

Service to the Fleet

Norfolk Naval Shipyard

“Any Ship, Any Time, Anywhere”

February 2015



I, (Name),
will support and defend
the Constitution of the United States
against all enemies, foreign and domestic;
that I will bear true faith
and allegiance to the same;
that I take this obligation freely,
without any mental reservation
or purpose of evasion;
and that I will well and faithfully discharge
the duties of the office on which I am about
to enter,
So help me God.



NNSY IS HIRING!

**SHIPYARD PLANS
TO BRING ON MORE
THAN 1,500 NEW
EMPLOYEES IN FY-15**



ALSO INSIDE: YARDBIRDS COMIC • USS ALBANY HONING DEVICE • SHIPYARD SPOTLIGHT

SERVICE TO THE FLEET

VOLUME 78 • NUMBER 1

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DEPUTY COMMANDER

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SHIPYARD RADIO ADVISORY

1630 AM

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www.nnsyhistorymatters.blogspot.com

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WE ARE AMERICA'S SHIPYARD.



norfolk naval shipyard **COMMAND PHILOSOPHY**

Our values are honor, courage, and commitment. Our mission is to safely repair U.S. naval warships to technical standards, on time, and at cost. Throughout history and into the future, our mission remains an honorable one that directly supports our nation's security and the CNO's three tenets: Warfighting First, Operate Forward, Be Ready. Successful execution of our mission is entirely dependent on the well-being, personal development, and personal accountability of all our people.

GUIDING PRINCIPLES

WELL-BEING

Your Safety, Security, Health, and Well-being are the top priority. We will personally support each other to achieve the top priority. We will invest time, effort, and money for the foundation of this priority.

BRILLIANT ON THE BASICS

We will invest to brilliantly execute the fundamental people programs of our business: sponsorship,

indoctrination, mentoring, individual development planning, qualification, training, education, personal support, and recognition.

SERVICE

We serve our nation, navy, shipyard, fellow employees, communities, and families. We are personally accountable to those we serve by our actions and daily service to repair U.S. Navy warships.



Commemorating

"Freedom is never given; it is won."

- A. Philip Randolph

"The time is always right to do what is right."

- Reverend Dr. Martin Luther King Jr.

"Whatever we believe about ourselves and our ability comes true for us."

- Susan L. Taylor

"Surround yourself with people who take their work seriously."

- Colin Powell

"Where there is no vision, there is no hope."

- George Washington Carver

"You have to believe in yourself when no one else does."

- Venus Williams

"Laundry is the only thing that should be separated by color."

- Unknown Author

"Success is liking yourself, liking what you do, and liking how you do it."

-Maya Angelou

"Success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome while trying to succeed."

-Booker T. Washington

African American History Month



From the Commander

Honor in America's Shipyard

October 13, 1775 is considered the birth date of the U.S. Navy when the Second Continental Congress passed a resolution creating the Continental Navy. Since those early days of naval service, certain foundational principles have served to guide us and influence our decisions and behavior. The principles apply to all members of the naval service: active, reserve, and civilian. These "core values" are honor, courage, and commitment.

When we raised our right hand and took the oath of office as new members of the U.S. Navy, we pledged to support and defend the constitution of the United States of America. In that oath, we spoke the following words, "I will bear true faith and allegiance..." By pledging these words, we have pledged to uphold the first core value of honor.

In the first person, honor means that I am accountable for my professional and personal behavior. I will be mindful of the privilege I have to serve my fellow Americans.

Specifically, I will:

- Abide by an uncompromising code of integrity, taking full responsibility for my actions and keeping my word.
- Conduct myself in the highest ethical manner in relationships with seniors, peers and subordinates.
- Be honest and truthful in my dealings within and outside the Department of the Navy.
- Make honest recommendations to my seniors and peers and seek honest recommendations from junior personnel.
- Encourage new ideas and deliver bad news forthrightly.
- Fulfill my legal and ethical responsibilities in my public and personal life.

Honor is displayed in the efforts of one to make the days of others better and brighter while adhering to the high standards of government service. One such individual is this month's Service to the Fleet spotlight, NNSY gate guard Donald Hyman. He is a wonderful example of honorable service, and he possesses vast influence to instill pride while making NNSY a great place to work and learn.

Honor means creating and advocating new ideas. If we see a way to improve safety, reduce time, or improve quality, we



Capt. Scott Brown
Norfolk Naval Shipyard's 107th Commander

owe it to the Navy—and ourselves—to find a way to implement it. You see evidence of this value in this issue of Service to the Fleet. A shipyard team brainstormed a way to improve work at America's Shipyard and the NNSY Rapid Prototype Lab developed the product. As a result, a new tool is now being used on USS Albany (SSN 753) for manually honing steering and diving cylinders. The Rapid Prototype Lab developed a roller support fixture on the device, and only two people need to perform the job that was formerly performed by six. It improves safety of our personnel, improves quality, and reduces the time to complete the job. That's not just innovation; that type of initiative instills pride and honor.

Please reflect on the core value of honor. We are all part of a great team, the U.S. Navy. I'm proud and HONORED to be a member of this team. We are America's Shipyard. Let's serve honorably.

A handwritten signature in black ink, appearing to read "Scott Brown".

HAVE A STORY?

Do you know of something that would make a good feature for *Service to the Fleet*? Is there an event you would like to see covered in our next issue? We would love to discuss your ideas, so send an email to nfsn_nnsy_pao@navy.mil or call the NNSY Public Affairs Office at 396-9550!

America's Navy needs your contribution

bring on the **BEST AND BRIGHTEST**

QUICK FACT

Norfolk Naval Shipyard is hiring 1,500 employees, including skilled craftsmen and apprentices!



future workload

Norfolk Naval Shipyard (NNSY) will increase its workforce to more than 10,000 employees by September 2015. "The Navy's ships need our contribution," says Shipyard Commander, Capt. Scott Brown. "We are looking for the best and brightest to bring into America's Shipyard." NNSY needs to increase the number of skilled craftsmen and apprentices in order to support the future workload and upcoming repairs.

personal development

The shipyard is committed to developing and training new employees to accomplish the missions of the future. The average salary for skilled craftsmen is about \$21 an hour and \$40,000 annually.

high demand

The shipyard is a major employer for Hampton Roads and a popular place to work. The demand for positions at NNSY is high, so if you or someone you know wants to get hired, now is the time to apply. Capt. Brown says, "[working at the shipyard is] a great opportunity to serve the nation." Job announcements are live, hiring is in progress, and we are well on the way to reaching our goal.

apply online

All federal government employment opportunities are coordinated by the Office of Personnel Management. Job announcements may be viewed at www.usajobs.gov.



HUMBLE BEGINNINGS

Gosport Shipyard was established on November 1, 1767 and predates the United States Navy Department by 31 years. NNSY was renamed in 1862, and during its more than 247 years, has assisted the nation in winning nine major wars, putting an end to piracy, sending the Great White Fleet around the world, scientifically exploring the Pacific, and opening Japan to American trade.

SCHOLARSHIP OPPORTUNITY FOR SHIPYARD EMPLOYEE DEPENDENTS

The Naval Civilian Managers Association (NCMA) will award three college scholarships for the 2015-2016 academic school year. Selected scholarship winners will be presented an NCMA Scholarship Certificate and a \$500 check to be used for any legitimate educational expense. The awards will be presented at the annual NCMA Brass Wheel Golf Tournament at Bide-A-Wee on in June.

CRITERIA FOR ELIGIBILITY:

- A. Sons and daughters, wherever residing, and other dependents living in the same household of shipyard employees. Shipyard employees who are not NCMA members should obtain sponsorship from an active NCMA member for their dependent application.
- B. All applicants must be accepted for enrollment as an entering freshman at an accredited college or university for the upcoming fall term.
- C. Application submission must be received by 15 April, 2015.

GET AN APPLICATION

At the NCMA website through NNSY WebCentral (click on "Organizations/Associations/NCMA and then find the icon for the 2015 Scholarship Application).



From the Deckplate

Command Master Chief Mike Reese checks onboard



Hello America's Shipyard! It is only appropriate that I take this time to introduce myself. I am CMDCM (SW/AW) Michael Reese, NNSY Command Master Chief. I am originally from Gladys, Virginia and have proudly served our great nation for more than 25 years on active duty. I reported to NNSY in December 2014 and I am extremely proud to be a part of such a great organization!

In December it was announced that the shipyard will be hiring 1,500 new employees. What a way to start off the New Year! This opportunity will allow us to bring in new personnel and train them so that we can continue to provide the critical service of repairing U.S. naval warships and sending them back to the fleet.

In January we took time to celebrate the life of Martin Luther King Jr. I would like to remind everyone of Dr. King's quote, "Life's most persistent and urgent question is 'What are you doing for others?'"

I encourage each of you to give a little time to assist those in need when you can. On top of that, in February we celebrate African American History month. It is a great privilege to be part of a society that recognizes the accomplishments of all those with whom we work and serve.

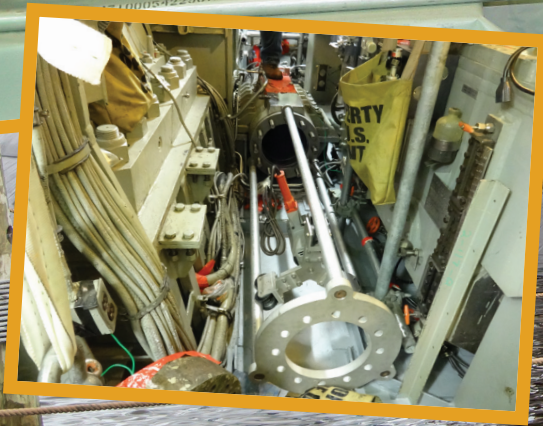
I look forward to getting to know each of you as we work together to accomplish our mission. Our guiding principles of Well-Being, Brilliant on the Basics, and Service will aid us as we continue to strive every day to be an organization where people will want to come to work! It is an honor to be in the Navy and a great time to be a part of America's Shipyard!

- CMC Sends!



Life's most persistent and urgent question is, "What are you doing for others?"

BRIGHT IDEA LIGHTS THE WAY FOR IMPROVEMENT



A “bright idea” can spark at any moment, lighting the way towards improvement for Norfolk Naval Shipyard’s (NNSY) workforce. They can come from a single mind or collectively from a team, possibilities forming in need of a way to mold into something tangible. David Bryant and Owen Holmes, Shop 38 Outside Machinists, and their team worked together to pinpoint an idea that spanned close to two years in the making. And together with Bright Ideas and the Rapid Prototype Lab (RPL), their idea finally came together for the USS *Albany* (SSN 753) Project.

In July 2012, Bryant and his team working on USS *Newport News* (SSN 750) were struggling. They were manually honing steering and diving cylinders with an air motor, a job that would take seven weeks to manage and at least six workers manning the device at a time. The drill weighed 60 pounds and it was difficult to control. They would need guys running the machine bending and pushing it forward, others on the other end leading it as well as someone to oil the machine. Bending down for an entire workday running the machine, they would have extra people to switch out with one another due to the strenuous nature of the jobs.

Rodney Wilkins, then Black Belt for *Newport News*, reached out to the RPL and requested someone take a look at the job and see if there was anything that could be done to improve the process for future projects. “It looked like a tedious, tough, hard job,” said John Tate, a Shop 31 Toolmaker from the RPL. “They asked us out and see if we could come up with a fixture or device to improve the process.”

Bryant added, “We were talking about it with the team beforehand. We wanted something that would take the strain off our backs and cut time getting the job done. After our talks they went to the lab and developed what we have now.”

The development and testing for the new tool took about a year and a half, leading up to the *Albany* being the first to try out the new process in honing. The RPL developed a roller support fixture on the device, only requiring two people to be with the device at a time. It cuts the costs of men performing the job as well as improving the quality of work in handling the machinery. “You get a better job with this device because it’s now easier to control,” said Tate.

“Best thing about it all is that I got the job set up and I got my two apprentices to do the job. They didn’t have a problem at all, handled everything with ease. Credit goes to these guys for their hard work,” said David “Red” Altman, Shop 38, in reference to Corey Clark, Shop 38 apprentice and Alex Manoy, Shop 41 apprentice.

They added with a laugh, “You guys did all the thinking, we just did the work.”

If the team was still using the former process in honing, the job itself on the *Albany* could have taken more than a month to tackle the amount of scratches needing to be tended. And the amount of people working on the job would have increased with the amount of workload presented. All in all, the new honing device prototype was a huge process improvement for not only the *Albany* team but NNSY as a whole.

Even with such positive feedback, there is always room for improvement as shown by the RPL. Tim Edmondson, Code 906 Tool Designer assisting the RPL, has been working on attaching a gear box on the device that will automate the motor so it will be able to be cranked into position instead of the workers pushing and pulling the device along. It will bolt to the existing prototype and will drive itself for even more control with the device.

“This is what it’s all about. You’ve got guys working on these items and coming up with ideas to implement. However, in the past they didn’t have an avenue before to take their good ideas and make it into something,” said Tate. “This job is the perfect example of bringing the mechanic’s ideas to life. Bright Ideas and the RPL are just the tools for these guys to use to get their ideas out there.”

Dave Bittle, *Albany* Project Superintendent said, “I am so thankful to have people like these working for America’s Shipyard. They see an opportunity, bring it forward and then we have people who make the opportunity a reality. This is an excellent example of commitment and follow through. The idea arose on the *Newport News*, implemented on the *Albany* and will be improved for future projects to use.”

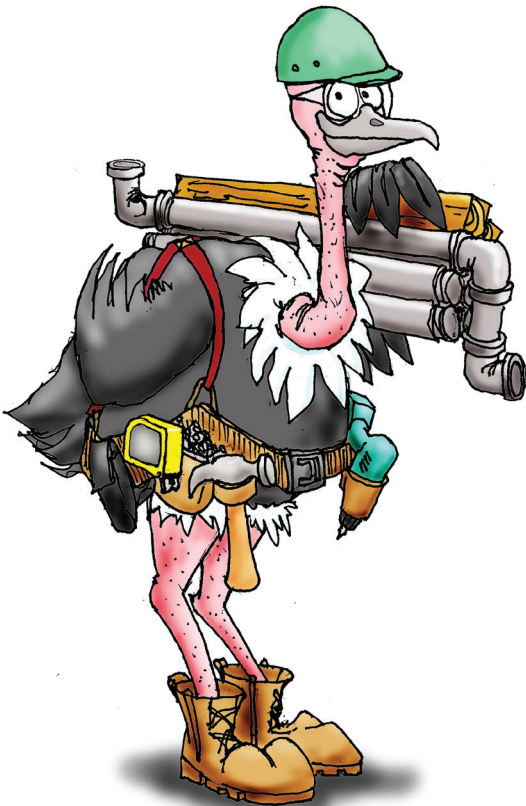
“We all put a lot of work into this device and we’re excited to keep working on it,” said Bryant. “We were talking about how this device could be sent out to the other shipyards to use. We don’t want to send anything that isn’t right. We want it ready so that it truly is an improvement to all who use it.”



Comic book educates about NNSY careers

Public Affairs Specialist Chris Watt's illustrated creation teaches students across Hampton Roads the importance of Shipyard work

Story by Mike Brayshaw • Lead Public Affairs Specialist
Illustrations by Chris Watt • Public Affairs Specialist



Of all the remarkable products at Norfolk Naval Shipyard (NNSY), it's unlikely you've seen one that's a comic book of colorfully illustrated "yardbirds" informing children about shipyard occupations. But that's exactly what was recently designed by NNSY Public Affairs Specialist Chris Watt.

The comic book is provided to schoolchildren during Science, Technology, Engineering and Mathematics (STEM) events NNSY supports throughout Hampton Roads. This includes the recent Cub and Boy Scout STEM Day at Nauticus in Norfolk, where more than 400 scouts met with career professionals.

"It's a great way to show how we can use what kids are learning in school, and how it directly

applies," said Watt. "People don't think about all that goes into repairing a ship--you need math, science, engineering. We cover the hands-on repair [in the comic book], as well as the science of it all. It's also a great opportunity to show off to the children of shipyard workers what their parents do for a living."

As a comic book buff who has "stacks of them at home," figuring out how to capture the sheer breadth of shipyard work was Watt's greatest challenge. He settled on a Job Readiness Cell strider as a narrator, given striders travel throughout the shipyard to provide projects tooling and material as needed. "The original idea was [illustrating] a day in the life of a shipyard worker," said



“It’s a great opportunity to show off to the children of shipyard workers what their parents do for a living.”

Watt. “But the more I looked at it, the more I realized, there are so many different things people do in a shipyard, you can’t pick just one. A day in the life of a shipyard worker can be so different depending on what you do for a living. A strider goes all over the shipyard. That’s how I grabbed him as a narrator.”

Watt was also influenced by Manga he saw while working at an Air Force base in Japan while USS *George Washington* (CVN 73) became the forward-deployed carrier there. “The Navy had a great idea. They hired a couple of Manga artists to [illustrate] a week in the life of a Japanese American Sailor brand new to the carrier. It was a really cool way to draw people in!”

Watt has illustrated several children’s books, including *The Odd Animal Friends of Uncle Eli* (An ABC Book) and *When I Am Away*, both of which he also wrote. With



typical self-deprecating humor, Watt says he honed his ability over the years because “drawing was always something to do to stay awake during staff meetings.” He joked that creating the NNSY comic book was a chance “to use this power for good.”

Watt created the illustrations by hand, then scanned them and colored them in using PhotoShop. The comic book juxtaposes shipyard photographs with Watt’s colorful illustrations to intriguing effect. There are also children’s activities inside the book, such as an item search and illustrations to color.

“I never dreamed I’d be able to do this. It was a lot of fun!” said Watt. “It was great to be able to get to know all the pieces that make up a naval shipyard and make this incredible machine seaworthy.”



• Want to read *The Yardbirds*? You can view the entire comic book online at: www.slideshare.net/NNSY/nnsy-the-yardbirds



PHOTOS BY SHAYNE HENSLEY • NNSY PHOTOGRAPHER

Gate guard approaches work with a smile

Donald Hyman applies an upbeat philosophy to his job at the Shipyard

By Mike Brayshaw • Lead Public Affairs Specialist

He stands out in the frigid cold daily. He gets soaked by the rain on occasion. All while welcoming a seemingly endless caravan of employee vehicles through the gates of Norfolk Naval Shipyard. And he does it all with a perpetual smile on his face.

He is Donald Hyman, a gate guard at Norfolk Naval Shipyard for the past three-and-a-half years. “In my 37 years of service at NNSY there has never been a gate guard as Donald Hyman,” said Bret Lee, a Deputy in the NNSY Operations Department. “He has been a pleasure to first greet each morning coming into the overpass gate. He is the perfect example of

an individual who seems to love his job and country.”

“I just like putting smiles on people’s faces, that’s the way I was raised,” Hyman said. “My grandmother was a schoolteacher for Virginia Beach for 44 years, and I was with her every day. She taught me how to respect people. She sent me to military school—I attended Fork Union Military Academy for three-and-a-half years—that’s where I get my mannerisms from. They taught us mind, body and spirit.”

True to his family upbringing and military schooling, Hyman looks people in the eye. He answers questions with “yes sir” or “yes ma’am.” He

Shipyard Spotlight

often deflects credit to his family and friends—“I’m surrounded by good people,” he said. He spreads his professionalism and courtesy across the shipyard gates, including Gates 3, 21 and 36. Hyman works a split shift which “works out good. I get home, I get a little rest, then I go hit the gym. I love weightlifting and I’m real athletic!” If it’s an activity that involves physical exertion, chances are Hyman does it. He enjoys swimming, basketball and dodge ball.

Outside the gym, he’s working toward getting licensed as a private pilot. Hyman said one of his ultimate career goals is to become a business entrepreneur, possibly managing a residential home caring for the sick and

handicapped. Empathizing with others and caring about their well-being was ingrained in him from a very young age. “My dad was an orphan growing up, so that really touched me. My grandmother’s thing was, coming up in all the

“I just get to laugh and smile every day. Nobody can take my joy.”

different sports I played, we’d have group gatherings where we’d go to Chuck E. Cheese. My grandmother made sure that every kid had something to eat. I was with her every day, I get everything from her; that’s my baby!”

This Virginia Beach native also credits his grandmother for exposing him to other parts in the world, to locales as far-flung as Singapore and South Korea. He added, “My grandfather owned a construction company. That man can’t even read, but he built us a kingdom! I appreciate everything I’ve received.”

Summarizing his approach to work every day and his outlook on life at large, Hyman said, “I’m just myself. My whole family raised me not to see color, they raised me in a great environment. My friends look like the United Nations, so I know a lot of things about different cultures. I just get to laugh and smile every day. Nobody can take my joy.”





Snow Secrets

Tips and tricks to keep you warm and safe this winter

- Shoveling snow is a major concern for heart attacks and muscle strains. Know your physical limits.
- Spray your shovel with cooking spray before you attempt to sling any snow the morning after a storm. Using a non-stick agent like Pam prevents the sticky stuff from

latching on to your shovel and makes clearing a sidewalk quick and easy.

- Spritz some WD-40 into your car keyholes to prevent locks from freezing during cold spells.
- Don't get stuck in your driveway on the way to work. Spread kitty litter behind your tires to gain traction on ice and snow.
- If you don't have access to a garage or carport, park your car facing east and the sun will do the snow removal for you.
- Dress in several layers of loose-fitted, lightweight clothing that is well-woven to keep out the chill. Don't forget your mittens, hat and scarf!

Drip your faucets to help prevent burst pipes. If the pipes freeze, remove any insulation and wrap the pipes in rags. Completely open all faucets and pour hot water over the pipe, or use an electric hair dryer to defrost them.

- Do not use a blow torch or other open flame device to thaw frozen pipes.
- Prepare a kit to keep in your car when traveling during the winter, including a properly inflated spare tire, wheel wrench, jack, shovel, jumper cables, tow and tire chains, a bag of salt and a tool kit. You should also make sure you have a full tank of gas in your car and fresh antifreeze.
- Winter is a beautiful time to explore the outdoors, but be sure to know the signs of frostbite. Loss of feeling and white or pale appearance in extremities such as fingers, toes and ear lobes and the tip of the nose are signs you should seek medical help immediately.
- Keep mobile phones fully-charged in case of an emergency or power failure during a winter storm. Purchase flashlights and batteries, an AM/FM battery powered radio, rechargeable power failure lights, wind up or battery alarm clock and light sticks.



WINTER WEATHER WATCH



NNSY's Facebook page is updated regularly when severe weather threatens the region. During severe weather emergencies, the Facebook page will only post official statements. Check regularly to find out about work delays and shipyard closures.



During severe weather emergencies, local television stations such as WAVY, WTKR, and WVEC broadcast NNSY closure information as soon as it becomes available. Check your favorite station for updates.



The shipyard's information hotline, 757-396-9551, is updated as needed. Dialing the number provides you with instructions for all shifts and gate closure information. Any time severe weather is threatening Hampton Roads, the shipyard hotline should be your first call.

OSHA[®] QUICK CARD[™]

PROTECTING WORKERS FROM COLD STRESS

Cold temperatures and increased wind speed (wind chill) cause heat to leave the body more quickly, putting workers at risk of cold stress. Anyone working in the cold may be at risk, e.g., workers in freezers, outdoor agriculture and construction.

COMMON TYPES OF COLD STRESS

Hypothermia

- Normal body temperature (98.6°F) drops to 95°F or less.
- Mild Symptoms: alert but shivering.
- Moderate to Severe Symptoms: shivering stops; confusion; slurred speech; heart rate/breathing slow; loss of consciousness; death.

Frostbite

- Body tissues freeze, e.g., hands and feet. Can occur at temperatures above freezing, due to wind chill. May result in amputation.
- Symptoms: numbness, reddened skin develops gray white patches, feels firm/hard, and may blister.

Trench Foot (also known as Immersion Foot)

- Non-freezing injury to the foot, caused by lengthy exposure to wet and cold environment. Can occur at air temperature as high as 60°F, if feet are constantly wet.
- Symptoms: redness, swelling, numbness, and blisters.

FOR PREVENTION, YOUR EMPLOYER SHOULD:

- Train you on cold stress hazards and prevention.
- Provide engineering controls.
- Gradually introduce workers to the cold; monitor workers: schedule breaks in warm areas.

HOW TO PROTECT YOURSELF AND OTHERS

- Know the symptoms.
- Drink warm, sweetened fluids (no alcohol).
- Dress properly: Wear layers of loose-fitting, insulating clothes, insulated jacket, gloves, hat, and boots.

WHAT TO DO WHEN A WORKER SUFFERS FROM COLD STRESS

For Hypothermia

- Call 396-3333 immediately in an emergency.
- To prevent further heat loss:
 - Move the worker to a warm place.
 - Change to dry clothes.
 - Cover the body
 - Do not cover the face.
- If medical help is more than 30 minutes away:
 - Give warm, sweetened drinks if alert (no alcohol)
 - Apply heat packs to the armpits, neck, and groin
- Call 396-3333 for additional rewarming instructions.

For Frostbite:

- Follow the recommendations “For Hypothermia.”
- Do not rub the frostbitten area.
- Avoid walking on frostbitten feet.
- Do not apply snow/water. Do not break blisters.
- Loosely cover and protect the area from contact.
- Do not try to rewarm the area.

For Trench (Immersion) Foot

- Remove wet shoes/socks; air dry (in warm area); keep affected feet elevated and avoid walking. Get medical attention.

For more info, visit www.osha.gov or call (800) 321-OSHA

SHIPYARD SNOWFALL STRATEGY

In the event of a snowfall impacting NNSY work operations, parking is a major concern to ensure Ship's Force duty sections and NNSY essential personnel to get to and from work safely. In the event of a snow storm, Lots I, E, 7, 8, 15, 16, and 17 are currently designated lots for essential personnel. Lot I (across from bldg. 1500) is the designated lot for all NNSY mission essential personnel and Ship's Force for USS *Maryland* (SSBN 738) and USS *Albany* (SSN 753). Lots E, 7, 8, 15, 16, and 17 are designated for USS *Dwight D. Eisenhower* (CVN 69) and USS *Harry S Truman* (CVN 75) parking. Please understand that each snow event is different and factors such as snow accumulation, temperatures, and continual snow fall will impact a plow strategy.



Shipyard Salutes Dr. Martin Luther King Jr.

By Kristi Britt • Public Affairs Specialist

Norfolk Naval Shipyard (NNSY) observed the life and achievements of Dr. Martin Luther King Jr. in a commemorative ceremony January 15. Under the banner “Embrace the Legacy...Act on the Dream,” NNSY employees had a taste of the many speeches given by the late King and were challenged to live out the dream that started it all.

“The Navy’s core values are honor, courage and commitment. We often think of those values in applying to military force but Dr. King showed us that lasting change often does not come from physical strength. Lasting change is based on mutual understanding and perspectives, communication and building relationships,” said Shipyard Commander, Capt. Scott Brown. “Honor. The concept of honor often associated with duty and pride goes deeper in light of Dr. King’s principles. Honor is associated with dignity and respect for all human beings. Regardless of race, gender, religion, age, handicap, orientation and any other outward appearance or characteristic, just by being human we are all endowed with the right to choose our path and progress along that path purely based on our character and competence. Courage, Dr. King’s definition of courage was not one of physical presence or physical aggressiveness.

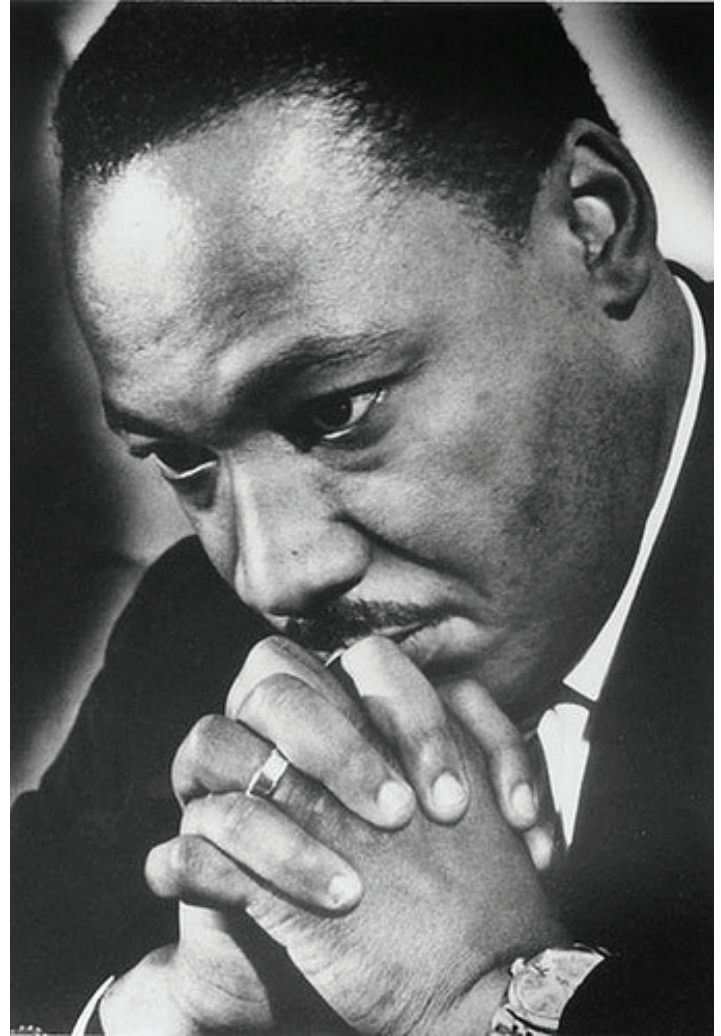


He stood for what is right despite tremendous pressure and active resistance by adhering to his principles of peaceful communication of his vision and personal demonstration of his values. Commitment. At the start his message resonated with few. But through his dedication, determination and love for humankind and consistent message and behavior, he changed the course of our nation forever. His service and sacrifice changed the consciousness of a country and created a legacy that lives on throughout the world.

“Today our Navy has built off of Dr. King’s legacy to represent the most diverse force of men and women serving our country and our shared history. But we can still improve,” added Brown. “Let’s reflect on Dr. King’s message and legacy as we elevate our shipyard, our community, our Navy and our Nation to the next level of mutual understanding and service.”

In his speech, guest speaker Chavis W. Harris, Director of EEO, Ethics and Compliance for Newport News Shipbuilding, discussed his childhood in Charlottesville and education under his first grade Vice Principal Mrs. Virginia L. Murray. In addition, Harris also dissected King’s famous “I Have a Dream” speech and shared bits of the past and how they contributed to the speech as well as present times.

“People are not perfect and therefore the history of people does not depict perfection. As we glance back, good people in the history of this nation have often tried to do the right thing and the times that we live in can change what history says is the right thing,” said Harris. “Sometimes they fall short. I believe this was true with the framers of the constitution and even speechwriters for Dr. King. Others have stood out as heroes and beacons of light; they include Abraham Lincoln who signed the Emancipation Proclamation, Martin Luther King and even the brave, stern and determined black woman,



“We can only afford to glance back at the past. Our focus needs to be on moving and looking forward. Dr. King glanced back in his speech when he talked about slaves seared in the flames of withering injustice; he glanced back at the Declaration of Independence to say that America had defaulted on a promissory note, but he looked forward when he said 1963 is not an end but a beginning,” said Harris. “He looked forward when he entered in the most famous portion of his speech that the speechwriters told him not to do. When he stepped to the podium from the left, he was Martin Luther King, National Figure. When he finished his speech and stepped away to the right, he was a changed man and the whole nature of this country was changed.

“Our responsibility is to glance back and learn the lessons of the past but also look toward the future. My challenge to each of you is to not glance back and view the birthdate of this great American as just a day off. My challenge to you is to continue to look forward to vow to make a better future for all people of this great nation, to continue the dream, to value the fact that our differences make us stronger. I’m challenging you to do your part to ensure that our communities are inclusive and that no person or group of people is denied the rights our constitution guaranteed to all citizens,” concluded Harris.

*“The time is always right
to do what is right.”*

- Dr. Martin Luther King Jr.

Mrs. Virginia L. Murray, who in 1959 faced a shotgun so that I could learn even though the separate but equal education system I was subjected to violated my rights under the fourteenth amendment. It was nonetheless foundational for me and that education changed my life.”

Harris provided a key phrase that was repeated throughout. “Glance back, look ahead,” he said. Providing the example of driving a car, he explained that you only have a moment to look in the rearview mirror before focusing your attention once more on the road before you.

LEARNING CELL EXAMINES NNSY TRAINING SYSTEM

By Anna Taylor • Public Affairs Specialist

For one week in mid-January, a Learning Cell composed of senior shipyard leaders, directors, and managers met in Building 1575 to examine all aspects of training conducted within Norfolk Naval Shipyard (NNSY). The goal of the Learning Cell was to evaluate current and future training systems, barriers which impede effective training, required monetary and labor investments, and expected returns on those investments.

Participants were divided into four teams: staff, students, content, and facilities, and spent the week examining a number of different tasks, including training requirements, standardization of the requirements, accountability, and performance. Teams were encouraged to talk about personal experiences with training, to embrace ideas from teammates, and to avoid defensive routines and phrases such as, “it costs too much,” or “we’ve always done it that way.” Vance Kinsey, Command University Facilitator, emphasized that the Learning Cell was a safe environment to voice opinions and an excellent opportunity to explore new training options for the shipyard.





Items discussed during the week-long workshop ranged from the availability and upgrading of training facilities, the true definition of a student, and the quality of teachers at the shipyard. James Duke, Code 228 Organization and Employee Development Head, stressed the importance of qualified instructors who are also true subject matter experts to ensure NNSY offers the right training for the right people at the right time. “We don’t want somebody who’s been forced to do [training], we want somebody who’s passionate about it and wants to do it.”

John Snell, Code 900 Training Superintendent, said he was amazed by the teamwork and understanding he observed during the week. “It was impressive to bounce around and listen to the teams discuss the challenges faced by the shipyard,” he said during his closing remarks. “There’s a lot of work behind all of this, but it just requires that we decide to go and do it.”

The results of this Learning Cell will drive the development of a strategic vision for excellence in training at the shipyard in an effort to realize one of the Command Philosophy’s guiding principles, Brilliant on the Basics.





BUILDING MONITORS

keeping the shipyard safe and clean

By Kristi Britt • Public Affairs Specialist

Norfolk Naval Shipyard (NNSY) strives to accomplish certain goals to make America's Shipyard truly the safest possible place to work. One of these goals revolves around making the facilities of NNSY safe, clean and functional for all who work there. Employees are held responsible for keeping their workplace clean and are granted tools to achieve this goal. Among these tools are building monitors who act as the direct link between the facility occupants and Naval Facilities (NAVFAC).

"Building monitors play a vital role in maintaining and improving safety, cleanliness and energy/water conservation in NNSY's facilities," said Lavita Francis, Security Specialist and building monitor for her code. "They serve as a watchdog to ensure the standards of the Navy are met to maintain a positive environment. In their duties, they strive to do so in a way that reflects a strong sense of community and social responsibility."

Each code at NNSY has a designated building monitor who is in charge of reporting deficiencies and ensuring the facility is maintained in a safe and functioning order. They are responsible for specific common spaces and restrooms and are given placards to post in the areas with their contact information. For example, if there is a leak in the bathroom or a light out in an office, employees should contact the building monitor featured on the placard and the monitor will reach out to NAVFAC to schedule maintenance to resolve the issue. However,

should anyone come across a facility issue which could immediately compromise life, health, safety or mission, the problem should be reported to the numbers below without trying to locate the building monitor. During normal working hours, call 757-341-1700. Outside of working hours and on weekends, call 757-396-8615.

"We want to encourage our NNSY team to take care of their workspaces and to reach out to their building monitors if there is ever an issue," says Francis. "Our goal is to have clean and safe work spaces."

With these goals in mind, Shipyard Commander, Captain Scott Brown, has been seeking to restore the janitorial services to higher levels with fleet funding. First priority comes to the waterfront restrooms, with improvements being applied to make them clean and functional for all who use them. The building monitors will be in charge of guaranteeing the restrooms are properly maintained and will link with NAVFAC to report on any issue that arises. All employees are able to send their comments or concerns to the building monitors should they notice anything in need of attention, creating a team effort in making sure their shipyard is indeed the safest place to work.

For more information about building monitors, visit:
<https://webcentral.nnsy.sy/departments/c900/C980/BuildingMonitors/default.aspx>