

Service to the Fleet

Norfolk Naval Shipyard "Any Ship, Any Time, Any Where" June 2010



National Safety Month



"Excellence in safety must be a way of life here at Norfolk Naval Shipyard and deep-rooted in our shipyard culture"

--Shipyard Commander, Captain William C. Kiestler

Commander's Comments

by the Shipyard Commander, CAPTAIN WILLIAM C. KIESTLER

Striking at the Roots

"For every thousand hacking at the leaves of evil, there is one striking at the root."
- Henry David Thoreau

In any organization, one can quickly become overwhelmed trying to address individual problems that constantly arise. This approach tends to keep us in the "fire fighting" or reactive mode. It is a bit like "shooing flies." To improve, it is necessary to be proactive, begin with the end in mind, identify the "root causes" of problems and then make the required investment to address those root causes head on. To be effective, we will need to build a high degree of trust throughout the workforce.

Some useful tools for building trust can be found in *The Speed of Trust*, by Stephen M. R. Covey. Covey identifies the two essential elements required for trust as *character* and *competence*. These two elements establish a person's credibility and within these elements are four cores: integrity, intent, capabilities and results. The first two cores are associated with character and the second two are associated with competence. Supporting these principles, including the four cores of credibility, are 13 specific behaviors that enable a person or organization to build trust. These behaviors are:

1. Talk straight
2. Demonstrate respect
3. Create transparency
4. Right wrongs
5. Show loyalty
6. Deliver results
7. Get better
8. Confront reality
9. Clarify expectations
10. Practice accountability
11. Listen first
12. Keep commitments
13. Extend trust

Behaviors 1 through 5 are "character-based" behaviors; 6 through 10 are "competence-based" behaviors; and 10 through 13 are "character & competence-based" behaviors. When you demonstrate these behaviors, people trust you. When these behaviors are common throughout an organization, a high trust environment is created.

I intend to use these tools - the 4 cores of credibility and 13 behaviors - in order to improve leadership and to build trust at NNSY. The principles in *The Speed of Trust* are sound, and like the *7 Habits*, are useful for anyone trying to improve themselves and their organization. In practice, these principles and behaviors will enable us to "strike at the root" of problems and make improvements far faster and more effectively than by "hacking at the leaves." We will strive to apply them effectively on our Drive to Excellence.



WC Kiestler



NNSY WINS ONE FOR THE GIPPER--USS RONALD REAGAN (CVN 76) departs San Diego's Naval Air Station North Island (NASNI) on May 18 after Norfolk Naval Shipyard's project team and corporate partners finish its Planned Incremental Availability under budget. (Photo by Bobby Hudgins, CVN 76 Deputy Project Superintendent.)

East meets West: NNSY completes USS RONALD REAGAN's Planned Incremental Availability in San Diego under budget

By Michael Brayshaw and Commander Kai Torkelson

Norfolk Naval Shipyard completed USS RONALD REAGAN's (CVN 76) six-month Planned Incremental Availability at San Diego's Naval Air Station North Island (NASNI) under budget on May 19. This project marked both NNSY's largest off-site availability and the largest public sector work package ever performed on an aircraft carrier berthed at NASNI.

While NNSY had the lead, its corporate partners Puget Sound Naval Shipyard & Intermediate Maintenance Facility (PSNS & IMF), Southwest Regional Maintenance Center (SWRMC) and Northrop Grumman Shipbuilding (NGSB) also accomplished significant amounts of work. "This project really encompassed the 'One Shipyard' Concept," said Curt Hart, REAGAN Project Superintendent. "NNSY, PSNS & IMF, SWRMC, and NGSB worked hand in hand every day to achieve a common goal."

During peak manning onboard REAGAN, approximately 1,400 people worked the project each day. This included approximately 625 NNSY personnel, 165 PSNS & IMF employees, and 600 from SWRMC/NGSB support.

A Lean Release Assessment using a combined NNSY/PSNS & IMF team was conducted in January 2010 to determine how well project management Lean initiatives were used to improve project processes and results onboard REAGAN. Results of the assessment were positive and the Project Team developed several best practices to share with other shipyards for future carrier availabilities.

USS RONALD REAGAN (CVN 76) is homeported in San Diego, one of three nuclear powered aircraft carriers berthed at NASNI. (*Brayshaw is a Code 1160 Public Affairs Specialist, and CDR Torkelson is CVN 76 Military Deputy Project Superintendent.*)

Think...

SAFETY + FIRST

There's no need for First-Aid when you think SAFETY + FIRST!



The PROGRAM is almost here!

NNSY introduces VPP PASSPORT 2

By Jim Kasey

The original Voluntary Protection Program (VPP) Passport was designed to educate and involve Norfolk Naval Shipyard personnel on the significant aspects of the VPP. The shipyard exceeded its established goal of 70 percent completion, closing out the 2009 calendar year with more than 79 percent of personnel having completed the passport. With that initiative behind us, we look into our future to determine what's next. A vital part of our VPP is continuous improvement, so the shipyard recognized the need for a new program to help perpetuate the VPP initiative. After much time and thought about what could help NNSY improve, we created the latest initiative: "Passport 2."

The Passport 2 program will be introduced this month (you've heard how sequels are popular in the summer, right?) as the latest and greatest incentive/tool to help educate and involve personnel in safety awareness. Passport 2 was designed to cover a broad spectrum of safety issues (both at home and work) as well as personal health-related initiatives and significant recent events. It was also designed to help NNSY sustain the momentum of the VPP, plus revitalize educational awareness and employee involvement by establishing an interactive tool for personnel.

Passport 2 has a wide variety of activities to perform, from reading an article related to your health, to watching a video and taking a quiz about your daily diet, having your blood pressure checked, trip planning, and even donating blood, just to name a few items. The Passport 2 also has a new size, designed to provide easier reading and handling for personnel. The VPP website has been updated to support the activities. In addition, the NNSY Branch Medical Clinic (Dispensary) will also be participating in the Passport 2 program and will be signing off health related activities under items # 3 and # 4. Numerous items are available to help personnel achieve the sign-off. In addition, the VPP website has been updated to support the activities. Numerous items are available to help personnel achieve their sign-offs. Completion of the Passport 2 requires of a minimum of 20 activities to be signed off. There are six mandatory items, and you will need to pick the 14 items from the remaining 22 in order to complete the Passport.

The results will support the overall goal of the Voluntary Protection Program, and the Shipyard Commander's commitment to safety . . . as Captain William C. Kiestler says, "Excellence must be a way of life here at Norfolk Naval Shipyard and deep rooted in our culture." Completion of the Passport 2 will also help "create an environment where unsafe work practices are absolutely unheard of and foster a shipyard culture based on a commitment to excellence in safety at all times, in all places, and in all that we do."

There are additional benefits as well, as not only do you gain from the activities increasing your knowledge, but also from the health benefits through the suggested health related activities. The VPP “Passport 2” program will recognize and reward individuals who take it upon themselves to educate, communicate and participate in the program. There is also an additional incentive associated with Passport 2 completion: an award of \$200 for completion and helping to keep yourself healthy and safe.

Remember, the need for safety never changes. It is continuous whether you work on the waterfront, in an office space or at home. It is this need that makes our Voluntary Protection Program (VPP) so vital to Norfolk Naval Shipyard. It encourages a mindset that proactively looks for potential hazards and strives for safety improvements in all of our work areas. Success at NNSY cannot occur without a solid commitment from all of us to safety.

(Kasey is a Code 106 Safety Specialist.)

NNSY's Ownership-Accountability-Responsibility Stewards (OARS) Safety Team: Helping the shipyard to "Think Safety First"

By Michael Brayshaw

As part of Shipyard Commander, Captain William C. Kiestler's initiative, an Ownership-Accountability-Responsibility Stewards (OARS) Safety Team has been meeting over the past several months to brainstorm ways to increase safe working practices throughout the shipyard.

Unlike other department-specific OARS teams at NNSY, this one involves many separate departments coming together each week to discuss ideas. "We've got a very good cross-section of individuals from upper management down to the deckplates on the team," said the team's co-chairman, Code 970 Process Manager Lorront Carney. "Every major code at NNSY is represented. We have on the team several apprentices, waterfront supervisors and zone managers."

Safety OARS committee member (and Shipyard Operations Security program graphic designer) Mark Carey dedicated himself to coming up with a safety-themed program for the shipyard, and has created a "Think Safety First" campaign launching at NNSY later this month. "Mark has been real instrumental in the design of the program, and he has brought a lot of his graphic arts abilities into this program just like he did with the SOS," said Carney.

Ideas the committee has been considering include having shipyards wearing "Think Safety First" armbands on select days; creating a new safety-themed video; and creating seasonal safety packages for shipyard employees. "The safety packages would address the concerns of a given season," explained Carney. "During the winter, you have to be concerned about ice. During summer, you have to be concerned about the heat. Everything we are considering is done in a manner where individuals will take into account personal responsibility for their own safety."

(Brayshaw is a Code 1160 Public Affairs Specialist.)



THINKING SAFETY FIRST--Safety OARS team members, from left to right: Karen Whitaker, Shop 99; Dario Waters, Shop 67; Tamara Johnson, Code 920; Michail Joyce, Code 980; Malinda Starkley, Shop 57; Charles Parker, Code 601; Mark Carey, Code 1170; Chris Hicks, Shop 64; Cynthia Wells, Code 1210; Lorront Carney, Code 970; Joyce Shivers, Shop 26; Lois Barnes, Code 730; Rick Stevens, Code 130; David Hingerty, Shop 41; and Mickey Horn, Code 223. *(Photo by Tony Anderson, a Code 1170 Photographer.)*

Summertime Safety Tips

By Bob Williams

With the summer months now here, more time will be spent outdoors as well as with school-age children who are on summer vacation. This season is a great time to relax and have fun with family and friends, but here are a few reminders to think about in order to have a safe, enjoyable summer during the off-hours.

Grilling

Grilling out can be a great way to spend time outdoors with family and friends, but if you don't follow proper precautions, it can also be a recipe for disaster. Food-borne illness is something that affects thousands of people yearly. This hazard can be avoided by remembering some key guidelines for proper food handling when cooking, whether indoors or out.



- Keep meat chilled until you're ready to cook it.
- Wash hands frequently with soapy water when working with raw meat.
- Keep food and drink separate.
- Avoid cross contamination. A prime cause of summertime food-borne illness is the transfer of bacteria from uncooked to cooked meat.
- Use a meat thermometer. Meat must reach a temperature of 160 degrees before it is safe to serve.
- Keep it cool. Avoid overgrowth of bacteria by storing food in a refrigerator/cooler within two hours of serving. When the temperature rises above 85 degrees, food should generally be stored in a cool place within one hour of serving.

Lawn Care Safety

Lawnmower-related injuries typically hurt over 200,000 people annually. Most injuries, such as severed fingers and toes, broken bones, burns and eye injuries are caused by carelessness and can be avoided.



- Buy a mower that has a "kill switch" built into the handle, so that when you release the handle, the engine stops and the mower stops moving.
- Wear strong shoes or boots, not flip-flops or sneakers.
- Wear goggles or safety glasses, and wear hearing protection. Once you get used to protecting your hearing, you'll be amazed at how annoyingly noisy a mower is without hearing protection.
- Put gas in your edger and mower outside--before you start, not during.
- If you are going to remove or replace the blade, disconnect the spark plug first.
- Riding mowers are not meant to carry passengers.
- Never mow in reverse on a riding lawn mower, and always ensure sufficient traction is present.

Boating

Boating can be a great experience for any age group, but boaters must remember that this enjoyment comes with many responsibilities in order to keep everyone safe. Here are some reminders to help get everyone back to shore safely.



Wear it

National Safe Boating Council officials urge everyone to wear their life jacket every time they are on the water because "the jacket will save your life." There is no reason not to wear a life jacket today, several different styles are available, and some that you wouldn't even know you are wearing.

Check it

At the beginning of every boating season, all boats should be checked thoroughly from bow to stern. Also, a five point safety check should be completed every time a boat leaves the dock. Checking engines, navigational equipment, communication devices, lights and safety equipment before hitting the water can ensure safety on your boating adventure. "Check it" also applies to weather conditions. Never leave the dock without first checking the weather forecast.

Pack it

All boat emergency kits should contain at least a first-aid kit, personal floatation device for everyone on board, and whistle or horn to use as a distress signal. Other equipment that should be readily available might include a towline, emergency radio, fire extinguisher, flashlight, extra batteries, matches, a map of where you are, flares and a paddle.

Follow it

Like drivers, boaters must follow rules established to keep themselves and those around them safe. Maintaining a proper speed and look out, obeying “no wake” signs, using running lights as rules dictate, not using alcohol and understanding what to do if there is a threat of collision keeps all boaters safe out on the water. Also, while out, follow your float plan. A float plan outlines information like where the boater is going and when he or she will be back. A copy of the plan should be left with a friend or family member who will be expecting the boat back at a certain time and can notify authorities if the boat does not return.

Safety is not something that should only be associated with work. All of us here at NNSY are responsible for our safety as well as our family's safety at home or wherever we may be. A little planning, and being aware of potential hazards around us at all times, is part of the foundation in order to have an enjoyable, safe summer season.

(Williams is a Code 106 Safety Specialist.)

The heat is on! Help yourself combat heat stress this summer

By Mark Spence

Summer, with its high temperatures and high humidity levels, is almost here. Summer also brings with it the issues of heat stress! A person combats overheating by the process of perspiration evaporating off one's body transferring heat to cool itself off. Heat Stress and heat-related illness are not only caused by the temperature in your workplace, but by factors such as radiant heat (e.g., heater bars, furnaces, steam generation and conveyance), relative humidity, air movement or lack thereof (e.g., confined space with no ventilation), workload, Personal Protective Equipment worn (e.g., Tyvek coveralls, multiple layers of PPE), and a person's overall health and physical condition.

Supervisors need to be able to recognize and identify conditions and/or circumstances that have the potential to cause heat stress issues and do what is necessary to eliminate or at least alleviate that potential. Enclosure (2) of NAVSHIPYDNORINST P5090.2 Vol II Chap. 71, Heat Stress, provides ways to mitigate heat stress. It is imperative that supervisors monitor their employees more closely when there is a potential for heat stress and heat-related illness to occur. Employees must be aware of their own limitations and keep an eye on coworkers, as well. Supervisors should review enclosure (2) of said instruction with his/her workforce prior to start of work so that supervisors and employees alike can be made aware of the dangers relative to heat stress and heat-related illness; the symptoms to watch for; the actions to take when responding to a heat stress situation; and ways to alleviate the hazard.

The old practice of taking salt tablets to avoid heat stress is discouraged, as a person normally consumes enough salt to replenish electrolytes through his or her normal diet. Whether at home or at work, avoid large, heavy meals during the summer months while working outside or in hot conditions. Hot, heavy meals add heat to your body and divert blood to the digestive process. Alcohol and coffee are diuretics, increasing urine flow, decreasing body fluids, causing dehydration and limiting your ability to perspire and cool off. Remember more is not better.

Again, it is important that supervisors and workers alike be able to identify the progressive stages of heat stress and the appropriate actions to take if someone succumbs to it. Code 106 has taken the initiative to have heat stress information cards printed that highlight these issues. Cards are available at Code 106.21, Bldg M-22, 3rd floor. They are laminated, durable and make an excellent quick reference for job briefs and questions that may arise in the field.

(Spence is Code 106's Health Branch Manager.)

OSHA QUICK CARD™

Protect Yourself Heat Stress



When the body is unable to cool itself by sweating, several heat-induced illnesses such as heat stress or heat exhaustion and the more severe heat stroke can occur, and can result in death.

Factors Leading to Heat Stress

High temperature and humidity; direct sun or heat; limited air movement; physical exertion; poor physical condition; some medicines; and inadequate tolerance for hot workplaces.

Symptoms of Heat Exhaustion

- Headaches, dizziness, lightheadedness or fainting.
- Weakness and moist skin.
- Mood changes such as irritability or confusion.
- Upset stomach or vomiting.

Symptoms of Heat Stroke

- Dry, hot skin with no sweating.
- Mental confusion or losing consciousness.
- Seizures or convulsions.

Preventing Heat Stress

- Know signs/symptoms of heat-related illnesses; monitor yourself and coworkers.
- Block out direct sun or other heat sources.
- Use cooling fans/air-conditioning; rest regularly.
- Drink 4-8 oz. of water every 15 minutes while working in hot humid conditions. Limit fluids to no more than 1.5 qts. per hour.
- Avoid alcohol, caffeinated drinks, or heavy meals.
- Do not drink more than 12 qts. of fluids in 24 hrs.
- Wear lightweight, light colored, loose-fitting clothes.

What to Do for Heat-Related Illness

- Call (757) 396-3333 immediately.

While waiting for help to arrive:

- Move the person to a cool, shaded area.
- Loosen or remove heavy clothing.
- Provide cool drinking water.
- Fan and mist the person with water.

NAVSEA
NAVAL SEA SYSTEMS COMMAND
NORFOLK NAVAL SHIPYARD

VPP
Voluntary Protection Programs
An OSHA Construction Program

OSHA 7-03



NAVSEA and NSSA participate in 2010 Sea-Air-Space Expo

By Thomas Brown

The Navy League of the United States held the 2010 Sea-Air-Space exposition at the Gaylord National Resort & Convention Center in National Harbor, Maryland, from May 3-5. This year's theme, "Responding Globally--Engaged at Sea and Shore" provided a lively forum for information-sharing by attendees and exhibitors.

Representing Norfolk Ship Support Activity was Thomas Brown and Lavenna Swan from the Business Department.

Sea-Air-Space 2010 showcased emerging weapons, platforms and support systems that are critical to the success of our national maritime strategy.

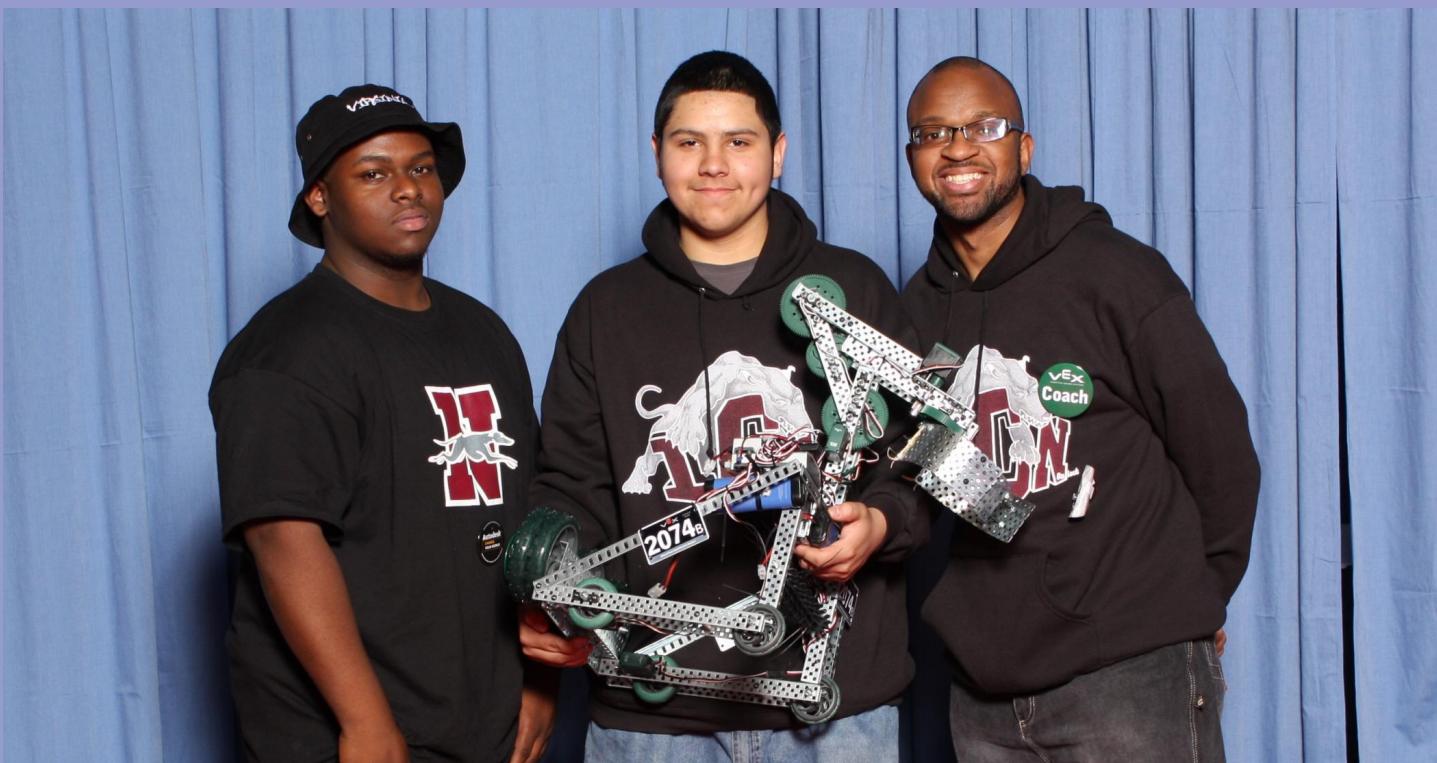
Guest speakers and professional seminars featuring top military and maritime industry leaders provided information on the critically important business at hand about policies and programs that impact our military posture at home and abroad.

NAVSEA was well represented with participation from Program Executive Offices, Warfare Centers, Naval Shipyards and Regional Maintenance Centers. Peggy Harrell, NAVSEA O4Y Assistant Deputy Commander, RMC was one of the many speakers featured at the NAVSEA exhibit.

(Brown is a Code 1200 Management Analyst.)



Rear Admiral Jim McManamon, NAVSEA 21, provides a brief on DDG-51 Class Fuel Saving Technology



ROBOTICS COMPETITION PARTICIPANTS--The I.C. Norcom High School Robotics Team recently competed in the 2010 VEX Robotics World Championship held in Dallas, Texas. Thanks to NNSY Tutors/Mentors assisting the school's robotics team, I.C. Norcom High School was the only school in Hampton Roads that qualified for the competition. From left to right, Norcom seniors Robert Gordon and James Chavez, and I.C. Norcom Robotics Team Leader Daron Moore.

NNSY tutors/mentors prepare students for international competition

By Michael Brayshaw

Some shipyard employees who volunteer as I.C. Norcom High School tutors/mentors recently helped the school's Robotics Team gear up for the 2010 World Championship held in Dallas, Texas.

I.C. Norcom tutoring/mentoring champion Lydia Simmons, along with tutor/mentors Samuel Moore, John E. Ball and John Orfanides, worked with Norcom seniors James Chavez and Robert Gordon in both fundraising for the trip and getting their VEX robot ready for the competition. (All of NNSY's management organizations also helped fund the trip.)

"The tutors were very instrumental and dedicated in helping out," said I.C. Norcom Robotics Team Leader Daron Moore. "We would not have been able to do it without them."

During the championship, students had to manipulate their robots via remote control to compete in a game called "Clean Sweep," in which the robots moved balls into the opponent's goal. 400 teams from 15 countries participated in the event. I.C. Norcom was the only local school to qualify for the competition. (*Brayshaw is a Code 1160 Public Affairs Specialist.*)



I.C. HELPFUL TUTORS/MENTORS--From left to right, I.C. Norcom tutoring/mentoring champion Lydia Simmons, along with Norfolk Ship Support Activity's Samuel Moore, Code 2330.1's John E. Ball and Code 308's John Orfanides, worked with Norcom seniors James Chavez and Robert Gordon in getting their VEX robot ready for the competition. (*Photo by Brayshaw.*)



Shop 17 completes two 5-S Rapid Improvement Events on sheetmetal job material sheet staging

By Michele Gordon

Sheetmetal Job Material Sheet Staging was identified for improvement in the Sheetmetal Industrial Hub Value Stream Analysis (VSA) conducted in August 2009. Sheetmetal Staging involves material receipt, material inventory, material pick-up, material kitting and material issue. A unit-of-work is a single sheetmetal fabrication job jacket material kit and the current requirements are that 785 job jackets are processed each year.

Two 5-S Rapid Improvement Events (RIEs) were conducted in March 2010 to reduce safety risk, eliminate process waste, minimize process variation and free up work constraints. Team actions sorted through 57 pallets, organized sheets by material type, finish, thickness, size, and then by aisle, rack and by shelf. In addition, the team labeled racks, shelves, material types and material thickness (see picture below) and completed the improvement process by cleaning the area and designating a process owner to sustain accountability.

The team was led by Ralph C. Olson, with Douglas Irwin as the Black Belt and Adam Wall as the Green Belt. Projected cost reductions for the two 5-S RIEs would be over \$90,000 for the next three years due to the reduced inventory, improved layout creating a smoother work flow, more efficient material kitting and reuse as well as excess material recycling.

(Gordon is a Code 100PI Management Analyst.)



Shop 17 Lean team members for completing the two 5-S Rapid Improvement Events are left to right in photo: Ralph C. Olson, Fab Zone Manager; Michael Duzant, Mechanic; Devon Jones, Mechanic; Douglas Hamilton, Work Leader; Dorran White, Mechanic; Romero Johnson, Mechanic; Vera Lee, Mechanic. Lean team members for completing the 5-S Rapid Improvement Event not in photo: Dennis Bridgers, Jr., Mechanic; Dale Byrd, Shop 17 Apprentice; Billy Harrell, Fab Supervisor; William Russell, Mechanic; Douglas Irwin, Code 100PI Black Belt; and Adam Wall, Code 920 Green Belt. *(Photo by Doug Irwin, Code 100PI Black Belt.)*



5-S labeled sheet metal racks. *(Photo by Adam Wall, Code 920 Green Belt.)*

NSSA completes Planned Maintenance Availability on USS PONCE

By Deborah Burkett and Commander Andrew Johnson

Norfolk Ship Support Activity (NSSA) recently surged with completing a Planned Maintenance Availability for USS PONCE (LPD 15) on May 4, three weeks earlier than originally scheduled.

The ship returned from deployment in late 2009 with the expectation of entering a shipyard availability, and then re-entering the pre-deployment workup cycle, in a normally scheduled fashion. Uncertainties surrounding the availability of other fleet assets prompted a query from Commander, Naval Surface Force Atlantic, to NSSA as to the possibilities and risks associated with completing the availability three weeks earlier than scheduled in order to support the ship's late 2010 deployment. NSSA, with its contractor partner Metro Machine Corporation and a very able crew, delivered the ship as requested.

PONCE is the last ship of its class on the East Coast. It is driven by two shafts and two 600-pound steam plants packed within the confines of a machinery space that could make surface ship Sailors claustrophobic. Work within the propulsion plants proved extremely challenging due to the space constraints and required interference removals to access key pieces of propulsion plant equipment. There was the added pressure to perform significant boiler work in both machinery spaces three weeks faster than this work was normally accomplished. Prior to this availability, Metro had not done any significant boiler work on this class of ship. Finally, because this ship was being given very limited time between the end of the availability and the start of its final deployment, all of the maintenance actions that were originally scheduled to be performed after the Planned Maintenance Availability were rescheduled to be performed during the availability, causing a growth in the package size of about 40 percent.

Knowing the eyes of the Navy were on them to produce, the NSSA/Metro/PONCE team went to work to make it happen. First, all of the maintenance items required to make the ship fully deployable were screened to the contractor, with an ensuing conference to deconflict, fully scope, and fully price the availability so that all of the work could start on time. Second, proactive leadership from the entire team was used to identify issues early on, address the issues with a "can do" attitude and always maintain forward momentum. Third, early and continued involvement by Ship's Force in keeping the ship in fighting form made the transition from the industrial period back to operations a much easier task. Such thorough planning and open communication contributed to making this a very successful project.

Many challenges were encountered along the way, including a tube rupture in one of the boilers during steam plant testing. The rupture occurred after the boiler had been operated several times, and just before sea trials. This tube rupture could easily have been a reason to delay the availability's completion. Instead, the maintenance team dug in, and in only a few days had opened and inspected the boiler, performed the necessary repairs and tested it in time to get underway for sea trials.

PONCE started sea trials on May 3, and sent its availability completion message the evening of May 4, one day ahead of the compressed schedule. As a result, a hole in the mission requirements for the operational commanders' global force requirements has been filled by the great work, leadership and proactive management being displayed by the project teams at NSSA, helping to reaffirm the command motto of "First in Maintaining Global Force Readiness."

(Burkett is a Code 1160 Public Affairs Specialist, and CDR Johnson is Division Head for Carriers & Amphibious Division, Code 300.)



Remembering The Battle of Midway

The Battle of Midway is regarded as the turning point in the Pacific during World War II, taking place June 4-7, 1942. Midway demonstrated the value of communications intelligence and the employment of combat assets to take advantage of possessing such information. Thanks to the intelligence of American code breakers, Admiral Chester Nimitz skillfully deployed the Navy's available aircraft carriers to meet the enemy and destroy their carriers. During the battle, U.S. Navy carrier strike forces, augmented by shore-based bombers and torpedo planes, decisively defeated an Imperial Japanese navy carrier task force. The Japanese lost four large carriers--four of the six that had attacked Oahu on December 7, 1941. The battle not only prevented Japanese forces from capturing Midway Island, it also derailed their Pacific offensive. An important marker in the naval heritage of our nation, the Battle of Midway changed the course of the war in the Pacific within just a few short days.

"The Battle of Midway was the turning point for World War II in the Pacific. This magnificent victory at sea cemented the role of Naval Aviation in combat, and this celebration affords us the opportunity to commemorate the heroic actions of the fighting men of the Pacific Fleet. Celebrating the hard-earned victory at Midway gives all of us in uniform an opportunity to learn more about this pivotal battle and the brave veterans who fought there and to remind us of what makes our Navy great."

— Vice Admiral Thomas J. Kilcline, Commander, Naval Air Forces

CONGRATULATIONS TO NNSY's NAVAL CIVILIAN MANAGERS ASSOCIATION!



SWEEPING WITH A BROOM--For the second consecutive year, Norfolk Naval Shipyard's Naval Civilian Managers Association (NCMA) Chapter was awarded "Chapter of the Year," presented at the NCMA National Conference held in Washington, D.C. Accepting the award are NNSY Chapter Vice President, Jimmy Broom and NNSY Chapter President, Jay Jones.

On the waterfront . . .

Ships delivered in May:

USS RONALD REAGAN (CVN 76)--Planned Incremental Availability (San Diego)

USS BOISE (SSN 764)--Pre-Overseas Movement-2

USS ALBANY (SSN 753)--Continuous Maintenance

Ships delivering in June:

USS SCRANTON (SSN 756)--Pre-Overseas Movement-1

USS NEWPORT NEWS (SSN 750)--Continuous

Maintenance

USS BOISE (SSN 764)--Continuous Maintenance

Ships delivering in July:

USS WYOMING (SSBN-742)-- Extended Refit Period (Kings Bay)

USS NEWPORT NEWS (SSN-750) Continuous Maintenance

Employees seeking leave for personal, family emergencies

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

Sandy A. Smith, insulator. To donate leave to Smith, call E. Allen at 6-9023.

Thomas E. Posey, industrial equipment mechanic. To donate leave to Posey, call E. Allen at 6-9023.

Benjamin Cost, mechanical engineer. To donate leave to Cost, call Leticia Ordonez at 6-5371.

Personnel still in need of leave: **Gerry L. Gatling**, painter; **Cedell Jennings**, supervisor security specialist; **Loriann Green**, electrical workleader; **Carol Jackson**, electrician leader; **Anthony Z. Buchanan**, rigger; **Charles Sealey**, pipefitter; **Gerald Moring**, insulator; **Michael Elkie**, piping project zone manager; **Willie Pope**, supervisor painter; **Thomas K. Jewett**, outside machinist work leader; **Cheryl A. Davis**, fabric worker; **Macklin O'Neil**, rigger. To donate to any of the above listed personnel still in need of leave, call E. Allen at 6-9023.

NNSY/NSSA Tiger Teams assist USS CARR at Naval Station Norfolk

By Chris Wyatt

With the Navy downsizing, ship repairs can now take longer, which in turn affects mission planning. USS CARR (FFG 52), homeported at Naval Station Norfolk, is one of many ships that had a long list of repairs, but not enough manpower to complete the task.

To help reduce maintenance backlog, "Tiger Teams" from Norfolk Naval Shipyard (NNSY) and Norfolk Ship Support Activity (NSSA) recently assisted the ship's crew to perform its Continuous Maintenance Availability (CMAV). Tiger Teams consist of military and civilian employees with specific skill sets who can perform important maintenance in the most efficient manner possible.

The teams worked on the ship from April 5-26. Some of the jobs the teams accomplished included deck drain repair, insulation work and welding work.

"After returning from deployment, there once was a time when naval ships had enough Sailors and enough time to complete all necessary repairs to their vessel," said Engineman Chief Paul Danchak, one of those who worked aboard the USS CARR (FFG 52) during its CMAV.

CARR's Commanding Officer, Eric Ver Hage, said, "NNSY's work (welding, electrical, lagging, plumbing, stenciling, electrical matting, etc.) contributed significantly to USS CARR's recent success. Through daily interaction with the NNSY military and civilians working aboard CARR, it was obvious to me how proud they were of the job they do and how much they care about the waterfront they serve."

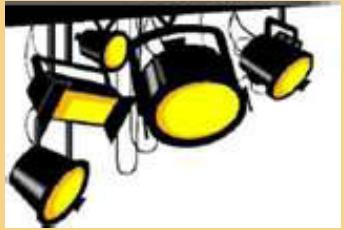
(Wyatt is a Code 1160 Public Affairs Specialist.)



IN THE CARR--NNSY Insulation Shop employees, Code 960's Marilyn Garcia and William James, work to install insulation on USS CARR's (FFG 52) ventilation system. (Photo by Operations Specialist Third Class Lisa Harrod, NNSY Public Affairs.)



THANKS, NNSY!--Norfolk Naval Shipyard Tiger Team members and USS CARR (FFG-52) crewmembers gather for an "NNSY Appreciation Luncheon" at Norfolk Ship Support Activity on May 20. (Photo by Machinist's Mate Fireman Matt Morash.)



In the shipyard spotlight . . . Drive to Excellence logo contest winners-- Tony Beckwith, Curtis Gent and Nan Stein

By Michael Brayshaw



TONY'S GRR-R-REAT!--NNSY's Drive to Excellence logo contest first place winner, Shop 26's Tony Beckwith, stands next to the poster of contest entries in the Building 1500 lobby while holding up last month's *Service to the Fleet*, featuring his logo on the cover. (Logo contest participant photos by Dave Pastoriza, a Code 1170 Photographer.)

Talk to Shop 26 3rd Year Welding Apprentice Tony Beckwith for five minutes, and you might start to wonder if there's anything he can't do. In addition to his full-time welding work and winning Norfolk Naval Shipyard's Drive to Excellence logo contest, he draws, paints murals, raps and writes his own lyrics, has experience running websites, designed his own tattoos and even creates his own comics (see page 20). "Since the beginning, I've always been an artist," he said.

His artistic talent has been well-known to his supervisors. Months before this contest, Beckwith created the shipyard's new Apprentice Association logo, which he sketched out by hand during lunch one day. So when the Drive to Excellence logo contest was announced earlier this year, "I was approached by [my supervisors] Randy Vaught and Brian Morris, since I have the prior history with logos," said Beckwith. "They said, 'make sure you do this.' Since I was asked by my supervisors, I wanted to bring my 'A game.' I told them I wouldn't let 'em down."

While he's only been at the shipyard for three years now, Beckwith has quickly made a name for himself. "I started rapping for fun, and wrote a song about welding," he said. "I recorded it, and burned one of the welding supervisors a song. The lyrics were pretty much in hand with our apprentice trade theory . . . it spread like wildfire through the shipyard! I even had a meeting with the head of 900T to talk to him about it."

Next up for Beckwith will be painting his Drive to Excellence logo on Shipyard Commander, Captain William C. Kiestler's office wall in Building 1500. Neither one to brag nor apologize for his many talents, Beckwith has always taken his abilities in stride. "After just starting in elementary schools, my stuff would be up hanging in the malls or displayed at a festival," he said. "Tidewater Community College has an art book that I was featured in my freshman year. I've been in little things like that."

When Code 970 Woodcrafter Curtis Gent's supervisor came to tell him about NNSY's Drive to Excellence logo contest, Gent immediately started thinking up some ideas. "I couldn't drop the pencil because I thought the subject, Drive to Excellence, was so strong—there is a lot to say about that," he said. "I went kind of overboard [in drafting ideas], I think I drafted about twenty, and enjoyed doing every one of them. The contest was exciting!"

Gent originally worked at Norfolk Naval Shipyard from 1976 to 1980, until going into commercial construction for the next two decades. Gent worked constructing local malls, high-rise buildings and performing Norfolk Water-side's renovation, until the events of September 11, 2001, spurred him to return to the shipyard. "I was real concerned about what our country was going through at that moment, so I thought it would be good to work again for the government," he said.

Gent has always had a natural talent for drawing, at least "ever since elementary school," he recalled. "I wore the crayons out! I was always illustrating. I taught my children to draw very well, I'm very proud of them. And now my grandchildren are winning art contests in school. Ever since early on I would hand them a crayon and say, 'well, show granddaddy what you're talking about.'"

"I remember in junior high school the teacher never gave me any of my art back . . . I always wondered about that!" Gent added with a laugh.



IN LIKE GENT--Code 970 Woodcrafter Curtis Gent receives his commendation for being the second place winner in the Drive to Excellence logo contest, presented to him on May 7 by Shipyard Commander, Captain William C. Kiestler.



YOU DA NAN!--Code 105.3 Radiological Control Technician Nan Stein receives her commendation for being the third place winner in the Drive to Excellence logo contest, presented to her on May 7 by Shipyard Commander, Captain William C. Kiestler.

A frequent compliment for Stein's submission is her incorporating shipyard personnel in her design. "That's what I was thinking when I put it together, is that people are the backbone of our shipyard," she explained. "I put the Sailor in the middle, because Sailors are our customer, and the reason we are in business." Stein also incorporated details like an eagle in homage to the NNSY Superintendents Association.

Stein has now been at NNSY for four years, having spent three years at Electric Boat prior to coming here. She holds an art history degree from James Madison University.

"I was very happy to be involved in this process," she said. "This contest has been a great way to get people talking and engaged [in the Drive to Excellence]."

(Brayshaw is a Code 1160 Public Affairs Specialist.)

NNSY Facebook Quote of the Month



“Naval Vessels on which we endeavor are constructed, commanded and thus perform with Integrity, Intent, Capabilities and Results. We enter a workplace with a history of these four cores of credibility, and is subject to our impact. It is expected that our impact will be positive via continuous self checks of our individual integrity, intent, capabilities and results.”

Doug Gavin,
NNSY Code 136 Project Quality Engineer

(Editor's Note: The four cores of credibility discussed are from Stephen M. R. Covey's book, *The Speed of Trust*. Photo by Michael Brayshaw, a Code 1160 Public Affairs Specialist.)

NNSY Sailors participate in Portsmouth tour



ASSISTING THE COMMUNITY--Portsmouth's First Citizen Don Comer, center, stops to talk to Norfolk Naval Shipyard Sailors ET1 (SW/AW) Shedreka Cooper of the Calibration Lab, left, and ENFN Nyasia Mack of Morale, Welfare and Recreation, right, during Portsmouth's Gardens & Galleries Galore Tour on April 24. Thanks to the coordination of NNSY Command Master Chief Scott Kelley, 35 shipyard Sailors participated in the tour. (Photo by Jeff Cunningham, NNSY Public Affairs Officer.)

NNSY receives two Environmental Awards

By Carolyn Moore

Norfolk Naval Shipyard recently received two Environmental Awards--one from the Elizabeth River Project for its continued efforts and accomplishments in reducing the shipyard's impact on the Elizabeth River, and the second from the Hampton Roads Sanitation District (HRSD) for the shipyard's outstanding pollution prevention practices in 2009.

Russ Chantry, Director Occupational Safety, Health, and Environmental Office and John Briganti, Director Environmental Division, accepted the Elizabeth River Project award on behalf of Shipyard Commander, Captain William C. Kiestler.

This award represents the highest level of recognition bestowed upon an organization by the Elizabeth River Project. "NNSY has had a long standing relationship with the Elizabeth River project and I see that relationship continuing to help them with their goal of making the Elizabeth River swimmable and fishable by the year 2020," said Chantry.

NNSY's accomplishments cited by Pam Boatwright from the Elizabeth River Project included the maintenance of wildlife habitats at former shipyard landfills along the river and its tributaries; the cultivation of oysters for placement onto a state maintained reef in the Elizabeth River; and various pollution prevention projects to reduce the amount of hazardous and toxic materials used by the shipyard that could potentially be released to the environment.

Boatwright also presented NNSY with a River Star flag for display at the shipyard as a visual symbol of our commitment to improve the Elizabeth River watershed.

For a number of years, the Elizabeth River Project has recognized NNSY's efforts to restore the Elizabeth River to the highest practical level of environmental quality through government, business and community partnerships. These partnerships work voluntarily to prevent future pollution, reduce existing pollution, and create wildlife habitats and have been recognized on both state and national levels for their strong environmental stewardship.

On April 15, CAPT Kiestler, Chantry and Briganti accepted the HRSD 2009 Silver Pretreatment Award and Achievement Certificate for outstanding pollution prevention practices in 2009.

NNSY earned the award by maintaining strict permit compliance throughout the year despite discharging an average of 750,000 gallons of industrial wastewater per day into the HRSD system. This award represents another milestone in NNSY's environmental stewardship efforts and is a significant regulatory compliance achievement for a large industrial facility.

(Moore is a Code 1160 public affairs specialist.)



AWARDED FOR POLLUTION PREVENTION—Norfolk Naval Shipyard accepted the Hampton Roads Sanitation District (HRSD) 2009 Silver Award and Achievement Certificate in recognition of its outstanding pollution prevention practices. Participating in the presentation, from left to right: Garland Hatcher, Code 106 HRSD Program Manager; John Briganti, Director Environmental Division; Shipyard Commander, Captain William C. Kiestler; Russ Chantry, Director Occupational Safety, Health, and Environmental Office; and Jim Harkness, Code 1170 Environmental Monitoring Supervisor. *(Photo by Bill Black, a Code 1170 photographer.)*

NNSY's 2010 Family Day set for Saturday, June 26

By Michael Brayshaw

It's almost here! Norfolk Naval Shipyard's proposed Family Day for 2010 will be on Saturday, June 26, from 9 a.m. to 2 p.m., with a 9:30 a.m. kickoff ceremony on the lawn in front of Building 1500.

For admittance, all shipyard employees will need to bring their badges and all guests over the age of 17 MUST have a photo ID. NNSY civilians and military personnel are allowed to bring a maximum of seven guests. Shipyard sponsors will need to list all guests on the Family Day Registration Form, and bring this form with them on June 26. All family members who are non-U.S. citizens have to be approved prior to June 18 for visiting on Family Day.

Things to remember--no photography on the waterfront, guests must be escorted at all times, and do not forget to bring your NNSY badge!

Contractors working for NNSY departments or codes (or tenant commands) may participate and they will need to be on an approved list from their respective department/code. The list of names of approved contractors will be checked at the entry gate. The department/code should ensure the contractor is familiar enough with the shipyard for he/she to be an escort/sponsor.

Family Day attractions will include a historical exhibit at Quarters M-1; Trophy Park and the adjacent Tar House Museum being open for viewing; and NNSY's Dry Dock 1, the first dry dock in the Western Hemisphere and a National Historic Landmark. A Mobile Security Squadron boat will be on display near the Tar House.

A display of cars, trucks and special interest vehicles will be shown during Family Day. For more info or to register your vehicle, contact Tim Bowen at 641-0252 or e-mail timothy.a.bowen@navy.mil

There will also be a motorcycle parade during Family Day. For more info or to register your motorcycle, contact Curtis Steward at 6-9047 or curtis.steward@navy.mil

Billy McIntyre, Code 1100, is the Chairperson for NNSY's Family Day.

For questions about the event, call Family Day Planning Committee members Dave Heberlin at 6-9516 or Mike Brayshaw at 6-9550.

(Brayshaw is a Code 1160 Public Affairs Specialist.)

CMC's Corner

By NNSY Command Master Chief, Scott R. Kelley

As discussed in my last CMC's Corner, I would like to take the opportunity in this edition to pay tribute to the Sailors currently deployed on Individual Augment tours. In addition to the 31 names listed here, there are about two dozen more Sailors getting ready to deploy. There will soon be over 50 of the NNSY family on the ground, and as you'll see by their duty locations, many of them are directly supporting the Global War on Terror. With so many of our shipyard civilians being former military members themselves, I know you appreciate the courage and sacrifice these men and women demonstrate. If you would like to send them your well wishes, or just tell them you are thinking of them, e-mail me at scott.r.kelley@navy.mil and I will be happy to forward the message to our IA's. Flag Day is June 14th. Join me in saying thank you to those who keep our flag flying proudly!



NNSY Sailors currently serving on IA tours are:

EN2 Johnny Abner, Code 900, GTMO; EM2 Denise Ball, Code 51B, GTMO; MM2 Dasan Bulls, UIC 41150, AFGHANISTAN; HT2 Ralph Chambers, Code 135, AFGHANISTAN; MM2 James Combs, Shop 38, IRAQ; MM3 Leslie Crawley, Shop 38, GTMO; MM2 Eric Dartnell, Code 347, AFGHANISTAN; EN2 Michael Frederick, UIC 42158, AFGHANISTAN; HT2 Erin Gray, Shop 11, IRAQ; MM2 Jacob Green, Code 900, IRAQ; EN2 Erik Harris, FMS, GTMO; FC1 Joseph Holyfield, UIC 4066A, IRAQ; EN2 Baron Jones, UIC 41150, GTMO; EN2 Tyrone Kelley Jr, FMS, GTMO; LT Clinton Lawler, Code 300, AFGHANISTAN; MM2 Cedric Leverette, Shop 38, KUWAIT; ET2 Brian Lindeman, UIC 39723, AFGHANISTAN; MA2 Jeffery Lyon, SEC, AFGHANISTAN; STG2 Christopher Norwood, Code 286, IRAQ; AT2 Michael Plocar, UIC 39723, AFGHANISTAN; EN2 Earl Powell, Code 900, AFGHANISTAN; MA2 James Razanauskas, SEC, IRAQ; ET1 David Reavis, Code 800, DJIBOUTI; EN2 Tyreia Rojas, Code 935, IRAQ; MM2 Damico Sanford, Code 133, AFGHANISTAN; ET2 Ronald Tesoro, UIC 39723, GTMO; MM1 Phillip Thomas, UIC 4066A, IRAQ; MA2 Luis Velazquezdelgado, SEC, GTMO; LCDR Eric Williams, Code 300, AFGHANISTAN; EM2 Jarvis Wright, Code 950, AFGHANISTAN; EM2 Jayson Yadao, Code 57B, IRAQ

Jeff Cunningham is NNSY's Public Affairs Officer

Jeff Cunningham has been selected as Norfolk Naval Shipyard's Public Affairs Officer.

He has been working in the shipyard's Public Affairs Office since 2001, and succeeds Steve Milner in the position of Public Affairs Officer. Prior to coming to NNSY, Cunningham worked for eight years in the office of longtime shipyard supporter, the late Congressman Norman Sisisky.

Cunningham prizes open communication with his staff and constantly looks for ways to improve how the shipyard communicates with employees and the surrounding communities. As evidenced by the *Service to the Fleet* survey in last month's issue, Cunningham places a premium on feedback from shipyarders, and extends an open door policy to all employees. "I welcome you to stop in or call," he said. "I want to hear from you on how the office can be more effective."

Cunningham lives in Chesapeake with his wife Renée, Director of Music and Liturgy for St. Stephen Martyr Roman Catholic Church, and their 10-year-old son Jacob.



'PUBLIC' SHOWING--NNSY's Public Affairs Office staff members, from left to right: Jeff Cunningham, Public Affairs Officer; Kristi Britt, Public Affairs student intern; Deborah Burkett, Public Affairs Specialist; Shelby Wilfong, Public Affairs Technician; Julius McCormack, Public Affairs Specialist; Curtis Steward, Installation Liaison Specialist; Chris Wyatt, Public Affairs Specialist; and Mike Brayshaw, Public Affairs Specialist. Not pictured is Carolyn Moore, Public Affairs Specialist. (Photo by Bill Black, a Code 1170 Photographer.)



Norfolk Naval Shipyard's Mission:

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

NNSY's Vision is to be the provider of the safest, highest quality, most cost efficient and timely performed maintenance to the Fleet through:

- Fostering a Culture of Continuous Improvement
- Maintaining a Workforce that is High-Performing, Innovative and Mission-Focused
- Supporting a Culture that Values and Actively Promotes Diversity at all Levels
- Proactively Ensuring Effective and Efficient Utilization and Recapitalization of Our Infrastructure

~~~~~  
NNSY's Fiscal Year 2010-2012

Strategic Focus Areas are:  
**Do it Right**  
**Develop Leaders**  
**Deliver Ships**

~~~~~

Service to the Fleet is the official publication of Norfolk Naval Shipyard.

Shipyard Commander
Captain William C. Kiestler

Deputy Shipyard Commander
Captain Derrick A. Mitchell

Public Affairs Officer
Jeff Cunningham

June STTF Editor
Michael Brayshaw

Public Affairs Staff
Kristi Britt
Deborah Burkett
Julius McCormack
Carolyn Moore
Curtis Steward
Shelby Wilfong
Chris Wyatt

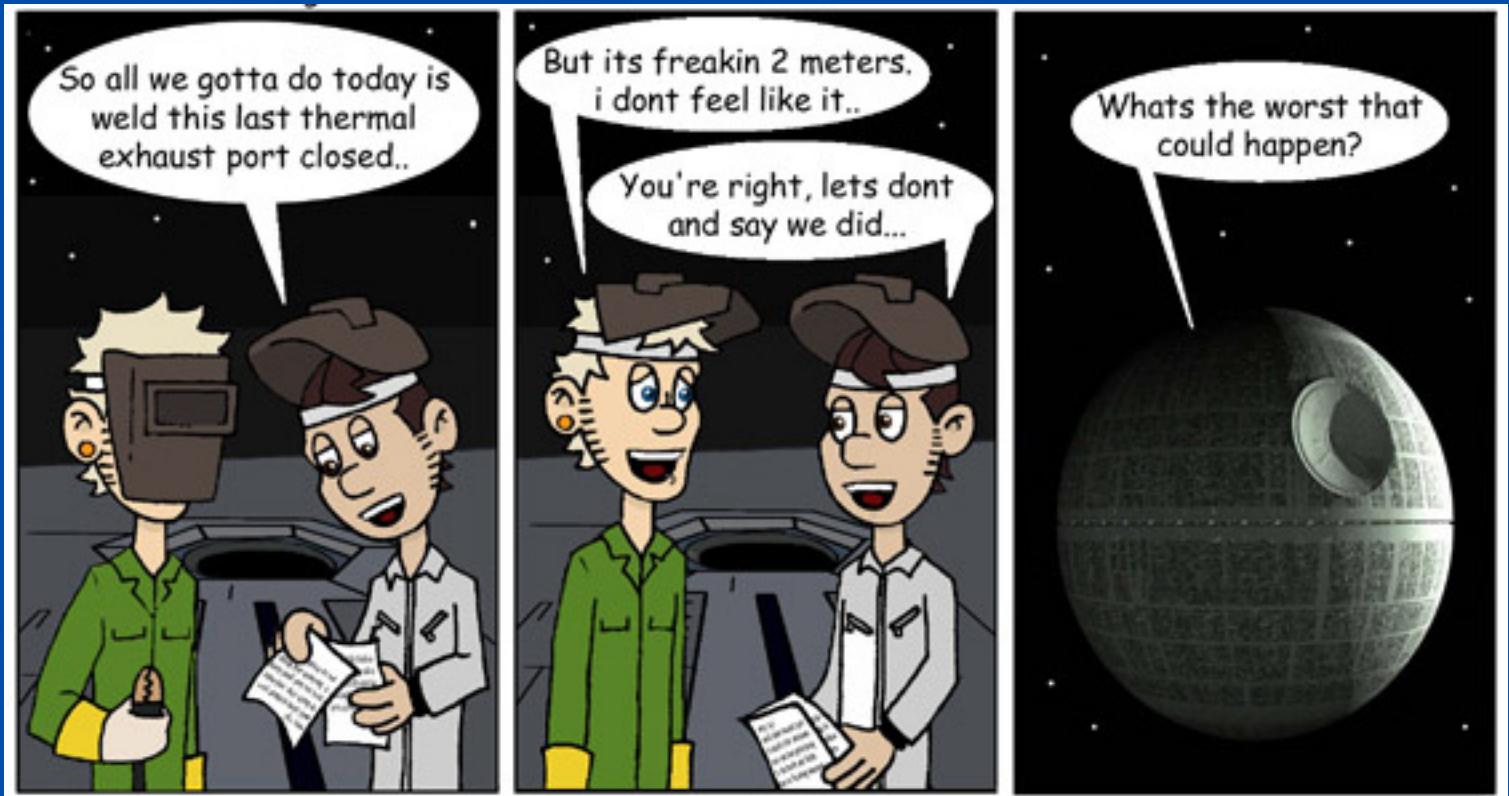
Photographers
Tony Anderson
Bill Black
David Pastoriza

Vol. 70, No. 6. Send Mail to *Service to the Fleet*,
Code 1160, Norfolk Naval Shipyard,
Portsmouth, VA 23709-5000.

Telephone (757) 396-9550.

Dark Side of Welding

By Tony Beckwith



Summer of Safety Word Search

G H W W P I M Q M K F B G L L X T L P A E N H G J
N E J W J V O V Z W E I E O N O O R C F P F M A J
I A T Y W J W J N D V M V O T R F G O P G I L R F
L T D F B F I Y L R S Q I M T F L G Y P T H B B V
L S B Y A D N P Z E J H D N F V J T L C S H X R Z
I T W W Z Y G M E Q T G O X M D R M Q A P S X X E
R R T E B T T X H G Y C I I S I L S Q L S M A N N
G E J K W I H I T X D N I C N S U T W D L S I P T
W S G A L S G W L R R Z Q H Y B O A T I N G E X E
A S X W X B H I A I S A F E T Y S H O E S Y C S W
N R C R Y C A Z S P B T H G I R T I O D O O Z Z R
N P Y T U N A G Y H T A X F I L R F J H H G A G D
Z F X N R H U V T P G C T K M A V I M W D I D L G
S E Z W K L R W I B R G Z N S M N Z M N X O W F J
M E B S P G J F L A X O Y K U B C M J T T S L D O
R U Y R L Y X M I Z V K T S G O E D M N X J Q W T
Q J A O H B B C B H M P K E B L C A R A L A N G F
M E V T V H H W I G V L J G C T A C M F Z E H I J
X E R U C J Q H S S O F F E O T C B A K R U X O O
S U R B S L R L N S F I W K R R I A X S M O R I I
S F S I Q V Z P O W K O Z M I W J O H X V F R W H
B V T D H E A N P V X C W Q F E X I N V W T W A C
X Z Z Q H B N C S X M Q M N O A P B D T J L W N S
V S F F T A J S E S Z A I L J M J C L K K W L R W
V X G I B O P T R V G R L J G G K N S G E X P O N

FIND THESE TERMS: ACCOUNTABILITY, BOATING, DO IT RIGHT, EARPLUGS, GLASSES, GLOVES, GRILLING, HAZARD CONTROL, HEAT STRESS, MOWING, OWNERSHIP, PASSPORT, PROTECTION, RESPONSIBILITY, SAFETY SHOES