

**DON'T MISS: LA JOLLA HULL SEPARATION**

# SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

November 2015



**SHIPYARD SPOTLIGHT**

**STEVE RHEUARK**



**ALSO INSIDE: NEW SUB TANK CLEANING TOOL**

# IN THIS ISSUE

## features:

**2 FROM THE COMMANDER**  
America's Shipyard: 248 years young

**4 FROM THE MASTER CHIEF**  
Celebrating our veterans and thanking our military families

**10 RHODE TO SUCCESS**  
Rhode Island Lifting and Handling Zone Manager, Sean Rountree

**12 USS LA JOLLA**  
La Jolla team prepares to add new hull sections for MTS

**14 FACILITIES IMPROVEMENTS**  
Building a better break room with the self-help project

**16 SHIPYARD SPOTLIGHT**  
Steve Rheuark, Code 920's Sheetmetal Supervisor

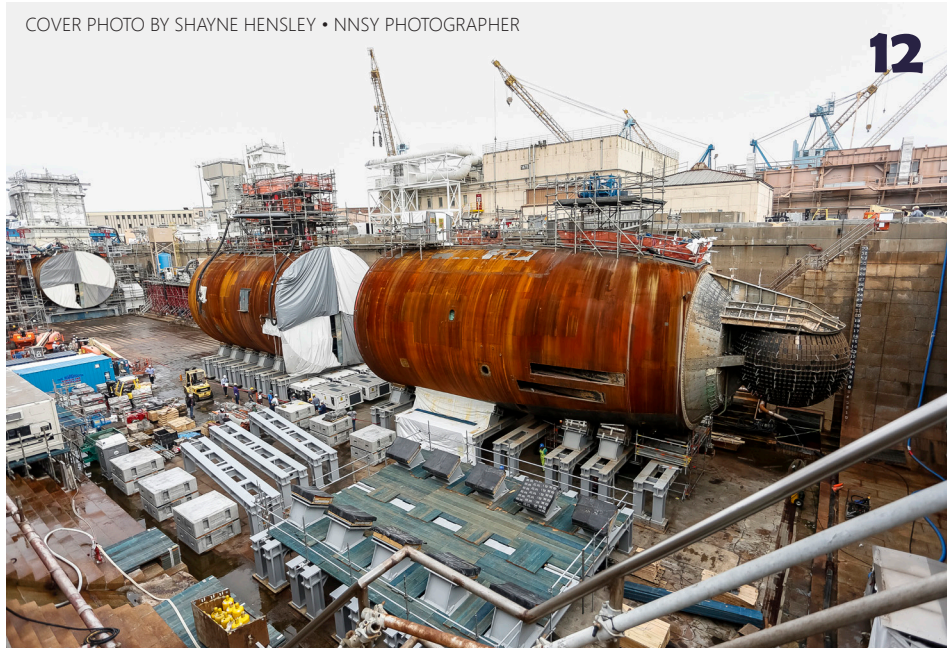
**18 SHOP 71 TOOL**  
Shop 71 Tank Cleaning Tool Saves Money and Mandays

**20 VETERANS DAY**  
Veteran Spotlight and Why the VET-ERG Matters to NNSY

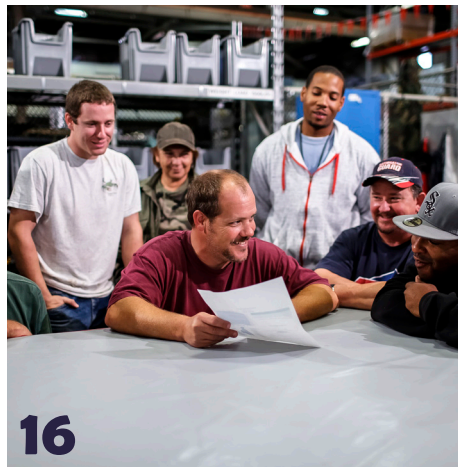
**22 APPRENTICE PROGRAM**  
Paid Training and a Guaranteed Job Through the NNSY Apprenticeship Program

**24 WEATHER WATCH**  
Destructive Weather Now Easier to Predict with SkyGuard by AccuWeather

**26 3D COP**  
The 3D CAD Community of Practice



COVER PHOTO BY SHAYNE HENSLEY • NNSY PHOTOGRAPHER



**SHIPYARD COMMANDER**  
Captain Scott Brown

**DEPUTY COMMANDER**  
Captain Brian Lepine

**COMMAND MASTER CHIEF**  
CMDMCM (AW/SW) Michael Reese

**PUBLIC AFFAIRS OFFICER**  
Terri Davis

**EDITOR**  
Anna Taylor

**PUBLIC AFFAIRS STAFF**  
Michael Brayshaw, Kristi Britt, April Brown, Floyd Logan, Troy Miller, Curtis Steward, Jennifer Zingalie

**EMAIL THE PUBLIC AFFAIRS OFFICE**  
nfsn\_nnsy\_pao@navy.mil

**EMPLOYEE INFORMATION HOTLINE**  
(757) 396-9551

**FRAUD, WASTE & ABUSE HOTLINE**  
(757) 396-7971

**SHIPYARD RADIO ADVISORY**  
1630 AM

*SERVICE TO THE FLEET* is a Department of Defense publication and is authorized for members of the DoD. Contents of *Service to the Fleet* are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense, or Norfolk Naval Shipyard. *Service to the Fleet* is published monthly. Submissions are due on the 10th of each month. The public affairs staff reserves the right to edit submissions for content and brevity.

**LIKE US ON FACEBOOK**  
[www.facebook.com/NorfolkNavalShipyard1](http://www.facebook.com/NorfolkNavalShipyard1)

**FOLLOW US ON TWITTER**  
[www.twitter.com/NNSYNews](http://www.twitter.com/NNSYNews)

**WATCH VIDEOS ON YOUTUBE**  
[www.youtube.com/NNSYBroadcast](http://www.youtube.com/NNSYBroadcast)

**VISIT THE NNSY HISTORY BLOG**  
[www.nnsyhistorymatters.blogspot.com](http://www.nnsyhistorymatters.blogspot.com)

**READ STTF ONLINE**  
[www.issuu.com/nnsy](http://www.issuu.com/nnsy)



This winter is forecast to be warmer and wetter than normal for Hampton Roads. That may mean more flooding and/or frozen precipitation for our area. We will aggressively work to open the shipyard as soon as possible following a winter weather event. Please be aware parking lots, roadways, and sidewalks may not be 100% clear of ice and snow when you report to work, but every effort will be made to ensure a safe environment for all personnel. Be mindful of your surroundings and dress appropriately for the weather. Wear practical footwear for the journey from your car to your workspace. Take extra time and walk slowly to avoid slips, trips, and falls. Plan accordingly, drive carefully, and always make the best decisions for you and your family.

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 get to and from work safely. Lots 1, E, 7, 8, 15, 16, and 17 are currently designated lots for essential personnel. Please understand each snow event is different and factors such as snow accumulation, temperatures, and continual snow fall will impact the plow strategy.

## WINTER WEATHER WATCH

### SOCIAL MEDIA

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.

### LOCAL NEWS

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.

### INFO HOTLINE

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.

## America's Shipyard: 248 Years Young



"Rather than revisiting our past accolades, of which there are many, I want to continue to focus on this facility's future and how we are "accelerating the change" in Fiscal Year '16."

Happy birthday, America's Shipyard! Norfolk Naval Shipyard turned 248 years old Sunday, Nov. 1. As we quickly close in on our 250th anniversary, I'm again struck by the amazing history of our shipyard, one of the nation's most historic organizations. In fact, America's Shipyard predates the founding of our nation and our Navy.

But rather than simply revisit our past accolades here, of which there are many, I want to continue to focus on this facility's future and how we are "accelerating the change" in FY-16. The shipyard continues to grow—by the end of FY-15, NNSY reached beyond the 10,000 employee mark, our highest employment level in more than two decades! In FY-16, we will employ more than 10,600. I also want to share the many improvements reshaping our facilities and work.

On the facility front, our Base Support Office (Code 800) and Production Facilities Group (Code 900F) are implementing a new shuttle service throughout the entire installation that should help alleviate some of the strain on our employees getting to their job sites and around the shipyard. The area around Gate 10 is receiving a cleanup, and, very soon, we are opening a new café next to that gate. As you'll see in this issue of *Service to the Fleet*, Code 900F is actively renovating our break areas. All of these improvements will enhance your quality of service as a patriot of America's Shipyard. Please continue to actively invest in your own workplace well-being by participating in shipyard cleanups, demanding safety in your shop or department, and keeping a vigilant eye maintaining our security.

There have been significant achievements on the waterfront. USS *Helena* (SSN-725) undocked two days early Oct. 25 as it finishes up its high-priority Docking Continuous Maintenance Availability. This is a great achievement for the project team and the shipyard considering the importance of returning this boat to the Fleet. When it comes to high-tempo availabilities like *Helena*, it's great when we spearhead innovative solutions to time-consuming challenges. *Helena* benefited from NNSY's revolutionary method in shipboard tank cleaning as part

of a NAVSEA Technology Transfer Program in conjunction with Pennsylvania State University's Applied Research Laboratory. This method removes grease and oils from the tanks without requiring the intense physical labor employed in the past, providing cost savings by reducing man hours needed to complete the job. This innovative change exemplifies how we can accelerate change, because when a process is inhibiting our ability to accomplish our mission, we must thoughtfully re-evaluate the process and identify ways to implement improvements.

Speaking of innovative work, NNSY's USS *La Jolla* (SSN-701) Moored Training Ship Conversion Project successfully landed its first submarine module built by Electric Boat (EB). This was an historical evolution that involved lifting this more than 500 ton section of hull from a barge transport into Dry Dock 3. Later this month we will receive the second of three new sections. Our Moored Training Ship Conversion Project is of vital importance to train our nation's future nuclear-qualified Sailors and officers. The *La Jolla* project team is off to a great start coordinating with NAVSEA, Electric Boat, Donjon Marine, and NNSY's Lifting and Handling Department to get these modules in place.

Finally, I'd like to thank everyone who participated in NAVSEA's Riptide mmowgli (massive, multiplayer, online war game leveraging the internet) at the end of October. I'm reluctant to refer to it as a "game" because that threatens to do Riptide a disservice as a powerful collaborative tool harnessing our diversity of thought throughout the NAVSEA enterprise. At the same time, I think participants would agree that it was something fresh and even fun. Those who participated shared in creating a vision for the NAVSEA enterprise and our own shipyard.

We are Norfolk Naval Shipyard.  
We are America's Shipyard.

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

## HEALTH & WELLNESS FAIR

**DATE:**  
**NOVEMBER 13**

**TIME:**  
**0700 - 1700**

**PLACE:**  
**BLDG. 1575, 2ND FLOOR**

**Your well-being is our priority.**

**Representatives from the NNSY Branch Medical Clinic, Code 106, the Department of the Navy's Civilian Employee Assistance Program (DONCEAP), and health benefits programs will be available to provide information and answer questions.**

**Morale, Welfare and Recreation (MWR) will be participating to promote the Callaghan Fitness Center and the many services they provide as a part of NNSY's ongoing Wellness Initiative.**



**REMINDER:  
OPEN SEASON IS  
11/9 - 12/14**

## Celebrating our Veterans and Military Families



November 11 was chosen as the official date for Veterans Day in reference to the ending of World War I. Germany signed an armistice with the Allies that signaled the end of the war at 11 a.m. Nov. 11, 1918.

The weather and the leaves are all changing. Welcome to fall in Virginia, one of the few places where you need heat in the morning and AC in the afternoon. The only thing not changing is the amount of work we have going on in our shipyard! Every day, all of you are working hard to meet our mission and I want to thank you. But where did the year go? We are in the month of November and getting ready for the holidays already.

This month we recognize all those who have served or are currently serving in our military. Veterans Day began as a day to remember the end of World War I. It was declared a holiday by President Woodrow Wilson in 1919. Originally known as Armistice Day, the holiday became Veterans Day in 1954. I ask each of you to take time to stop a Veteran and thank them for their service and sacrifice. I would like to extend a "thank you" to all those who have served or are currently serving. What an honor to represent our nation!

November is also recognized as National Military Family Appreciation Month. There is truly no way any of us could do what we do without the support of our families. Each and every day they make sacrifices so we can fulfill the mission of protecting our country. Sometimes I feel it is the family members who have the really

hard job. They take care of everything while we are not around and for that we must always be grateful. Thank you to all the military families!

Last but not least, there is a celebration to be had! On the first of this month, NNSY turns 248 years old! You would not think our shipyard is that old by looking around, but it's true. Together throughout the year we have made significant improvements in our yard and it is looking good. Let's continue working to make our shipyard the best we can! Happy Birthday America's Shipyard, you look awesome!

In closing, I would like to say to each and every one, have a safe and happy Thanksgiving. Take this opportunity to enjoy some quality time with friends and family and maybe enjoy a great meal or two! As always, it is an honor to be in the Navy and a great time to be a part of America's Shipyard!

- CMC Sends!

Mike Reese  
Command Master Chief



BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY SHAYNE HENSLEY • NNSY PHOTOGRAPHER

Every year during the month of October the world brings awareness to breast cancer, the second most common type of cancer in women. One in eight women born today in the United States will get breast cancer at some point, and though it is rare, more than 2,000 men are diagnosed each year. Norfolk Naval Shipyard's (NNSY) Federal Women's Program (FWP) makes it a priority each year to bring breast cancer to the forefront and to celebrate the survivors who have battled with breast cancer, including hosting the annual Pink Out Day Celebration Oct. 23.

"The FWP committee is a valuable resource for the shipyard," said Shipyard Commander, Capt. Scott Brown, in his remarks during Pink Out Day. "They address the issues that are unique to women or experienced by women, they advise management of potential employment barriers for women, and team with other special emphasis activities and functions to increase awareness. This program doesn't just include information and awareness but also inspiration and hope."

Including a presentation on breast cancer statistics from Physician Assistant at Virginia Oncology Associates, Lisa Everett, the event also provided a chance to celebrate the 14 NNSY breast cancer survivors in attendance.

Yolanda Aziz, Code 300 Zone Manager and FWP Co-Chair, is a breast cancer survivor who provided her testimony during the celebration. Working at the shipyard more than 30 years, Aziz self-detected her cancer while she was on Temporary Duty Assignment (TDY) in 2009. She was diagnosed with stage two breast cancer with no known family history. Despite her struggles, Aziz wanted to

continue to work during her chemotherapy and radiation treatments, which she said was challenging considering the limitation with her physical and mental state. "Through my journey I've had a positive support system that not only included my family but my shipyard family also," said Aziz. "I and all of us as survivors are here to share and educate because that's what survivors do. Remember to stay positive and focused that the cancer treatment will probably break you down but being a survivor outweighs it all. And remember, one of the greatest gifts a survivor can give is a testimony."

Brown's wife, Missy Brown, was the master of ceremonies for the event and spoke on meeting the breast cancer survivors a week prior at Quarters C and hearing their stories firsthand. "Two words come to mind when I think of them and those are strength and grace. They are all beautiful people and I'm so honored I was able to meet them. I hope to see much more of them and to see the support they are able to provide one another and to the shipyard," said Mrs. Brown.

After the celebration, the shipyard workforce was invited to join together for a picture showing off their pink outfits in support of breast cancer awareness. In addition, the FWP presented a gift bag to each survivor including items like pink gloves and safety glasses that were purchased by NNSY Tool Control (Shop 06).

"This year we've been able to get these safety glasses and gloves and one percent of the sales of these items go directly to breast cancer research," said Lauren Herrin, Tool Control Manager at NNSY. "Though one percent doesn't seem like a lot, the purchases we were able to approve and make on these items are directly contributing and making a difference. We're proud of that."



» POSITIVE YARDAGE

**Workforce Warrior**

The Naval Civilian Managers Association (NCMA) recently recognized Tashira Taylor as this quarter's "Workforce Warrior." Taylor, a Code 950 (Shop 51) work leader, is a recent graduate of the apprenticeship program. Taylor has been a key part of the recent carrier projects at NNSY and has been an essential member of critical path work on the USS *George H.W. Bush* (CVN-77) project. Taylor has been assigning work daily, organizing teams so work can be finished in a more efficient manner, managing and paying 25 employees daily, and keeping track of their training and leave. "Ms. Taylor is one of those people who will light up a room when she walks in and can always make you smile," said Travis McClain, Shop 51 Supervisor. "Her commitment and loyalty to NNSY, and to the people she works with, truly shows what each and every one of us should strive to achieve."

**Navy Birthday**

A group of personnel from Tactical Air Control Squadron (TACRON) 22 based at Naval Amphibious Base Little Creek, Virginia Beach, visited NNSY Oct. 13 to celebrate the 240th birthday of the U.S. Navy. Marcus W. Robbins, NNSY's Command Historian and Archivist, met with the group and spoke about the shipyard's origins and accomplishments and gave a tour of Trophy Park and the historic Tar House. Lt. Cmdr. Eric Buchanan, TACRON 22 Command Historian, organized the trip. "I lived in Olde Towne Portsmouth for about eight years and being in the Navy, I became very interested in the history of NNSY," said Buchanan. "I felt that Trophy Park would be an ideal place to visit on the Navy's birthday as I feel everyone should know more about the shipyard."

**Adopt a Spot**

In May 2015, NNSY's Chief Petty Officer Mess and First Class Petty Officer Mess participated



in the Portsmouth Adopt-A-Spot program. The team comes together every month to clean up Portsmouth Blvd., Elm Ave., and Effingham St. They recently marked their official ownership of the areas with signs provided by the city "in an effort to continue the theme of America's Shipyard and keeping it clean, we extended outside our boundaries to assist with the city of Portsmouth and to further our partnership with the city and the Navy," said Command Master Chief, Michael Reese. "We are making sure that not only our fence line is clean but outside our fence line as well. It's a tremendous effort by the team." To learn more about Adopt-A-Spot, visit [www.portsmouthva.gov/genserv/kpb/index.aspx](http://www.portsmouthva.gov/genserv/kpb/index.aspx).

**Disability Seminar**

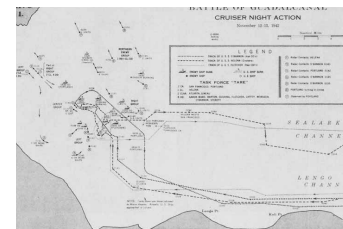
NNSY and Military Sealift Command hosted a "Disabilities Hiring Strategies and Inclusion in the Workplace" training event in observance of National Disability Awareness Month Oct. 27. The purpose of the training was to educate hiring managers on hiring strategies and to solicit support and commitment for improving hiring percentages of people with disabilities. The audience was reminded that when it comes to doing business, inclusion of workers with disabilities offers a competitive edge. By incorporating people with disabilities into our Diversity and Inclusion strategies, we expand our pool of talent, skills and creative business solutions.



» THIS MONTH IN HISTORY

**Nov. 12, 1942**

The Naval Battle of Guadalcanal begins with Japanese air attacks on U.S. ships bringing reinforcements to the embattled island. Over the next four days, Japan loses the battleships *Hiei* and *Kirishima*, heavy cruiser *Kinugasa*, three destroyers and many valuable transports. Two U.S. light cruisers, *Atlanta* and *Juneau*, and seven destroyers are sunk. Japan's losses weaken their ability to strengthen their garrison on Guadalcanal, enabling the U.S. to shift from the defensive to the offensive in this campaign.



» STREET SMARTS

**Pedestrian Safety**

Pedestrians are reminded to follow all pedestrian safety signage. You can avoid possible injury by following these basic guidelines:

- Use crosswalks, where available, and always cross at corners, intersections, and lighted areas.
- When sidewalks are unavailable, pedestrians must walk facing traffic as far to the left as possible.
- Pedestrians must obey traffic signals and/or traffic officers
- Before crossing, stop at the curb, edge of the road, or corner. Look both ways, left, right, and left again. Then, if it's clear, begin crossing and look for slipping and tripping hazards.
- Watch for oncoming vehicles. Don't ever assume the driver sees you.
- Try to make eye contact with drivers.

Remember as a pedestrian you need to make smart choices so you can go home to your loved ones every day.

**Tunnel Closure**

Claremont Avenue on-ramp to Midtown Tunnel - The Elizabeth River Tunnels (ERT) Project team will close the Claremont Avenue on-ramp leading to the Midtown Tunnel in Norfolk 24 hours a day until next summer so crews can reconfigure the ramp and roadway for access to the new Midtown Tunnel. For information of alternate routes, please visit <http://www.DriveERT.com> or follow on Twitter @DriveERT.



» SHIPYARD SHUTDOWN

NNSY will curtail operations this year beginning Dec. 24. Forty (40) hours of annual leave will be needed to cover the 2015 holiday curtailment period. Please plan your leave accordingly. The shipyard will be closed for all but essential operations on Dec. 24, 25, 26, 27, 28, 29, 30, and 31, 2015, and Jan. 1, 2, and 3, 2016. Dec. 25, 2015 and Jan. 1, 2016 are official government holidays. Normal operations will resume Jan. 4, 2016.

» MULTICULTURAL COMMITTEE

NNSY is looking for motivated individuals to become a part of the multicultural committee. The multicultural committee, open to all NNSY employees, will be dedicated to multicultural awareness. This will be an exciting opportunity to get involved and create a better understanding of cultural diversity. If you are interested, please contact IC1 Young: [david.m.young2@navy.mil](mailto:david.m.young2@navy.mil). Please type "Multicultural Committee" in the subject box.



» OPEN SEASON

**Benefits Changes**

The Federal Benefits Open Season for making changes to Federal Employees Health Benefits (FEHB) and Federal Employees Dental and Vision Insurance Programs (FEDVIP) enrollments and electing to participate in the Federal Flexible Spending Account Program (FSAFEDS) for 2016 will be held Nov. 9 - Dec. 14. A new Self Plus One enrollment type has been added in the Federal Employees Health Benefits (FEHB) Program that will provide coverage for an enrollee and one designated eligible family member. All FEHB plans will offer a Self Only, Self Plus One, and Self and Family enrollment type beginning in 2016. If you are currently enrolled and would like to continue your plan into 2016, you do not have to do a thing—you will be automatically enrolled for 2016.

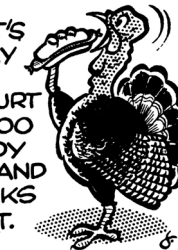
» FLY THE COOP

**NYC for Thanksgiving**

NNSY MWR is taking a trip to the Big Apple for the Macy's Thanksgiving Day Parade! Watch the parade and then explore one of the most spectacular cities in the world. From Central Park to the Freedom Tower, museums, shopping and so much more. Trip is open to all military, DOD card holders, family members, and sponsored guests. Tickets are available NOW at the ITT Office (located inside the Strike Zone Bowling Alley). For more information, call 396-3808.

**Rhymes of the Times**

WHETHER IT'S TURKEY OR ONLY A FRANKFURT DON'T BE TOO GREEDY TO PAUSE AND GIVE THANKS FR'IT.



» VETERANS' ERG

**Veterans and NNSY**

At NNSY, veterans make up one-third of the workforce and are an intricate part of the team. The NNSY Veteran Employee Readiness Group (VET-ERG) is a team dedicated to providing support to military veterans both at the shipyard and beyond the gates. The group's purpose is to strengthen the networking and professional development of veterans employed at NNSY. Members recognize, connect, and use their expertise as NNSY personnel to aid and support veterans in executing the shipyard's mission and to promote the roles and contributions of veteran employees. "My view of the VET-ERG is that it gives me a contact group of coworkers I have something in common with," said Code 1142's Jon Echols, Vice President of the VET-ERG. "It is a group of like-minded people who are helping me with my transition into the shipyard. The group meets on the second Thursday of each month and meetings are open to all interested parties. Veteran or civilian, if you share a passion for the shipyard's service men and women as well as those within the community, there is a place for you at the VET ERG."

» ETHICS

**Ethics Encyclopedia**

There are a number of resources available to us when it comes to learning about ethics. "The Encyclopedia of Ethical Failure," a Department of Defense publication, is a compilation of actual ethical misdeeds, both intentional and unintentional, made by federal employees. The encyclopedia contains bite-sized stories of ethical missteps. You can find it here: [http://www.dod.mil/dodgc/defense\\_ethics/dod\\_oge/cef\\_complete.pdf](http://www.dod.mil/dodgc/defense_ethics/dod_oge/cef_complete.pdf)

# THE RHODE TO SUCCESS

BY ANNA TAYLOR • PUBLIC AFFAIRS SPECIALIST

*USS Rhode Island (SSBN-740) is due to arrive at Norfolk Naval Shipyard (NNSY) in December for its 27-month Engineered Refueling Overhaul (ERO), a major availability during which the submarine will be refueled and upgraded before returning to support the country's nuclear deterrence strategy. During the months leading up to its arrival, Service to the Fleet is featuring "The Rhode to Success," an installment focusing on some of the key project team members for the Rhode Island's availability.*



Sean Rountree began his career at NNSY in 2002 as an apprentice in Code 700 (Lifting and Handling Department). Now he's a Zone Manager on the *Rhode Island* project, and he and his rigging support team are responsible for all of the lifting and handling operations on the fast-approaching ERO.

"I'm very familiar with the setup of this submarine class," said Rountree, who has worked on every "boomer" to come through NNSY since 2002.

"We have a pretty good team," Rountree added. "There are a lot of challenges, and it's going to be hard, but everybody seems to understand the goal, which is reducing time on the availability, so everyone is motivated to be a project that really accomplishes what we set out to do."

Rountree was brought to the project team early and has been part of the entire planning process, which provided him ample time to prepare for the high-priority job. To him, *Rhode Island*

provides another opportunity to do his best work, something he has aimed for with every project since he was an apprentice. "When I started work here...I was up for the challenge. I wanted my stuff to look good. I took my time to do it right the first time. When I came to the shipyard, the group I was with, we wanted to show the older guys that we could do it."

That competitive spirit served him well, and now Rountree can preach what he's already practiced. As a Zone Manager, Rountree plots the work several days in advance to stay ahead of the curve and alleviate errors and rework. *Rhode Island's* arrival is several weeks away, weeks that will seem to fly by, and Rountree is looking forward to the challenges and lessons in store as the start of the availability nears.

"I'm very goal oriented. I like to do what I set out to do," explained Rountree. "I don't like going back and doing things over again, that burns me up. I've been in the hot seat before



▲ Above (left to right): Louis Andrews, Rigging Zone Manager; Rodney Bland, Rigging Supervisor; Sean Rountree, Rigging Zone Manager; and Greg Macintosh, Rigging Work Leader. Photos by Shayne Hensley, NNSY Photographer.

and I respond pretty well under pressure. It doesn't bother me; I just need the right resources. That's always the key to me. Do I have the right people? Do I have the right paper? Do I have the right tooling? And if I have that, let's go. Game on."

Rountree acknowledges there is always something to learn when you work on a project, especially when it comes to your employees and coworkers. "I feel like you get the true assessment of a person when they are under pressure, or if they drop the ball, or make a mistake, or even if they do a good job," said Rountree. "Where we are now is a little different, it's more relaxed, but when our dominoes start to fall one after the other, people will reach out for something to grab. You just have to take responsibility. That's all you have to do."

The former Air Force Reservist spent time at Dover Air Force Base as a Jet Engine Mechanic and says he appreciates the significance of the work he does for NNSY from a personal and professional perspective. "I'm about teamwork. I don't want just one element to shine, I want the whole thing to work together and do well, because I think if we all do well, it makes it better for the shipyard," he said. "I started here at the lowest grade and through hard work and dedication I've worked my way up to where I am now. I've been on these projects for years and seen a lot of people come and go. If you are eager to learn, if you want to achieve and you want to make a difference, it's great."



# La Jolla Team Prepares to Add New Hull Sections



BY MICHAEL BRAYSHAW • NNSY LEAD PUBLIC AFFAIRS SPECIALIST

Unique. Unprecedented. Groundbreaking. These are all descriptions used in recent months for the work Norfolk Naval Shipyard (NNSY) is performing on USS *La Jolla* (SSN-701) since its arrival in February 2015. Effective planning, coordination and teamwork have been paramount for converting this operational fast-attack submarine into a Moored Training Ship (MTS), the first of two next-generation vessels for the Nuclear Power Training Unit in Charleston, SC.

NNSY conducts its large share of submarine availabilities, but this is the first that's required separation of a boat's hull. With two cuts made and *La Jolla* now separated into three pieces, three new hull sections will be added and a substantial portion of the existing boat will be scrapped. The first of the three modules has arrived



from Electric Boat (EB) on a shuttle barge and was transferred into the drydock. As originally scheduled, this new section will become part of *La Jolla* later this month.

There's lot of work to do, a lot of work that's never been done before at the shipyard, and just over 720 feet of dry dock space in which to perform all of it. Because of this, creativity has had to exist hand-in-hand with coordination among the conversion's stakeholders.

The MTS Conversion program consists of NNSY, EB, Naval Sea Systems Command (NAVSEA) and the primary contractor, Bechtel Marine Propulsion Corporation.

Project Superintendent Chrystal Brady said, "The MTS Conversion Program has worked extensively over a number of years to combine the best of the lessons learned from overhaul, new construction and deactivation availabilities into this demanding availability. This availability includes many first-of-a-kind jobs for NNSY, including a unique drydock setup to support severance of the ship. Limited real estate and an ever-changing footprint to support the extensive modifications require creativity and flexibility amongst our team and our partners. The relationships that have been formed over the years of planning ensure our success."

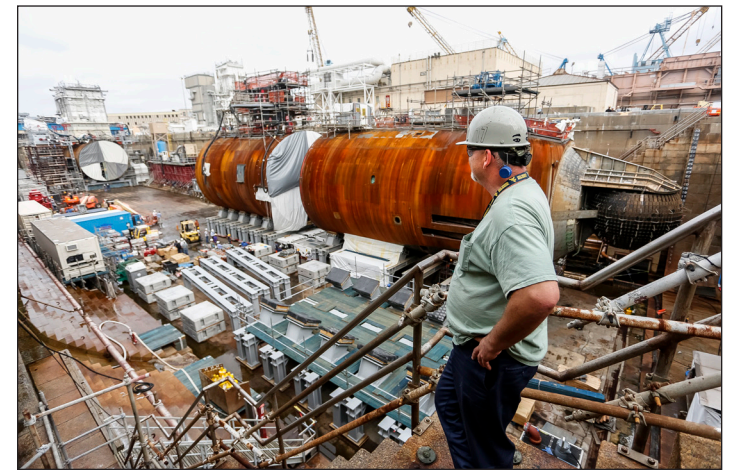
Another first in a torrent of trailblazing tasks is the use of Self-Propelled Modular Transporters (SPMTs) at the shipyard to move the hull sections in the dry dock. "The SPMTs performed as advertised, effortlessly moving the two severed sections of the host ship," said Brady. To facilitate movement of the hull sections, the dry dock build is comprised of strongbacks, vice the standard concrete and wood block build that NNSY typically employs. The strongback build adds an extra four feet of height to the standard dry dock

build. Since strongbacks are typically used in new construction, Engineering and Planning Department (EPD, Code 200) personnel designing these unique strongbacks took three years, extensive teamwork with EB, and a "mountain of calculations," according to Devon Mitchell of NNSY's Submarine Structural Preplanning Branch (Code 257).

EB will continue to contribute its new construction expertise in manufacturing and shipping new hull modules to NNSY as well as moving and pairing the new hull sections to *La Jolla* in the drydock. EB will also connect mechanical and electrical systems between the new modules. From the inception of the project's planning years ago to its continued execution today, the partnership between NNSY and EB is a prime example of NAVSEA's "One Shipyard" concept, where the naval shipyards level the workload and mobilize the workforce across the yards to best ready the Fleet and stabilize a vital industrial base for the nation's defense.

As for support inside the shipyard, the Shipfitter (Shop 11), Sheetmetal (Shop 17) and Welding (Shop 26) Shops are all major participants in performing the boat's structural modifications. NNSY's EPD and Lifting and Handling Department (Code 700) are providing vital support in the unique hull module lifts and movements. The Tool Control Shop (Shop 06) has designed and fabricated new tooling to support several first-time jobs. NNSY's Wood/Fabric Shop (Shop 64) has supported with constant installation, modification, movement and removal of scaffolding to support the constantly fluctuating worksites.

While quick to point out all the work that's still required over the next two years, Brady said, "The project team is proud of the work that has been done so far. We are also excited to be a part of this unique availability that will serve the nuclear Navy for years to come in preparing crews to man every nuclear ship in the fleet."



PHOTOS BY SHAYNE HENSLEY • NNSY PHOTOGRAPHER



# Building a Better Break Room

STORY AND PHOTOS BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

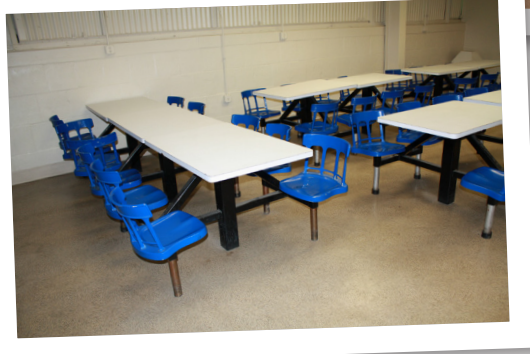


Norfolk Naval Shipyard (NNSY) is making huge strides in improving facilities for shipyard workers, hearing their needs from the front lines and making the effort to provide change. One of the biggest needs comes in the way of the break room, an area meant to be utilized during lunchtime as a safe area for workers to consume their lunch away from the job site. However, the waterfront had rooms left in disrepair and in need of a major change, tempting the workers to instead eat their lunch elsewhere where it was unsafe and unclean.

“There were people coming into the break rooms with all their gear, including coveralls, gloves, hardhats, etc. It was unsanitary for those within the break rooms to eat,” said Tim Spitler, Code 900F Facilities Director. “We saw the need for a change and with a partnership with Facilities, the Self-Help Program, the Building Monitor Program, and NAVFAC, we are revitalizing the break rooms. We’re redoing floors, repainting spaces, providing coat rooms and cubbies for work items, providing proper signage, and in some cases building all new spaces. With these updates, we’re enforcing cleanliness for our people and making sure they have a safe environment to rest and eat.”

The Self-Help program personnel have been doing the revitalization with the help of the building monitors and the specific needs addressed were provided by the workforce. Spitler added, “The self-help team provides the revitalization of the areas and also provides the tools for the building monitors to be empowered to take care of their areas and know what to do when a fix needs to be made.”

Chuck Wicks, Code 970, who has been heavily involved with getting the spaces redone, is proud of what has been accomplished so far. “It’s a work in progress and we can only work as fast as the items coming in to us but it’s truly amazing seeing how far we’ve come already,” said Wicks. “I’m excited to see the end product and I can tell you we’re already seeing a change in mentality with some of the workers. There were break rooms that were never used because the workers didn’t want to be in there. We aren’t done with the spaces in Bldg. 171, however we came in here one day during lunch and there



## PROGRESS REPORT

The Shop 17 break room in Bldg. 234 was painted and the floor has been redone. New chairs were purchased and tables and booths were built in-house.

New flooring is being put in the Blacksmith Shop in Bldg. 163 and the walls have been painted. They will also be getting new tables, chairs, countertops, and appliances.

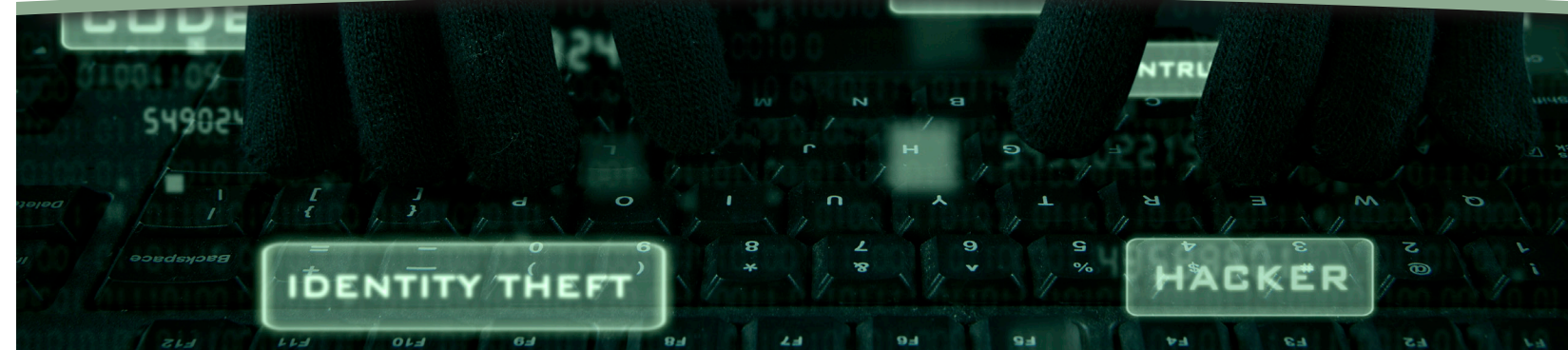
Bldg. 171 is installing new tables and chairs as well as new countertops and cabinets. New stainless steel appliances will also be added.

were 30 people sitting in there eating lunch. This room was never used by the workers yet they are seeing the changes made and they are liking what they see. It’s all an effort to give them what they need to have a better work-life experience.”



## See Something, Say Something

BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST



Operations Security, or OPSEC, is a process that identifies critical information to determine if friendly actions can be observed by adversary intelligence systems and if information obtained by adversaries could be useful to them, and then executes selected measures that eliminate or reduce adversary exploitation of friendly critical information. But it’s more than that. It’s the process of protecting even the littlest pieces of data that could be grouped together to give adversaries the bigger picture. As part of the Norfolk Naval Shipyard (NNSY), it is your responsibility to aid in the protection of critical information deemed mission essential as well as all data that can be an additional piece of the puzzle in what the Navy has to offer.

Working with OPSEC is a five-step process:

1. Identification of Critical Information: Identifying information needed by an adversary, which focuses the remainder of the OPSEC process on protecting vital information, rather than attempting to protect all classified or sensitive unclassified information.
2. Analysis of Threats: The research and analysis of intelligence, counterintelligence, and open source information to identify likely adversaries to a planned operation.
3. Analysis of Vulnerabilities: Examining each aspect of the planned operation to identify OPSEC indicators that could reveal critical information and then comparing those indicators with the adversary’s intelligence collection capabilities identified in the previous action.
4. Assessment of Risk: First, planners analyze the vulnerabilities identified in the previous action and identify possible OPSEC measures for each vulnerability. Second, specific

OPSEC measures are selected for execution based upon a risk assessment done by the commander and staff.

5. Application of Appropriate OPSEC Measures: The command implements the OPSEC measures selected in the assessment of risk action or, in the case of planned future operations and activities, includes the measures in specific OPSEC plans.
6. As an NNSY employee, it is important you know the best techniques in order to work efficiently with OPSEC. Email encryption, paying close attention to who’s around you, and utilizing social media safely are some examples of what you can do to protect yours and the Navy’s information from the adversary.

Practicing OPSEC is not simply something you should focus on in the workplace. It’s important to utilize OPSEC outside the shipyard gates as well and make sure your personal information is not in harm’s way. Have you checked your privacy settings on your personal social media accounts? Are all your personal documents safely put away from prying eyes? You and your family should all step back and take a hard look at what you need to do to protect your personal information from the adversaries.

For the latest tips and information on OPSEC, check out the Navy Information Operations Command Norfolk website at [www.public.navy.mil/fcc-c10f/nioonorfolk/Pages/default.aspx](http://www.public.navy.mil/fcc-c10f/nioonorfolk/Pages/default.aspx). You can also follow them on Facebook, [www.facebook.com/NavalOPSEC](http://www.facebook.com/NavalOPSEC), Twitter @navalOPSEC, and YouTube [www.youtube.com/user/USNOPSEC](http://www.youtube.com/user/USNOPSEC).



## SHIPYARD SPOTLIGHT

### STEVE RHEUARK

BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

More than 20 years involved with coaching little league baseball as well as playing team sports have taught Code 920's Sheetmetal Supervisor, Steve Rheuark, an important lesson: a team concept is important for those who wish to succeed. Originally a contractor for Earl Industries, Rheuark came into the non-nuclear field of sheetmetal mechanics at Norfolk Naval Shipyard (NNSY) eight years ago. Within nine months, he transitioned into nuclear work and was made supervisor in June 2013.

"When I first became supervisor, I started off with a new team consisting of apprentices and mechanics. It was small at first with only four or five workers but before we knew it we had grown to 17 people," said Rheuark. "I go into every job with a team concept. We're all going to work together as a group. There's no individuals here. If one of us messes up, we're all going to hear about it. So we hold each other up and help each other at every turn. And together we show the shipyard what we're capable of."

With the USS *La Jolla* (SSN-701) Project, Rheuark and his team were tasked with removing all furnishings within the ship to support cutting it into three pieces. "We were clearing four feet on each side and before we knew it all the work was completed. I don't think the project thought

we would finish the work as quickly as we did," he explained. "My Zone Manager had a really good plan and I followed it. Before we knew it we had completely gutted the ship."

The work performed on the *La Jolla* is a first for the shipyard, and Rheuark and his team finished their work with first-time quality. They gutted the ship by using more than 15,000 reciprocating saw blades on the structures within the ship, using no hot work in the process. "No one's done this type of work before here," said Rheuark. "It's amazing to think that this used to be a warship, one of the most lethal there is, and now they're converting it to a training module. That's what's fun about the job; we get to do work that no one else can do."

Michael Butts, a fourth-year Sheetmetal Apprentice, started the project with Rheuark in February. "I've learned a lot under his leadership and supervision," he shared. "He creates a team concept amongst the employees out here which motivates us to get the work done. I'm very fortunate to be part of this opportunity for the shipyard as it's the first time they've ever done this with one of the subs. And one of the cool things about being out here is you have the mechanics and the apprentices, so paired up with the mechanics we as apprentices get to learn how exactly to do our jobs so when we graduate

and reach the mechanic level ourselves we can in turn teach the new apprentices behind us. I'm proud to be here and with Rheuark's leadership, he kept our crew together and motivated to get the job done."

Tina Nazario, one of Rheuark's "greatest assets to the team" as he called her, is a nine-year sheetmetal mechanic veteran from North Carolina. "Steve understands the work and the team. He gives us the right indications for what to do safely and efficiently," she shared. "He understands what needs to be addressed and he's very proud of his team and the work we do. He's always there to support us when we need him and when he needs us we're there to support him. That's what we've built together: a team and a family."

Rheuark's team concept is similar to any coach with a sports team. "No matter what's in front of you, if you coach them and get them on the right track, you'll be surprised what you can get done. And you'll be able to succeed," said Rheuark. He contributes the efforts of his team as well as the Shop 64 Shipwrights, Shop 56 Pipefitters, Shop 57 Insulators, Shop 11 Shipfitters, and Shop 51 Electricians for the successful job. "I can't stress enough that if it wasn't for my team, this work couldn't have gotten done. My guys were exceptional and have proven to the shipyard what a good attitude and working



as a team can do. Every day I make sure to execute the zone manager's plans and I take them to the jobs and show them that I would never put them up to something I wouldn't do myself. If there's a tank, I don't shine my flashlight down there and tell them where to go. I get down in the trenches with them and show them what to do. If you show them that you're with them and you're there to help them whenever they need it, you motivate them to do the work. There's ways to motivate them without stepping out of the rules. Be good to them and show them you're going to work with them."

A goal of Rheuark's is to someday become a coach or process improvement coordinator with the shipyard. "I don't want to be the guy implementing the plan, I want to be the guy that's teaching others what they should do and get them motivated to do the work," said Rheuark. "It's important for people to learn all they can and be sure to learn something every day. I'm a supervisor and I learn something new every day. I want to be there to help others learn."

▼ Below (left to right): Michael Butts, David Thompson, Robert Allen, Steve Rheuark, Mark "Musclehead" Franklin, Tina Nazario, Olly Williams, Wesley Watsman, Dave Staffenger. Photos by Shayne Hensley • NNSY Photographer.



## 13 things YOU DIDN'T KNOW ABOUT Steve Rheuark

1. My favorite movie is *Die Hard*.
2. My best childhood memory is of going fishing on shrimp boats with my uncle as a kid.
3. *Don't Stop Believing* by Journey is my go-to karaoke song.
4. My favorite breakfast is a steak biscuit from Hardee's.
5. Australia is my dream vacation.
6. I have two pitbulls named Abby and Diesel.
7. I'm into a lot of Pit Bull rescue sites and doing research in cruelty to animals.
8. I prefer the mountains to the beach.
9. My sports team is the San Francisco 49ers.
10. My lucky number is seven.
11. If I won the lottery, I would probably start an animal shelter.
12. Fall is my favorite season.
13. Mr. Goodbar is my favorite candy bar.

# Shop 71 Tank Cleaning Tool Saves Money and Mandays

BY ANNA TAYLOR • PUBLIC AFFAIRS SPECIALIST



Norfolk Naval Shipyard (NNSY) has entered a new era in shipboard tank cleaning after creating a new tool with the help of a NAVSEA Technology Transfer Program and Pennsylvania State University's Applied Research Lab (ARL).

This new process uses a commercial off-the-shelf tank cleaning tool held in place by a series of extending arms attached to a magnetic base. A 360 degree head blasts water at 20,000 psi, delivering 20 gallons per minute and creating a cost efficient, safe, and productive way to clean and prepare oil storage tanks for structural repair hot work, modifications, and preservation. This method completes the arduous task of removing grease and oils from storage tanks without the intense physical labor previously needed. Penn State's ARL fabricated the magnetic base prototype and accessories, but these parts will be modified and manufactured by NNSY in the future.

Oil storage tanks are used to supply fuel to diesel submarines and maintain ballast for the ship. In the past, many of these tanks were not painted because oil acts as a good preservative. However, the seawater in the tank does not, and because oil and water don't mix, the brine is concentrated in the lower portion of the tank. "An unpainted oil storage tank typically ends up with a multitude of structural repairs, and costs about 7,827 man-hours per availability," said George Reed, Code 971 (Blasting and Painting Shop) Trades Manager. "We have to get the oils out of the metal so the paint will adhere properly and to ensure we meet NAVSEA requirements. This takes a lot of time."

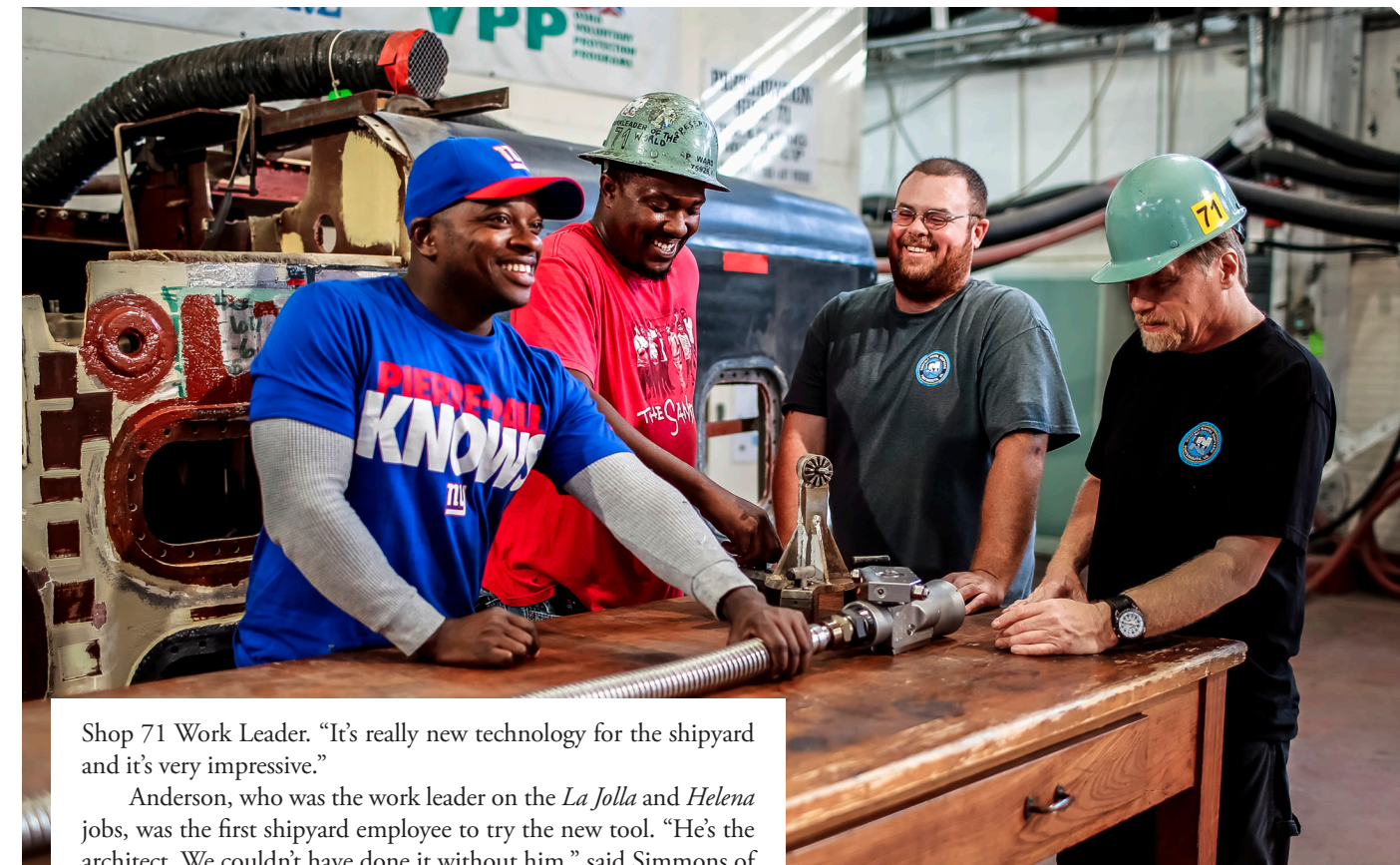
For many years, NNSY personnel entered the tanks to clean them with pressure washers and solvents. The cumbersome work took multiple evolutions and exhausting efforts from Shop 71. The new cleaning tool, which is attached to the tank and monitored remotely, alleviates the need to put workers in the tanks and cuts the cleaning time in half. The prototype was tested on USS *La Jolla* (SSN-701) and then fine-tuned by the Shop 71 team before being

utilized during USS *Helena's* (SSN-725) Drydocking Continuous Maintenance Availability (DCMAV).

"*Helena* is a short availability, so we wanted to be able to go in and attack it," said Reed. "We put a dedicated crew of guys together and held a brief with the team about the importance of safety requirements, and the impact this job could have on how we do business in the future, and it turned out really well. We cut man hours out of the tank cleaning evolution on the *Helena* project and took the workers out of the tank as much as possible, which not only reduced cost but also increased the safety of our personnel."

"The shipyard has never cleaned a tank as quickly and effectively as we did *Helena's*," added Jonathan "J5" Simmons. "We completed this tank in 10 days. The typical tank takes about 20 days. So you're shaving off a lot of time, which helps get the boat back to the fleet."

"*La Jolla* was our first experience. We weren't really sure how it was going to work out. But now we got it," said Ronnie Anderson,

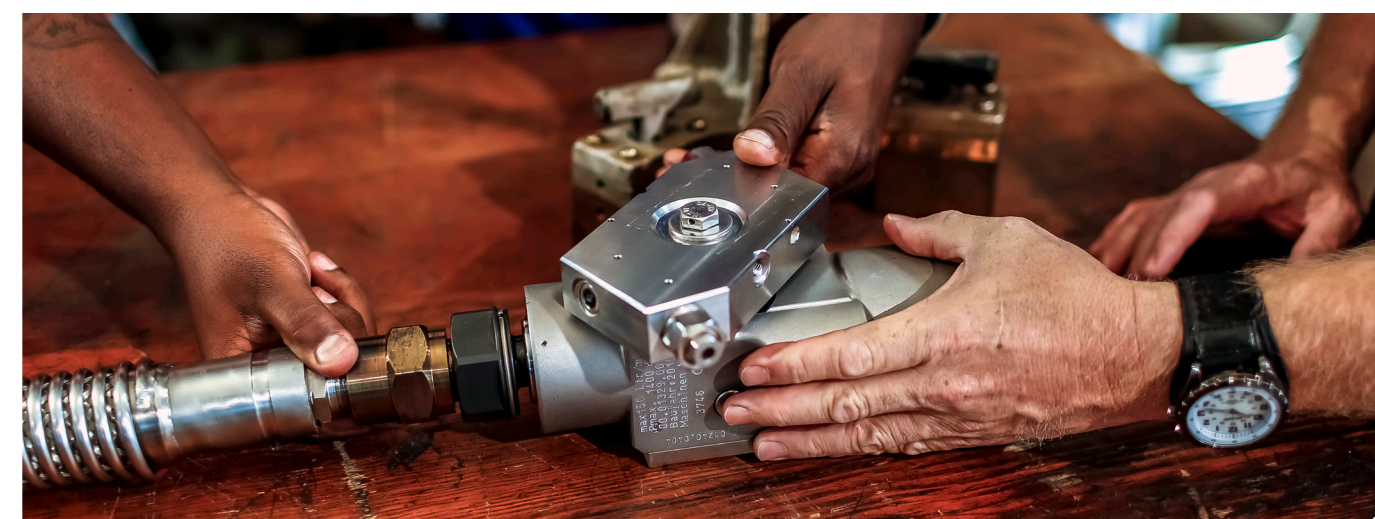
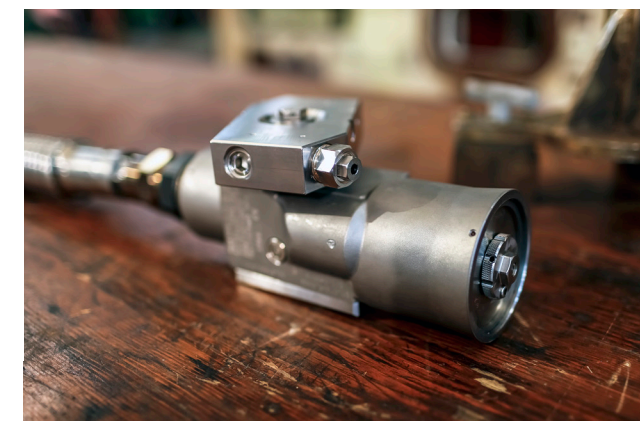


Shop 71 Work Leader. "It's really new technology for the shipyard and it's very impressive."

Anderson, who was the work leader on the *La Jolla* and *Helena* jobs, was the first shipyard employee to try the new tool. "He's the architect. We couldn't have done it without him," said Simmons of his colleague.

The benefit of this new cleaning process is realized primarily through the reduction in man-hours spent on the initial tank cleaning and muck-out conducted by Shop 71, which also allows for the application of a protective coating and thus the elimination of corrosion damage and structural repairs during subsequent availabilities.

Anderson and Simmons would like to see the device utilized extensively in the future, potentially developing an entire project line around it; and the duo hopes to mobilize a team of Shop 71 experts to train other public shipyards to properly employ the tool. As for NNSY, Shop 71 will perfect its use of the new cleaning method for the upcoming USS *Rhode Island* (SSBN-740) availability, and USS *Boise* (SSN-764) when it arrives in 2016.





A dedicated Veteran who served three years active duty with the United States Army, Levi Holland Jr. continued his time in the Army Reserves for 24 years until retiring in 2014.

Outside of his military duties however, Holland has been providing his skills to Norfolk Naval Shipyard (NNSY) within the Welding Shop (Shop 26) for 34 years. A work leader in his trade, he oversees and directs work in the Hull Cut Section of Continuous Training Development (CTD) and assists in getting various equipment sent to and set up on submarines to facilitate cutting, heating, and welding of pressure hull patches.

Proud of his involvement in the Army and in NNSY, Holland's name reaches out through the yard to his fellow shipmates. One in particular, Code 330's Henry Schwind, had heard stories involving Holland and felt the urge to seek him out and meet him firsthand. "I've been here a few years and I have over and over seen him walking by and heard his name several times," said Schwind. "I decided to stop and talk with him. He impressed me and took the time to share his history and his love for the shipyard, the people, and the people over him. He represents what is good in that code. And I want more people to know his story."

A team player mentality is strong with Holland, his favorite moments in his Army career being able to work with the other branches of military. He brought that same mentality to the shipyard, constantly doing his part to make sure those around him feel supported in their work. "Our jobs are significant and we should do our very best in everything we do because lives depend on the work we do," said Holland. "We've got to work together and we've got to be safe. It's safety first at the shipyard. Together we can do quality work for the Navy and our country."

Schwind said, "I believe people are a direct reflection of the leaders around him." For Holland, his inspirations come directly from those who were his greatest mentors in life. Some of those inspirations were members of his family: His mother, Florence; his father, Levi Sr.; and his grandfather and grandmother, Willie and Lucy. Two of his greatest inspirations from the shipyard are Jimmy

Blanchard and Jay Goodbread from Code 920.

Goodbread, Holland's immediate supervisor, said, "Levi is more dedicated to his job than anyone else I know. He hates calling in sick, as though he were letting me down. He almost never takes time off and there have been a few occasions when he was on leave but came into work, unlocked the Hull Cut section, made coffee, and left a box of doughnuts on the table.

"With new employees and apprentices, Levi is like a father figure. He gives them advice on a range of topics from saving in the Thrift Savings Plan for retirement to the need to save leave to general advice on how to handle a situation in their personal life. Levi likes to help and mentor people and when they finally catch on, Levi is as happy as the person he helped. Levi can be a strict disciplinarian; he lays down the law and expects people to follow it. When they don't follow his laws, he 'dogs' them until they shape up. It makes them a better person and they always end up saying 'Yeah, Levi was right about that.'"

Outside of the shipyard, Holland is a family man. He's been married to his wife Lavon for 28 years and together they had four children and 16 grandchildren. He enjoys spending time with his family and going to church every Sunday. In addition, he enjoys working on his computer, and hanging out with friends. He has nine pet turtles, is a Mason at Prince Hall, and he is an avid fan of M&M's memorabilia.

Holland enjoys his time at the shipyard though looking towards the horizon it's clear he's preparing himself for a new challenge. "Soon I will be retiring and I will get working on my house. If possible, I'd like to build another house and take it easy. I'll be giving glory to God for all he has given me."



## WHY THE VETERANS ERG MATTERS

BY RICK NELSON • VET-ERG PRESIDENT

What I have found with my involvement with the shipyard's veterans as the founder and President of the shipyard's Veterans Employee Readiness Group (VET-ERG) is that what veterans might not vocalize, but will admit they miss most when they report on board, is a cohesive, supportive network where people check on you.

In the service, it mattered to someone else whether or not my boots or uniform fit properly. It mattered to someone else if my rack was made properly, or if my weapon was cleaned. It mattered to someone else if I wasn't where I was supposed to be at the right time (believe me, I'd hear about it if I wasn't), or if my training wasn't completed.

To be sure, all of this attention paid to my performance was in the interest of team performance, but it also meant someone was always there for me, checking on me, and making sure I was good to go. We were all doing this for one another. If we had a task and a member of my squad was struggling, I would help share his load, and I knew he had my back. A fellow Marine would be right there to help me. That's just how it was. We learned to think of others first.

And then you exit the service.

Gone, suddenly, is the cohesive structure that existed to take care of you. Gone is that strong sense of social security. Gone is the sense that, wherever you go, you know where you fit. Gone were your friends from your ready-made peer group, who are just as invested in your success as you are in theirs. I see this every other week when new

employees report to Command Indoctrination.

The VET-ERG is an avenue to help veterans take care of veterans, but it is important to understand it is not only veterans taking care of veterans; it is spouses, children, and all of our shipyard family supporting our veterans.

Rudyard Kipling wrote a book called *The Law of the Jungle*, and in this book he said, "For the strength of the Pack is the Wolf, and the strength of the Wolf is the Pack." The shipyard's veterans group has strengthened me by allowing me to support so many of you and become a servant leader. This group empowers me so I can support and empower the group. The shipyard veteran group will be my passing legacy hopefully long after I am gone.

**For more information about the VET-ERG, please call:  
Rick Nelson, 396-0570.**

*"The Nation which forgets its defenders will be itself forgotten."  
- President Calvin Coolidge*

# Paid Training and a Guaranteed Job Through the NNSY Apprenticeship Program

BY JENNIFER ZINGALIE • PUBLIC AFFAIRS SPECIALIST



“It sets you up for life,” said James Hardin, valedictorian of the 2014 Norfolk Naval Shipyard (NNSY) Apprenticeship program. At the age of 27, Hardin already has a successful full-time career, is married with a child and one on the way, and owns two new vehicles, and a home. The best part, he started his career immediately following his training, debt free. Since graduating last year, he has also been promoted to an Apprentice Supervisor, “In a short period, you can really establish yourself and have a better quality of life,” he said.

Before entering the program, Hardin, a Miami native, worked a minimum wage job trying to make a living and pay his way through college hoping to achieve the “American dream.” In 2010, a friend mentioned the NNSY Apprenticeship Program and encouraged him to apply. “My life felt stagnant, so I thought, ‘why not?’” said Hardin. After going through the application process and getting accepted, he and his then girlfriend brought their few belongings to Virginia and set themselves up in a small

loft apartment two days before the program started.

The NNSY Apprenticeship Program is four years of formalized training, which includes academics, trade theory, and on-the-job experience. According to William Goodwin, the NNSY Apprenticeship Program coordinator, this leads students to become skilled journeymen in one of several trades. Through a partnership agreement, the academic element of the program, which consists of two-nine week sessions, is taught by Tidewater Community College (TCC). “Upon graduation, students receive an associate’s degree, and are registered with the state, and Department of Labor (DOL),” said Goodwin. “They will also receive a certificate of completion from the U.S. Navy, DOL, and Virginia Apprenticeship Counsel, as well as their journeymen card.”

Those entering the program come in as Federal Wage Grade (WG) Employees (a government term for trade and labor jobs), where they make approximately \$13 to \$15 per hour, with a step increase or

promotion every six months. According to Goodwin, most trades will be making around \$22 an hour after graduation. “The only requirements to apply are you must be a U.S. citizen, have a high school diploma or GED, pass a pre-employment physical, and take a placement test with TCC,” he said. “Males must also be registered with selective services.”

Trades within the program are as diverse as the people within the shipyard, and eligible candidates of all ages, races, and genders are encouraged to apply. LaKuana Jennings, a 2013 NNSY Apprenticeship Program graduate, did just that. Not only did she grow up in Virginia, but she also had a grandmother who retired from the shipyard as a painter. At first, Jennings pursued college but shortly after receiving her degree, she decided to start her career at the shipyard. When she applied, she was accepted into the program as a pipefitter, a trade with which she was not familiar. However, since graduating, Jennings’ career has taken off and she has already been promoted twice,



▲ LaKuana Jennings, a 2013 NNSY Apprenticeship Program graduate, is now an instructor for the Production Resources Training Department. Photos by Shayne Hensley, NNSY Photographer

once to supervisor and now she is currently an instructor with the production training department. She is also working with TCC to develop a training curriculum for the pipefitter trade.

“Coming into the program, I didn’t think, ‘I want to be a work leader or supervisor’, I came in like, ‘I want to get through this first year.’ I wanted to learn how to hold a grinder, I wanted to learn to cut pipe as a pipefitter, I was scared to death,” said Jennings. “It was when I realized I could do it, I could do more in my trade—that led me to want to help others and into a supervisory position. This program is a jump start to the rest of your life. It is a very rewarding career and the possibilities are endless.”

Across the country, more options for non-traditional education, like the NNSY Apprenticeship Program, are becoming available to meet the high demand for specialized skills. As the program coordinator, Goodwin is a firm believer in higher education but he also believes not all good jobs require a four-year degree. In fact, he said, of the apprentices who were accepted into last year’s class, 18 already had an associate’s degree, 29 a bachelor’s degree, and seven a master’s degree.

“Another thing to consider, my wife and I opted for a state pre-paid education

plan for my daughter who is a senior at a local university. The cost for her four years of education is approximately \$96,000. So if you are someone who hasn’t prepared to pay for college, more than likely you are going to be thousands of dollars in debt when you finish your education and then you’re going to have to go out and find a job,” said Goodwin. “Whereas here, the students are going to make around \$130,000 over the course of their four years in training, and then they have a job upon the completion of the program.” He also said tuition and books are also covered through the program.

Although many organizations seeking skilled trade workers offer a two-year program, the work performed at NNSY is complex, and according to Goodwin, the DOL requires certain minimum requirements to be met in order to allow someone to work at NNSY. “The trades here will not only perform more complicated work, but also a variety of different tasks within their trade, so there are multiple things they will have to learn,” he explained. “Trades are important to the shipyard because our purpose is to maintain Navy vessels which in turn protect our nation. So our program trains people, who in many cases have no skill level or knowledge of a trade, to become journeymen level mechanics who can perform the specific



work we need.”

Mechanics and apprentices will often work side-by-side with Sailors on projects to help ensure can perform the ongoing maintenance needed while out to sea. Hardin remarked that those in the shipyard take a great deal of pride in their work, “Here we are taught to treat the ship like it is ‘your house’ or treat it like it’s ‘your vehicle’ because it’s where [the Sailors] live and they are the ones driving it, and taking it out to sea, and we need to get them home safely.”

For those looking to become part of America’s Shipyard through the NNSY Apprenticeship Program, the opportunity opens up every year. Interested candidates should complete an admissions application with TCC and take the placement test. Applicants must also create an account on USAJobs.gov where they must apply for positions.

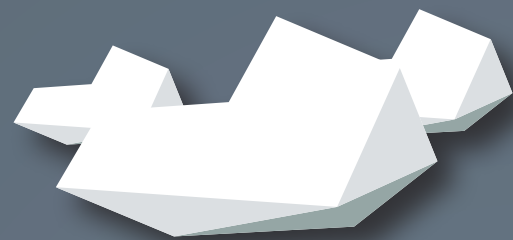
Applicants who are accepted will be notified through an email, which will include the date and time of an interview. Interviews are typically held in January and February. Once interviews are completed, selectees will receive another email notifying them of a job offer, which will include one of the three trade choices the applicant made. Those who accept the offer must then pass a pre-employment physical and background check. For more information, interested parties should call 757-396-4777/4765/4355 and speak to a program representative.

“I consider myself a lifetime apprentice; I am always learning new things,” said Jennings. “That’s all of us here; we are always learning new concepts as we go. This program is a life changer—it’s a win-win overall. There may be bumps and bruises along the way, but with determination and willingness to learn and give 100 percent, the possibilities are endless.

“After all, it is for the greater good, you are a part of the government you are working with the military on their vessels, it is just a very rewarding career—I wish I would have done it sooner.”

# DESTRUCTIVE WEATHER NOW EASIER TO PREDICT WITH SKYGUARD BY ACCUWEATHER

BY ANNA TAYLOR • PUBLIC AFFAIRS SPECIALIST



Weather is a fickle foe, but Norfolk Naval Shipyard (NNSY) is one step closer to predicting the future thanks to technology from AccuWeather. The new system, acquired by NNSY through an annual contract, provides customizable notifications about weather threatening the shipyard to ensure the well-being of NNSY's more than 10,000 employees.

The technology, called SkyGuard, is a location-based severe weather monitoring system staffed by expert meteorologists who provide up-to-the-minute warnings when dangerous storms are nearby. The system is used in conjunction with Fleet Weather Center warnings and National Weather Service forecasts, so NNSY has the most detailed and accurate weather outlook possible.

"This product is backed up by 150 meteorologists in Pennsylvania and a secondary redundant facility in a separate location," said Bob Brinkac, Emergency Management Planning Division Head (Code 1130). "They provide 24/7 observation so there's always a meteorologist



watching our perimeter."

SkyGuard meteorologists monitor the weather and send out warnings when weather systems are nearby. "They'll send an alert if something is approaching NNSY, and we have to acknowledge it within five minutes or they will call," said Brinkac. "We set up a five-mile perimeter around the shipyard. That tends to give us a 20-minute heads-up when something is coming, which could be wind gusts, lightning, hail, etc."

The Duty Office will receive the alerts and push out the details to senior managers on the Destructive Weather distribution list. In certain cases of severe weather, multiple alerts may be sent.

"This tool provides an environmental layer of safety for all shipyard employees by helping the Duty Office provide early warning notification and real-time observation of destructive weather," said Chief Jason Cascio, Duty Office Manager. "By providing early and real-time weather warnings, we are better able to protect civilian and Navy personnel, as well as Navy assets."

In addition to the text and email alerts, the shipyard Duty Office will be able to proactively monitor Hampton Roads' conditions via a web-based SkyGuard application with animated satellite and radar feeds and live weather graphics.

"It gives us another tool in the toolbox," said Brinkac. "Fleet Weather Center is great, but it's very big and broad. This gives us a product that is tailored to our location, and it's very accurate. They don't just regurgitate what the National Weather Service puts out."

AccuWeather also provides a comprehensive 36-hour forecast through SkyGuard, which is emailed in PDF form to the Destructive Weather distribution list and can be used to determine temperature and precipitation patterns hours in advance. "That's the big broad picture that tells you to pay attention," said Brinkac. "And then the detailed alert piece says, 'Hey, it's here. You have 20 minutes to get ready.'"



While SkyGuard does not prescribe the necessary steps to take when weather is on the way, it does tell NNSY personnel what is coming and provides vital details with great accuracy. The shipyard will still follow normal procedures for employee notification and potential sheltering, but the alert system affords leadership the ability to make well-informed decisions.

"Prior to obtaining this tool, weather observation for NNSY was passive and did not provide an active back up," added Cascio. "SkyGuard will allow the Duty Office to focus on daily operational commitments with the confidence that when destructive weather is going to affect the shipyard, we will have advanced warning and the information necessary to make decisions that will save lives and protect equipment."

The new system will prevent on-the-job injuries due to sudden changes in weather on the waterfront, and will allow the shipyard to pinpoint when dangerous conditions may exist.

"Unless there's a massive nationwide catastrophic event, there will never be a window of time when NNSY does not have a dedicated meteorologist monitoring the weather in our surrounding area," said Brinkac. "It's all-inclusive. It has just about every weather phenomenon you can think of."

Once the Duty Office is fully trained to use the web-based monitoring interface, training will be offered to senior managers, and then the program will go live – just in time for what will likely be a wet winter.





## GROWING SUCCESS: THE 3D CAD COMMUNITY OF PRACTICE

BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

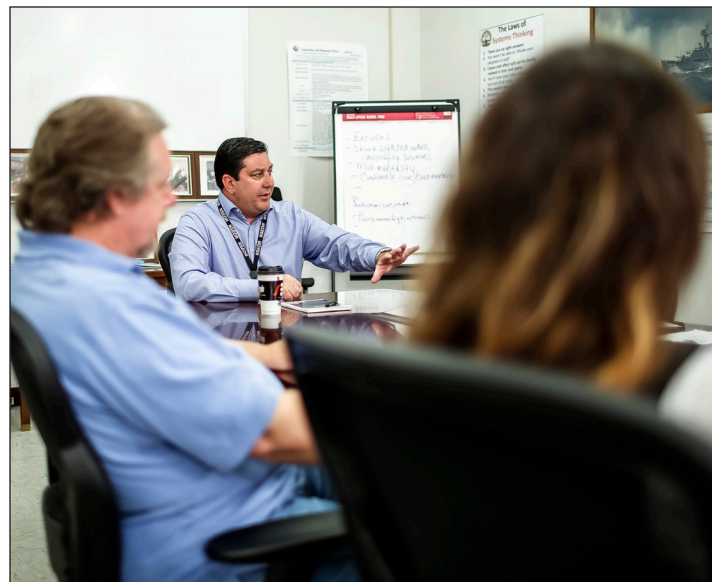
It all started with a defined need; the growing technologies of the world were sparking requests around Norfolk Naval Shipyard (NNSY) for 3D software. With various requests across the shipyard in need of different types of 3D software, former Chief Information Officer Terry Burrier reached out to Code 283's Dan Adams who handles Information Technology (IT) for his department in search of what software, specifically engineering, would need to go forward. In partnership with Burrier and sponsored by Code 200's Michael Zydron, Adams set forth to stand up a cross-functional team to meet the need in May 2012.

"There were various individuals across the shipyard who had a hand in researching 3D software and technologies but each one had an individual goal for their shops or codes and were not having much luck in getting the shipyard to progress with 3D technologies. Steven Minnis, Code 274 Branch Lead, has been trying to get 3D in the shipyard for more than a decade," said Adams. "We wanted to come together as a shipyard and combine our efforts in hopes to work as a team and grow the shipyard's technology to that of what's around us (i.e. Huntington Ingles Industries Newport News, Electric Boat and other private shipyards)."

The 3D Computer Aided Design (CAD) Community of Practice (COP) has been together for more than three years and is sponsored by both current Code 200 and Code 2300 Department Managers. It's a collaborative effort between all NNSY departments to integrate 3D model based engineering technologies into the current business processes of the shipyard. The efforts of the group have resulted in 3D CAD software and hardware deployment within the shipyard, and have additionally created subcommittees within the COP to focus and address development of specific areas including employee training

programs, 3D scanner and printer integration, robotics and more. Furthermore, the group has made an effort to partner and explore communities outside of the shipyard to stay aware of their efforts and assess what could be used at NNSY.

Code 2360's Maria Williams said, "The COP has been working with various groups within NNSY, the NAVSEA community, and the Hampton Roads community to leverage expertise and find areas of need for the overall goal of supporting the Navy. We started out just as a group looking at what software the shipyard needs and we've grown to bringing all forms of technology into the shipyard."



The COP is broken down into subcommittees dedicated to their own specific piece of the puzzle. The subcommittees include 3D Modeling and Focus led by Code 1237 Tony Edwards, 3D Modeling Technology Training led by Code 930 Tim Edmondson, 3D CAD Standards Development and Implementation led by Minnis, Technology Inventory and Gap Analysis co-led by Code 981 Michael Joyce and Code 262 Dave Schaffer, Additive Manufacturing led by Williams, External Interests led by Code 283 Phillip Ash, and 3D Metrology led by Code 262 Brian Presson. Each subcommittee holds its own meetings separate from the COP and releases monthly newsletters highlighting important dates and events, including any new information collected.



"I personally believe our COP and the subcommittees within it are important to obtain a viable future at the shipyard. I feel the need for our group stems from the fact that the shipyard for a period stuck its head in the sand and the world of technology continued on without us," said Adams. "Now we're doing everything we can to stay as informed with the world of technology as possible."

Their efforts have caught the attention of NAVSEA Headquarters personnel, who recently made a comment that they receive the reports from the COP and are challenging the other shipyards to develop something similar at their respective bases. "Other shipyards have begun to reach out to us about potentially developing a corporate COP like what we've been doing here. We have a lot of attention on us now and it's amazing," said Adams. "We're constantly in meetings and teleconferencing with others so we all are in the same loop of what's going on."

The 3D CAD COP is open to all who wish to participate and provide their insight. "The real beauty of this COP is that when you look around at our group, you see 1200, 1100, 900, 700, 200, 2300, etc.," said Adams. "We have representation from the various codes and it's truly become a shipyard effort. We're in this together and instead of looking at things from our own perspective we all are looking for ways to share information. During our first meeting, everyone was in their own group but as time went on we became one big team working towards a common goal. I think that in itself is why our group is successful. We show how the shipyard can work together and consciously move forward."



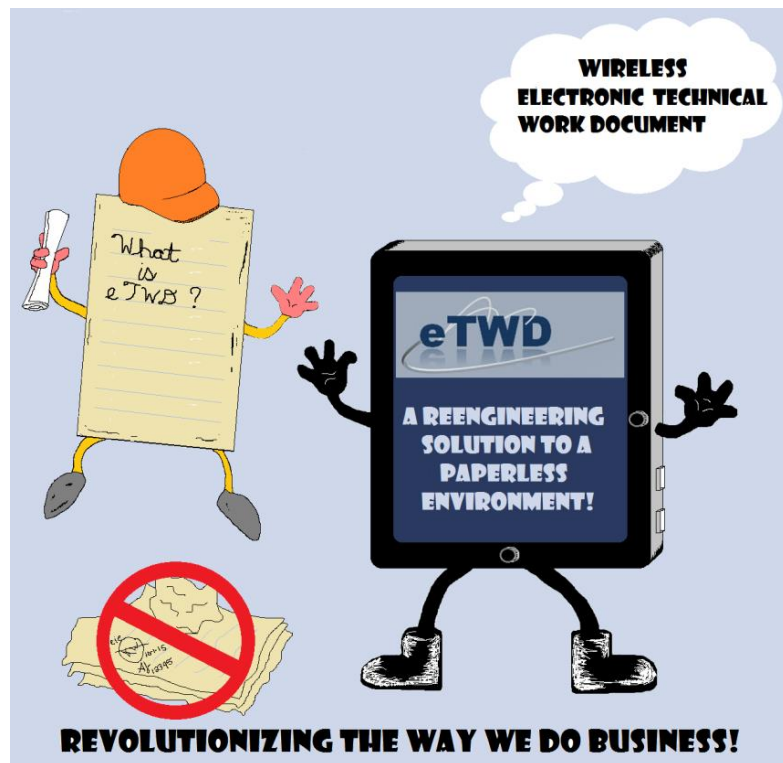


# “IMAGINE THE POSSIBILITIES”

## What is eTWD?

The Electronic Technical Work Document (eTWD) is a reengineering solution to a paperless environment! It is more than an electronic TGI, it's an electronic work package. It promotes simplified data collection, validation, processing and problem resolution for engineering, resulting in increased mechanic output on the deckplate.

## STEP AWAY FROM THE PAPER!!!



## ? Did you know?

...

Electrons are faster than hand-delivery! eTWD will reduce the time and expense to write, issue, compile, route, execute, track and certify work! This will provide a more simple solution to both Engineering and Production.

Potential benefits include:

- ❖ Paperless execution of work
- ❖ Secure transmission
- ❖ Electronic certification
- ❖ Electronic OQE
- ❖ Ease in planning next avail.
- ❖ Capturing labor cost
- ❖ Content Management



# Coming in 2017!

For more information, visit our eTWD website:  
<https://webcentral.nnsy.sy/sites/etwd/default.aspx>