working at NNSY shortly after graduating high school, and has been here for 30 years. He has worked in several positions such as a machinist and his position now as an instructor for Code 900T. However, he has always believed that there was something missing in his life. "I've always felt that it was something I needed to accomplish," Hahn mentioned when he discussed making the decision to attend college courses for his degree.

Hahn first began the journey for his degree at Old Dominion University and he soon found out just how hard it would be to juggle school and work during the week. At the time he was attending ODU, he was working 12 hours a day on the waterfront and barely had any time to himself. After working at NNSY, he would return home to mountains of paper assignments and would spend hours typing away at his computer. It was very straining for Hahn and he was considering giving up on his dreams of earning a degree. That is, until he had read in the paper about the University of Virginia satellite courses given at Tidewater Community College.

Seeing the new program as an opportunity for his dream to become a reality, Hahn immediately acted on preparing for the acceptance exam. Hahn passed and entered the program more prepared for the trials that he would face during his busy weeks. "Once I was committed, I couldn't stop," Hahn said. "The course load was very intense and time management was definitely a challenge. However, completing my education at the University of Virginia is a dream come true and an opportunity I could not ignore."

(Britt is a Radford University student intern in the public affairs office.)



(Photo by Bill Black, Code 1170 photographer.)

Employees seeking leave for personal, family emergencies

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

Agail R. Williams, a Shop 71 painter, needs leave due to surgery. To donate leave to Williams, call E'Spranza Allen at 6-7421.

Durwood L. Norris, a Shop 99 electrician, needs leave due to surgery. To donate leave to Norris, call E. Allen at 6-7421.

Huberta M. Moore, a Shop 41 boilermaker supervisor, needs leave due to an illness. To donate leave to Moore, call E. Allen at 6-7421

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

Call 6-7421 for:
Henry G. Drew
James Minor
Robert B. Strickland
Thomas J. Case
Marlon Sterling
Elton Pugh
Charles Sealy
Joseph Taylor Jr.

Call 6-5510 for:
Emily Schumacher

Announcements

NNSY's 2008 CFC

Mark your calendars now for Sept. 19th at 12:30 p.m. in the Bldg. 1500 Command Briefing Room, to celebrate Norfolk Naval Shipyard's 2008 Combined Federal Campaign (CFC) kickoff rally. It will be a fun and exhilarating experience with great giveaways . . . and all for a most worthy cause! For more information, contact CFC coordinator Dorassa Fields at 6-9110. NNSY is looking forward to another successful campaign!

Railroad operations

Code 700 reminds all employees to be aware that there should be **no parking** on or near **railroad lines** inside Norfolk Naval Shipyard, as this inhibits railroad operations. Shipyard police will ticket you for parking on any railroad track. If there are any questions, call Bruce Copeland at 6-3906.

Tips on preventing electrical hazards at home

By the VPP Executive Steering Committee Recognition Focus Group

The Voluntary Protection Program (VPP) concept is just as appropriate for protecting you at home as at work. The VPP Executive Steering Committee Recognition Focus Group offers the following tips to prevent electrical hazards at home:

1. Water and electricity do not mix, so keep small electrical appliances away from water and any source of moisture. If a small electrical appliance comes in contact with water, do not touch it, or attempt to retrieve it until the power is secured. Secure the power to the appliance by turning off the breaker. Any attempt to remove the cord could lead to an electrical shock. Have a qualified electrician evaluate the appliance before attempting to use it again.
2. If you have an appliance that repeatedly trips circuit breakers or blows fuses, remove it from service and have a qualified electrician inspect it. The electrician will be able to prescribe the proper course of action to correct the situation.
3. Make sure you are using the correct value fuses or circuit breakers in your circuits. Get a qualified electrician to assist you in determining the correct values.
4. Have Ground Fault Circuit Interrupter (GFCI) outlets installed where electricity and water are in close proximity with each other. These GFCI outlets shut off the power if your electrical device contacts water.
5. Protect babies and small children in the home from sticking fingers or other objects in receptacles by installing outlet covers over unused outlets.
6. Broken or missing wall plates should be replaced to prevent someone from accidentally contacting the circuit behind them.
7. Devices that plug into an outlet known as cube taps are designed to allow you to plug more than two appliances into a receptacle. This could lead to a disaster by overloading your circuit and causing a fire or electrical shock.
8. Never attempt yard work with electrical tools when the ground is wet. Doing yard work in wet conditions with electrically powered tools could lead to a shock.
9. When choosing lamp bulbs for lighting, never install a higher wattage than for what the lamp is rated. The socket is normally marked with the maximum allowed wattage. Exceeding this wattage could lead to a fire or shock hazard.
10. Disconnect and inspect your power cords regularly. Look for places on the cord that appear to have been pinched. A damaged cord could indicate that the insulation has been compromised which could lead to a short circuit condition. Make sure that cords are not under furniture or heavy items that could cause them to be pinched. Do not nail or tack cords down, or run them underneath a rug because the insulation could be damaged. Doing so could cause it to heat up and start a fire.

Code 920 raises VPP awareness among workers

By Jim Hollandsworth

The Voluntary Protection Program (VPP) and the passport booklets are a part of the daily routine for over 50 percent of Code 920 employees, and the numbers are growing. The shipyard and Code 920 are convinced the VPP program is a big part of accident prevention, safe work practices and hazard abatement.

Recently, Code 920's shop safety committee recognized that its VPP passport completion frequency was leveling off. When the committee discussed possible contributing factors, they soon identified that supervisors at some projects here and off-yard needed some assistance and support to explain the corporate goals and objectives of the VPP, including the health and education benefits possible.

During the next shop safety committee meeting, several VPP advocates volunteered to carry VPP pamphlets and information to those projects and shifts where VPP advocacy and mentoring were needed. With this goal in mind, the committee could also generate more interest in our safety committee and the Prevention and Ergonomic Focus Team chaired by Code 920.

Our first commitment was to ensure every Code 920 employee received meaningful information about the VPP, and their personal opportunity to participate in the safety committee.

(Hollandsworth is a Code 920 structural process manager.)



Naval activities work together in Lean RIE process

By Sandy Henson-Brown

During the week of Feb. 26, NNSY conducted a CVN Rapid Improvement Event (RIE) on the Standard Work for Job Screening process. The RIE included support from NNSY, PSNSY, PHNSY, AIRLANT, SUBLANT, SURFLANT, CPA, MARMC, NSSG, COMNAVAIRFOR, ship's force, Northrop Grumman Mission Systems, and the process owners of the Regional Maintenance Automated Information System (RMAIS), the Advanced Industrial Management (AIM), and the RMAIS-AIM Auto-load. The USS TRUMAN (CVN 75) FY08 availability was the first availability to employ the RMAIS-AIM Auto-load process which brings work for availabilities from the Type Commander's RMAIS system directly into AIM.

The desk guide developed from the results of the RIE will greatly reduce the amount of time it takes to implement the RMAIS-AIM Auto-load process for subsequent CVN availabilities. The objectives of the RIE were to define the process for all levels of responsibility, reduce the effort of planning a maintenance item and ensure the accuracy of the maintenance items and timely loading of the maintenance items into AIM. Implementation of these objectives will result in an estimated net cost avoidance projected over the next three years of \$326,000.

(Henson-Brown is a Code 100PI management/ program analyst.)



RIE members, front row, left to right: Jeff Shaffer, NSSG; Davis Rust, PSNSY; Chief Tresha Dugan, USS TRUMAN; Sharon Blanco, NNSY Code 300; LCDR Scott Vandenberg, AIRLANT; Raymond Ochs, NNSY Code 220A; Andrew Domme, NNSY Code 1200; Dennis Nahorney, NNSY Code 1212; and Ed Friend, PSNSY. Second row, left to right: Wayne Davis, MARMC; Paul Duane, PSNSY; Alan Moser, SURFLANT; James Roland, SUBLANT; Tony Hagen, PSNSY; John Drewry, NSSG; David Salerno, NNSY Code 1231; Wayne Robertson, NNSY Code 1212; Dick Tumber, Northrop Grumman Mission Systems; Neil Teves, PHNSY; Ben Hobson, NNSY Code 100PI Lean Six Sigma Black Belt; John Vastardis, NNSY Code 375 Deputy Project Superintendent; Fredricia Edney, NNSY Code 300; Rob Weigel, PSNSY; Jeff Shultz, COMNAVAIRFOR; Randy Hess, NNSY Code 2301; and Steve Erickson, NNSY Code 220. Photo by: Tony Anderson, a Code 1170 photographer.

NNSY's mentoring program recognizes a successful first year

By Kristi Britt

During July's Command Executive Brief, the 45 tutors/mentors and school administrators who participated in the first year of Norfolk Naval Shipyard's tutoring/mentoring program were recognized. The participants each received recognition for their dedicated tutorial efforts, presented to them by Shipyard Commander, Captain Richard D. Berkey; Superintendent of Portsmouth Schools, Dr. David Stuckwisch; and NNSY's Diversity Director Billy McIntyre and his staff.

Following the presentation of awards, CAPT Berkey spoke about the program. "What you're doing is exciting... getting the kids excited about engineering and the shipyard," CAPT Berkey said to the tutors and school administrators. "Together, we're helping the students to be positive and productive Americans to help the community down the road."

This successful community outreach program began on Oct. 30, 2007. The tutors/mentors consisted of both NNSY military support and shipyard employees dividing into three teams, each team going to a specific school where they would be tutoring for the program. The tutors then assisted in teaching the children subjects based on their grade level. The Brighton Elementary School team, led by Champion Darryl Roscoe, tutored the 2nd and 3rd graders in various areas of Math and Reading; The Cradock Middle School team, led by Champion Frieda C. McCray, tutored the 7th and 8th graders in various areas of Mathematics; and the I.C. Norcom High School team, led by Champions Lieutenant Hannah Kriewaldt and Lieutenant Peter Majewicz, tutored the 12th graders in Scholastic Aptitude Test (SAT) preparation as well as assisted with the I.C. Norcom Robotics team.

The tutors worked one hour a week tutoring the students at the Portsmouth schools while maintaining the required eight-hour workday at the shipyard. "These volunteers tutored on their own time," said Valerie Jones of the Diversity staff. "They had to make up the hour they tutored by either coming in early or staying late."

These contributions proved to be a huge success with the students, boasting several individual success stories. After getting help from the tutors, Joseph Cobb, an I.C. Norcom student, received a summer internship in Math, Science, Engineering and Technology at NASA Langley. After receiving some assistance, Chelsea Dewberry, a student at I.C. Norcom, was able to improve her Math SAT score and has since received an appointment to the Coast Guard Preparatory School.

Also, the I.C. Norcom Robotics Team, with the assistance of several tutors, was able to build a robot in six weeks and ranked high in their competition. Several other students were able to gain excellent achievements in the program's first year.

The plan for the next school year is to launch the program again, after having such a successful year, and remember, together we *can* make a difference, according to Jones.

(Britt is a Radford University student intern in the public affairs office.)



MENTORSHIP RECOGNITION—During July's Command Executive Brief, the 45 tutors/mentors and school administrators that participated in the first year of NNSY's tutoring/mentoring program were recognized. The participants each received special recognition for their dedicated tutorial efforts, presented to them by Shipyard Commander, Captain Richard D. Berkey, at left; Superintendent of Portsmouth Schools, Dr. David Stuckwisch, center; NNSY Diversity Director Billy McIntyre, at right, and not shown, Valerie Jones of the Diversity staff. *(Photo by Bill Black, Code 1170 photographer.)*

Information on NNSY's Armed Services Blood Program

The Armed Services Blood Program, or ASBP, is the 50 plus year old donor program instituted by the DoD. Its mission is to provide blood and blood products to all active duty military, their family members and dependents worldwide. No other donor program has this mission.

The need for new donors to participate in the program is constant, as blood has a limited shelf life (typically 45 days). Someone injured in Iraq or Afghanistan, or falls on a ship, or has a motorcycle accident . . . all these individuals are trauma victims who can require up to 40 to 50 units of whole blood.

The website to learn more about your donor program at Norfolk Naval Shipyard is www.militaryblood.dod.mil. Individuals can make their own appointment if they wish. However, an appointment is not necessary to donate!

NNSY engineers step up recruitment effort at local schools

By Shakirra Pinnock

Many engineers at Norfolk Naval Shipyard start their day with familiar activities. They attend morning meetings, collaborate with their co-workers on projects, take periodic refresher training to stay up-to-date with latest engineering principles and produce engineering products supporting waterfront projects and in planning.

Recently, Jim Robinson, Lori SanNicolas and Gregory Bosco decided to do something a little different. As part of NNSY's ongoing recruitment efforts, they immersed themselves in an important part of elementary and high school students lives and attended career fairs. They informed students' about the education process of becoming an engineer and provided information about the shipyard.

Robinson, Code 250 Naval Architecture Division Head, attended the Chesapeake High School Career Fair in the late spring along with SanNicolas, Quality Control Branch Head for Code 200. Robinson has worked at the shipyard for over 22 years and used his knowledge and expertise to encourage college-bound students to look at the engineering field and consider NNSY once they graduated. Also, he stressed how the shipyard was a good location, where a wide range of opportunities are available for employment.

SanNicolas has worked at NNSY for 17 years and said she took part in this fair, "To show employee diversity, encourage high school seniors to continue their education, consider engineering as their degree, and most importantly know/remember NNSY is right in their backyard." She added that she encouraged students who were planning to attend community college to use it as a "stepping stone to a successful engineering degree/career."

While Robinson and SanNicolas reached out to high school students, Bosco, a Code 252 Naval Architect, spoke to the younger generation of 5th grade elementary school students. Bosco attended a career fair at the Dreamkeepers Academy which is a part of J.J. Roberts Elementary School in Norfolk.

Bosco, a seven-year employee of NNSY, said he "feels engineers have a professional obligation to interact with the community; it benefits the profession by reminding us of those we serve by seeing their face." Bosco pointed out it is never too early to give great advice to the younger generation. He said, "If we can provide a positive influence to just one or two students, they in turn may influence one or two students later in their lives. This has a potential to have a domino effect in our community."

(Pinnock is a Virginia Tech student intern in NNSY's Public Affairs Office.)



LEADING THE WAY—Chesapeake Inn, Navy Gateway Inns and Suites (NGIS) has reopened at Norfolk Naval Shipyard's Scott Center Annex. This Commander Naval Installations Command pilot project is designed to encourage official travelers to stay in renovated quarters that feature many amenities designed for visitor comfort. Cutting the ribbon reopening the Chesapeake Inn on July 11 are, left to right, Captain Richard D. Berkey, Commander, Norfolk Naval Shipyard; Rear Admiral Mark Boensel, Commander Naval Region Mid-Atlantic; Ray Gayhart, NNSY Site Manager; and Karl Uebersohn, NGIS Regional Director. *(Photo by: Larry Brooks, a Code 1170 photographer.)*

New ergonomic kneeling pads are available

By D. Suzanne Newman

As part of the ongoing search for solutions in recognition of safety and health problems, Code 106.21 obtained samples of ergonomic kneeling pads and had them tested at Norfolk Naval Shipyard from July through August 2007. Many thanks go out to the Shop 26 employees who accepted the challenge and gave their input. The outcome of the testing was overwhelmingly positive.

After the test and evaluation period, to further enhance acceptability, a number of the final designed product was purchased and presented to all the Shipyard Safety Committees. The Voluntary Protection Program (VPP) Steering Committee also reviewed them, and endorsed them as a great idea for reducing knee injuries. These flame retardant kneeling pads are now available shipyard wide for any job application which may require working on your knees.

The new pads are black in color and made of two layers. The top layer is the kneeling surface and is embossed with a diamond pattern of self-extinguishing nitrile rubber. The second layer is 7/8-inch-thick self-extinguishing foam. There is also a convenient carrying handle.



The kneeling pads are to be checked out as a tool from the different tool rooms, and there will be two ways to do this depending on what your job will be:

a) Employees who request a kneeling pad and specify that they are to be doing a job involving **HOT WORK**, will be issued a green slip cover along with the kneeling pad. The slipcover is the second means to increase flame retardation. They also will make the pads easier to see and extend their service life. When the slip cover usefulness is ended, it is to be brought back to the tool room to be exchanged. The used cover will be disposed of.

b) Employees who request a kneeling pad and do not specify hot work, will only be issued the kneeling pad alone.

The point-of-contact for the shipyard tool rooms is Harry Ferrari, 396-0999.

Knee injuries have cost the shipyard lost work days and compensation costs. We hope that this addition to our work gear will help you prevent this from happening to you.

(Newman is a Code 106.21 industrial hygienist.)

Summer Safety Tips

For many Americans, summer means fun in the sun. The kids are out of school, adults are on vacation and it's time for outdoor activities like riding bikes and hosting barbecues.

One of the best ways to stay safe this summer is to wear a helmet and other safety gear when biking, skating and skateboarding, and when riding scooters, all-terrain vehicles and horses.

Never bring charcoal grills indoors. Burning charcoal produces deadly carbon monoxide. When cooking outdoors with a gas grill, check the air tubes that lead into the burner for any blockage from insects, spiders or food grease. Check grill hoses for cracking, brittleness, holes and leaks. Make sure there are no sharp bends in the hose or tubing. If you ever detect a leak, immediately turn off the gas at the tank and don't attempt to light the grill until the leak is fixed. Newer grills and propane tanks have improved safety devices to prevent gas leaks.

If summer plans include camping and you want heat inside your tent or camper, use one of the new portable heaters that are equipped with an oxygen depletion sensor (ODS). If oxygen levels start to fall inside your tent or camper, the ODS automatically shuts down the heater before it can produce deadly levels of carbon monoxide (CO). Do not attempt to use alternative sources of heat or power to warm a tent or camper. Traditional camping heaters, charcoal grills, camping lanterns and gas generators also can cause CO poisoning.

Summer also means yard work. When mowing, keep small children out of the yard, and turn the mower off if children enter the area. If the lawn slopes, mow across the slope with the walk-behind rotary mower, never up and down. With a riding mower, drive up and down the slope, not across it. Never carry children on a riding mower.



NCMA hosts annual BRASS-WHEEL charity golf tournament and scholarship awards

The Naval Civilian Managers Association (NCMA) chapter at Norfolk Naval Shipyard recently awarded two \$500 scholarships at its annual BRASS-WHEEL charity golf tournament. Tiffany McCoy, daughter of Robert McCoy, a zone manager on the USS AUGUSTA (SSN 710) project, was awarded the non-NCMA member scholarship. Tiffany will be a junior studying biology-pre-medicine at Virginia Commonwealth University. Allison Affeldt, daughter of Bob Affeldt, Code 2320, was awarded the NCMA scholarship. Allison will be a sophomore studying international business and marketing at Old Dominion University.

The golf outing was held at Bide-A-Wee Golf Course in Portsmouth. The BRASS-WHEEL is a friendly golf competition between NNSY senior managers (WHEELS), active and retired, and any naval officer (BRASS) stationed at NNSY, or officer serving aboard any ship at NNSY. A charity donation of this year's proceeds will go to Edmark Children's Hospice in Portsmouth.

Fifty-nine players (36 WHEELS and 23 BRASS) participated, including former Operations Officer, Captain Tom VanPetten, and former Production Resources Officer, Captain Mark Powell.

The WHEELS were this year's winners.

The outing ended with a tie for first place between Operations Officer, Captain Bill Kiestler, and Commander Brian Vazquez, Code 300 (BRASS); and retirees Lou Jarvis and Al McCarthy (WHEELS). The overall winners of the play-off were Jarvis and McCarthy. This outing made this their third consecutive year in winning first place.

For more information about NCMA, see the association's link on the shipyard web page.



CONGRATULATIONS--Tiffany McCoy (left), daughter of Robert McCoy, a zone manager on the USS AUGUSTA project, was awarded the non-NCMA member scholarship, and Allison Affeldt, daughter of Bob Affeldt, Code 2320, was awarded the NCMA scholarship. Photo by Katie JangDhari, of Code 2301.

NNSY's drug free workplace program

Norfolk Naval Shipyard's Drug Free Workplace Program addresses specific questions concerning the differences under the Civilian Employee Assistance Program (CEAP) vs. Safe Harbor. NNSY employees have the option of submitting a negative urine sample when tested, or a positive one. If you are using drugs illegally:

First seek help.

- Go straight to CEAP—no management notification—no notification to security—total confidentiality, or
- Go to your supervisor, or the Drug Free Coordinator (DPC) at 396-2969. When you have notified management of your problem your supervisor will refer you to CEAP. All records will be handled officially, and the DPC will notify the Security Director and CEAP. You will receive a white badge and will be removed from sensitive duties, or
- Wait for the computer to pick your number and you submit a positive urine sample. Management will notify you, and your supervisor will direct you to security for a white badge. You will be removed from sensitive duties. Your supervisor will then direct you to CEAP. All records will be handled officially. Your supervisor will initiate a preaction and a disciplinary action of reprimand. Removal may result.

Sexual harassment policy statement

Policy:

a. It is the policy of Norfolk Naval Shipyard to provide a working environment for all employees that is free from any form of sexual harassment. Sexual harassment in the workplace violates the Federal Code of Conduct and Ethics and will not be tolerated. NNSY ensures that individuals who file complaints of harassment or provide information related to such complaints will be protected against retaliation and that confidentiality will be protected to the extent possible.

b. Navy civilian and military employees/supervisors who engage in sexual harassment while conducting business with military or civilian personnel at NNSY, with employees of other federal agencies, with persons employed in the private sector, or with other members of the public, are violating standards of conduct. Individuals who engage in sexual harassment will be subject to immediate and appropriate corrective action. Such conduct undermines the integrity of the employment relationship, lowers morale and interferes with the work productivity of an organization.

Sexual harassment defined. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

a. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay or career.

b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or

c. Such conduct interferes with an individual's performance or creates an intimidating, hostile or offensive working environment.

What to do:

a. Individuals who are affected by sexual harassment are encouraged to make it clear that such behavior is offensive and should report such incidents to the appropriate level of management.

b. Every supervisor and manager, military and civilian, is responsible for ensuring that any allegation of sexual harassment is fully and impartially investigated and for taking swift corrective action, if warranted.

Who to contact:

a. Individuals who are affected by sexual harassment may contact the EEO Officer and receive confidential counseling by an EEO Counselor, and/or file a complaint using Title 10, United States Code (USC), Section 1561 procedures.

b. The shipyard will ensure that confidential counseling on sexual harassment is provided to individuals by the EEO Office staff who will advise the Shipyard Commander, via the Deputy EEO Officer, of reported instances.

c. The EEO Office is located in building 65, first floor and the staff can be reached at 396-5114/5512.

d. The individual designated to receive complaints under 10 USC, Section 1561 is the Base Support Officer (Code 800) at 396-8620.



Norfolk Naval Shipyard's Mission, Vision and Values

Mission

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

Vision

The best shipyard as seen by our customers and employees through:
--Growing leaders for the future.
--Meeting our customers' expectations with no surprises.
--Working together as one.

Values

We live the 7 Habits which are:

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

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Deadline for submissions to the next *Service to the Fleet* issue is **Aug. 15.**

Emergency response notification and actions required

Norfolk Naval Shipyard has a siren system that will be used to alert employees in the event of an emergency. The immediate action for emergencies when you hear the siren is to go indoors to allow emergency response personnel easy access for response actions. In addition, staying indoors provides a precautionary benefit by allowing an assessment of the threat and determining subsequent actions such as “all clear” or selected building evacuations.

The following procedures have been put in place in the event of an emergent condition:

Notification: The primary means of alerting personnel will be emergency alert signals. The alerting signal to move indoors will be three steady tones that last for 30 seconds, separated by ten seconds of silence. The notification for “all clear” will be three short tones repeated three times.

Moving Indoors: When you hear the alert signal, immediately place your work site in a safe condition. Inform other personnel in the area to move indoors. Calmly and safely go inside a building or ship. If possible, close all windows and doors and shut off ventilation. If you are in a vehicle, park so that it does not block the normally traveled portion of the road and go inside a building.

Evacuation: In the event of an evacuation, you will receive directions from team members of the Crowd Control Center or the building custodian acting on directions from the Crowd Control Center. You will be expected to follow these instructions. In general, compliance with this policy during past drills has not met expectations. Each person needs to understand his or her responsibilities to go inside and remain inside until directed otherwise or the “all clear” is sounded. Whether the signal is sounded for a drill or an actual emergency, in order to ensure your own personal safety, timely and orderly moving indoors is a necessity.

SURGING WITH DIESEL REPAIR—Code 938 Diesel Regional Repair Center (RRC) Manager John Lucas has recently been enjoying some great assistance from Surge Main Sailors in the Building 235 Diesel Shop. Following a brief training period, these Sailors have been coming in to work on diesel engine pistons, liners, crank shafts and complete overhaul of fuel systems. “The Surge Main members we’ve had in here have worked out great and blended seamlessly into the civilian shop workforce,” said Lucas. “It has been a great program for the Navy and the shipyard.” Given both Chief Petty Officers have backgrounds specializing in diesel engines, Engineman Chief Gary Perttula and Engineman Chief Master Bill Klechner have been instrumental in managing this specialized Surge Main workforce in Bldg. 235, which has averaged two Sailors per month coming into work at the Diesel Shop. This arrangement is clearly providing a win-win for both shipyard supervisors and the Navy’s Sailors. “You really learn your stuff here,” said Engineman (EN2) Al George. “Any Sailor who comes into the shop will leave a better mechanic.” From left to right, Master Chief Klechner; EN2 James Harris; EN2 Jose Silla; EN2 George; Lucas; and ENC Perttula. In the background is the Fairbanks Morse diesel engine. (Information and photo by Michael Brayshaw, Code 1160 public affairs specialist.)

