

# SHIPYARD LOG

Pearl Harbor Naval Shipyard & IMF News Since 1946

May 2016



# MAHALONUI

In recognition of our Military Ohana

# [Commander's Corner]

## Bravo Zulu to our Military Ohana

Aloha, and thank you for reading the May edition of the Shipyard Log. This month we are highlighting Military Appreciation Month and the unique team we have here at Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility.

We are the nation's largest fully integrated military-civilian workforce involved in full-service shipyard work. Numbers wise, we currently have more than 500 military members and about 4,950 civilian employees. We work together as a highly skilled team to accomplish the work of keeping the U.S. Pacific Fleet "fit to fight."



Captain Jaime Kalowsky and EM2 Davita Johnson send a special "Hawaiian thank you" to all our Military Ohana in recognition of Military Appreciation Month.

Our efforts help our Navy to project power forward to establish its "presence" around the world and to keep the sea lanes open for commerce and communication.

The Pacific area of responsibility stretches from bases and stations in California, across the Pacific to Japan, on to include Southeast Asia, India and the Middle East. Its sea lanes carry the commerce of dozens of nations. Its shorelines are home to millions and millions of people. The presence of the U.S. Navy in this region and around the world is an undeniable confirmation of our nation's commitment to protect freedom. That commitment defines our Shipyard's mission and our constant challenge to complete the repair and maintenance of the Pacific Fleet's vessels in a timely and cost-effective manner.

The majority of our active military service members here at the Shipyard are Navy personnel who serve in our shops and departments, and in

the crews of Navy vessels we service. Our workforce also includes many civilian employees who are Reservists or members of Hawaii's National Guard, many of whom deploy as Individual Augmentees in support of U.S. missions in far-flung areas of the world. During this month of appreciation for our all military service members – active duty, Reserve and National Guard – we honor their service and are grateful for the help they provide to keep our Shipyard "No Ka Oi."

In this edition, we also thank those military and civilian members of our Shipyard 'Ohana who volunteer to participate in community outreach events and activities. We highlight the efforts of those who go out to local schools to help repaint doors and complete other rehabilitation projects, supervise sports events and other physical training activities, mentor students in the classroom, and help coordinate commemorations of historic events. In the process, they also share accounts of their own experience to inspire in their audiences a spirit of patriotism and a desire to follow a lifetime path of meaningful service. Shipyard volunteers also participate in highway clean-ups, help run annual Special Olympics Hawaii aquatics events and mentor school robotics teams. With a civilian-military workforce almost 5,500 strong, we cannot even imagine all the good work our military members and civilian employees do as volunteers -- helping to coach and train sports, scouting and other youth groups, taking part in environmental stewardship projects, helping within their neighborhoods. The bottom line is that our Shipyard workforce is an integral part of the overall "fabric" that is Hawaii, and we thank all those who so unselfishly give of their time.

Our "In Focus" this month defines our "Communities of Practice" and the important work they do to improve Shipyard processes and procedures. Please also read the words of U.S. Representative Mark Takai on page 3, reflecting on his first visit to the Shipyard on March 29. And, when you see Code 220's Eric Petran, please congratulate him for his successful efforts to help PHNSY&IMF be recognized by the Office of Naval Research as a NAVSEA "laboratory" site (see story on page 3). And by the way, LOOKING GREAT AT 108!! Happy Birthday Navy Yard Pearl Harbor!

Thank you all, military members and civilians, for the teamwork, friendships and professionalism you share as part of Team Pearl. Keep up the good work, and I'll see you on the deck-plates!



## SHIPYARD LOG

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ON THE COVER: ET1 Jason Stewart and Shop 71 Painter Blaster Mechanic Sonny Kalua, exchange their Ha (the breath of life). Considered sacred to the Hawaiian culture, this is an act of sharing each other's mana (spiritual power) while respectfully inviting the other person into their personal space.

**Photo by: Justice Vannatta**  
**Graphics by: Sean Hughes**

# Congressman Mark Takai visits PHNSY

## Letter to PHNSY from Congressman Mark Takai

I had the incredible opportunity to meet Capt. Jamie Kalowsky and his leadership team at the Shipyard to tour the facility, meet some of their 5,500 dedicated civilian and military professionals, and learn more about the yard's remarkable "Fit to Fight" legacy.

Along with the repair, maintenance and modernization of the submarine fleet, the Shipyard also partners with the private industry maritime maintenance providers to repair, maintain and modernize U.S. Pacific Fleet surface ships. Capt. Kalowsky showed me USS Halsey (DDG 97) in maintenance at Dry Dock 4 - the largest of the Shipyard's docks, and the same one in which U.S. Coast Guard, Battleship Missouri and several commercial and cruise ships, have also undergone maintenance, as part of a strong public-private maritime partnership.

We ended the tour at the Bravo Piers. From this central Pearl Harbor vantage point in the harbor, the remarkable panorama included the Battleship Missouri, Battleship Row, the Arizona Memorial, the Bowfin and the World War II Valor in the Pacific Memorial, as well as today's modern pier-side fleet of impressive Navy ships and submarines. It was an appropriate conclusion to my visit, standing right in the middle of Pearl Harbor, surrounded by the Navy's past and present, while we talked about our collective future in the Pacific and beyond.

It struck me that the scale of things at the Shipyard are amazing,



Congressman Mark Takai visits PHNSY on March 29th, and makes a stop at Bldg. 67. The Congressman discusses shaft repair with Shop 31 General Foreman Rusty Matsumoto

from the size of their facilities and workforce, to their scope of support across the Pacific, to the amount of effort they're using to maintain our national-defense edge in the world. The Shipyard and our Shipyard neighbors are truly impressive in the way they keep our Navy "Fit to Fight!"

I believe we in the State of Hawaii can be rightfully proud of the hard-working men and women who repair, maintain and modernize our fleet, as well as those who wear our nation's uniform and go willfully into harm's way for us.

Mahalo,  
Congressman Mark Takai

## Pearl Harbor Naval Shipyard earns Lab accreditation

Story by David Tomiyama  
Public Affairs Specialist

After more than a year of research and administrative coordination, the Shipyard was officially given "laboratory status" by the Office of Naval Research (ONR), March 18. The Shipyard is the pilot naval shipyard to be named a laboratory as part of a potential effort to seek laboratory status for all four naval shipyards.

"This designation verifies what the command has been demonstrating for years: we have the in-house expertise, culture and capacity to successfully leverage new technologies to provide better value to the taxpayer," said Eric Petran, Code 220 Naval New Technology Program manager and Office of Research & Technology Applications representative. "It shows we have support from ONR to Naval Sea Systems Command (NAVSEA) to Shipyard senior leadership to expand our pool of collaborators with whom we will work jointly to bring new technologies to bear to the benefit of all naval shipyards."

Designating a Navy command as a "laboratory" is not randomly given by ONR. Potential designees must meet a number of strict requirements such as security, legal, and information technology to name a few.

Laboratory status opens the door for the Shipyard to develop new technologies and processes with partners outside the Navy umbrella. In the past, the Shipyard was limited to partnering only with Navy affiliated educational institutions and other Navy commands for research and development opportunities. While new technologies and processes came out of the collaborations, the list for who the Shipyard can now

partner with is wide open.

"We're now authorized to enter into technical partnerships such as education partnership agreements and cooperative research and development agreements, which opens the door to many new projects," said Petran. "The goal is to pursue innovative advances to improve our productive capacity while looking at the role of a shipyard in both the current Navy as well as the Navy of the future."

The Shipyard Laboratory will start off slow, seeking local educational partnerships and serving as the shipyard laboratory model for NAVSEA.



Shop 31 Branch Head John Morgan and Code 220 ORTA Eric Petran discuss new brush plating technology with Deputy Undersea Warfare Chief Technology Officer John Vlattas, COMSUBPAC Science Advisor Goeffrey Moss and New Technology Fleet Liaison Greg Bynum.

# A life of service

Story by Sarah Fry  
Public Affairs Specialist

*One of my mother's favorite "reference" books was The Prophet by Kahlil Gibran. When she needed a good quotation to build a presentation around, she could always find one within those pages. As I grew to adulthood, The Prophet came to mean a great deal to me as well. In his chapter on giving, Gibran wrote, "You give but little when you give of your possessions. It is when you give of yourself that you truly give."*

Gibran's words come to my mind when I am asked to quantify how many members of our Shipyard 'Ohana volunteer their time to help others. My response has not changed over the years because the answer is "I have no idea, but I am absolutely positive that the time Shipyard workers donate totals thousands and thousands of hours every year."

They volunteer to coach or otherwise help with Little League, Pop Warner, Special Olympics events, and sports teams and other youth activities of every description. They teach engineering skills and concepts to school robotics teams, mentor math and science, make presentations to their children's classes, and speak about their careers to audiences of all ages. They bring joy by visiting the elderly, serve holiday meals to the poor, organize blood and bone marrow drives, collect clothing and food for the homeless, and care for abandoned pets. They prepare and send off care packages to the forward deployed, greet those returning with welcoming arms, and work to help the nation's veterans and wounded warriors. They join with others in the community to remove invasive species, plant trees, reconstruct fishponds, build new homes and renovate others. The list – unwritten and unrecorded – goes on and on and on, year after year.

The Shipyard's military includes volunteer coordinators who help spread the word about upcoming school and community events for which help is needed. Petty Officers Davita Johnson and Daniel Neville are great examples, sending the word out by email to literally hundreds of military service members and volunteering themselves as well. The glowing and grateful feedback they get from the help receivers is undeniable testimony that many of their addressees regularly give of themselves to lend a hand where it is needed.

Please join me in expressing our gratitude to all the "givers" among us. Many go on giving, without ever hearing the words "thank you" – but that doesn't stop them. They know that giving of yourself makes you feel good, about you. We can share that feeling with others as well, especially the very young, by allowing them to help us, so they learn how it feels to give.

Many, many thanks to all you volunteers out there. Please know you are appreciated for all you do.



Photos by Justice Vannatta



Photo by Davita Johnson





# Having a grateful Heart

Story and photo by Justice Vannatta

**W**hen I was a young boy growing up, my mother and father raised me and my brothers to always have a grateful heart, to always be appreciative for what we have -- family, friends, Hawaii, just to name a few. My parents were quick to point out that, "Someone else always has it worse than us. We should be grateful we're not struggling like that." Though we were far from rich, we had each other and that was enough.

Like most kids growing up, we were oblivious to how hard our parents and caretakers worked trying to make ends meet, especially in Hawaii. To consistently ensure their children had memorable birthdays and Christmas's was a perpetual, round-the-year task in which they willingly invested until we left the nest. We had food, shelter and hand-me-down clothes, but we didn't think twice about it, because the heart was always grateful. We carried on in our childhood as if life was a bike ride with our pals, and our golden youth would last forever.

Fast forward 20 years and life is dramatically different, yet strangely the same. Many of us have moved on to stable careers at Pearl Harbor Naval Shipyard and have started families of our own. Although we may have differing philosophies and theories of how to raise a family, some of the positive traits our parents and caretakers instilled in us remain -- like always have a grateful heart.

The older we get, the more we realize just how much we have taken for granted. We learn that life literally comes with a price tag and bills always need to be paid. Every day we're reminded how much our parents and caretakers sacrificed to provide a better life for us, just like we are trying to do for our families. As invincible youths, our health was the absolute last thing on our minds. Now, when a family member or friend gets sick, we start to realize our own mortality.

The more things change, the more they stay the same. In so many ways, each of us is still that young child, oblivious to how good we have it. We are the recipients of incredible gifts here in the land of the free and the brave, yet, very naively, we go about our busy days with the confidence and assurance of

our constant safety, because that has always been provided for us.

Here at Pearl Harbor Naval Shipyard, our civilian and military workers share a unique identity as direct contributors to our nation's defense. We are at the helm of maintaining our nation's capability by keeping its Pacific Fleet "fit to fight." We can positively influence the strength of our country by meeting the scheduled completion dates of our submarine and surface ship maintenance availabilities. The challenging work we do here is vital to our nation's security and to our military service members, whether they work beside us here at Pearl or man the ships and subs we maintain and repair.

But how often do we *take* the time to show our gratitude to the men and women in our armed forces who defend our precious way of life? These are the warriors who sail the seas and stand guard on our walls, dedicated to the preservation of our great country and its formidable people. They have answered the higher calling of service to their nation, defending American values and democracy. Time they could have spent with their loved ones they spend instead in every clime and place around the world, living a separate life, sacrificing personal comfort, voluntarily putting themselves in harm's way. Many have given their very lives that we might live the kind of life they are sworn to protect.

So how do we acknowledge their values of honor, courage and commitment? The answer is simple. Have a grateful heart.

The next time we stand at attention during colors, as we ALL should do, or when we see one of our brothers and sisters in arms passing by, let's keep a grateful heart. Our service members deserve our gratitude and acknowledgement. A friendly handshake, a tip of the hat or a simple "mahalo" goes a very long way. Always remember that the uniform they wear is an armor of declaration, carefully built and proudly worn to protect the rest of us. Be mindful that our military service members have dedicated themselves to better our way of life. During Military Appreciation Month, and always, remember to have a grateful heart.





**Nuclear Regional Maintenance Department (NRMD) Zone Manager Kinney Blas and NRMD, Ship Superintendent EM1 John Neuppert**

"I have been working with one SS in particular for the past 3 years, P.O. 1<sup>st</sup> Class John Neuppert. Before coming to NRMD, John served on the USS Key West in Guam. He is currently the SS for 2<sup>nd</sup> shift. John has been with NRMD the longest of all SSs. He is knowledgeable of the jobs, how the ship operates, and how NRMD operates. We work together to progress work, and to complete jobs. Through the years, John and I have become very good friends on and off the job. We both have ties to Guam (John has been assigned there, and I grew up there). John is a very smart, and my go-to guy when my 15 year old daughter needs help with AP Calculus homework. I haven't told her that I am relaying what John is telling me. She still thinks im the one that knows and understands her homework. John is a great co-worker and a friend that I can trust. Mahalo!" - Kinney Blas



**Mike Swatowski and Shop 99 Pipefitter Apprentice Cody Valleros**

"Being able to work side by side with Sailors on shore duty creates a much different work atmosphere, compared to other shops. At Purewater Shop 99, our workforce is half civilian and half military. Our coworkers in blue bring different perspectives as well as first-hand knowledge about the boats that we work on daily here at Pearl Harbor Naval Shipyard and IMF. "Petty Officer Michael Swatowski or 'Swat' is one Sailor that I can not only call a coworker, but a friend as well. Aside from an occasional look of confusion when I use local phrases such as 'Da Kine' or 'Rajah Dat,' swapping stories with Swat makes the work day go by quicker during deliveries and maintenance. Outside of work we also plan things like fishing trips or offroad drives, and one of these days I hope to get him out into the surf and standing on a board. I appreciate my good friend Swat and all the other military personnel who defend our country. Thank you!" - Cody Valleros



**Shop 31 Inside Machinist Apprentice, Active Reservist Isaac Narita and Shop 31 Inside Machinist Apprentice, Kauwi Chang**

"I would first like to take some time to say thank you to all our men and women serving our country in the armed forces, whether it be active duty, reserves, or retirees. Thank you for all that you do and keep fighting the good fight! I would also like to recognize Isaac Narita, who I coincidentally sat next to on the first day of orientation and made that excruciatingly long week a little more bearable. Since then, for a little over a year, Isaac has been a great coworker and friend. The skills he acquired as a helicopter mechanic in the Army National Guard serve him well with what we do in Shop 31 and he readily shares his experience to further our efforts. "What makes him a great coworker though, is his sense of humor and great work ethic. He's honest, won't hesitate to call out my mistakes, but will just as quickly admit his own (which keeps us on our toes and provides accountability), and I can't seem to recall him ever being late. His ability to find humor in almost anything makes him very easy to get along with and makes the day go by a little faster. All in all, Isaac is a dependable, easy going guy who is always good for a laugh, even if it's usually at my expense... So, thank you, Isaac, for being a great coworker and friend as well as for all that you do serving our country! Mahalo!" - Kauwi Chang



**Shop 99 Radiological Material Controller Darin Cababag and EM1 Troy Sandwisch**

"I've known Petty Officer Troy Sandwisch for seven months. I can say he is not only a hardworking Leading Petty Officer to his fellow Navy sailors, but also to his fellow civilian employees. He has the willingness to step up and lead his fellow team members. He is persistent in keeping the team on track and accomplishing tasks. He is also a person you can trust and depend on. I'll give you an example of his compassion to his fellow employees: When my car broke down and I had no way to get home, Mr. Troy Sandwisch drove me all the way home, even though it was out of his way. "Mahalo, Petty Officer Troy Sandwisch for being a great friend. Aloha!" - Darin Cababag

# In focus: Communities of Practice

You've probably already heard the term Community of Practice (CoP) but have always wondered who they are and what do they do. A CoP is an improvement initiative that is embedded within the shops and codes, built to produce process and performance improvements. If any employee has a new idea for improvements, training, tooling or equipment innovation, they could utilize the CoP as a vessel toward improvement.

The CoP has three major branches: the Domain, the Practice and the Community Members.

The Domain can be defined as a shared interest or goal. Here at Pearl Harbor Naval Shipyard we have CoP's in each of the Code 900 shops; Code 920 Structural, Code 930 Mechanical, Code 950 Electrical, Code 960 Piping, Code 970 Preservation / Coatings and Code 990 Temporary Services. There are also the Job Readiness CoP, Code 300 Testing and Code 200 Productioneering CoP's.

The Practice consists of our processes. It's how we do, what we do. The CoP utilizes the Learning Organization, Lean and Knowledge Management Principles and techniques in identifying and solving problems.

The third major part of the CoP is its people. The Community Members consists of anyone that has a passion or vested interest in the Domain. Every member in the community serves a purpose. The CoP leader is there to build the relationships within the community, bring them together and assist them in sharing and collaborating as they move towards their desired outcome. Workers provide subject matter knowledge and expertise, engineers provide technical direction, training and coaching assist in developing skills and process owners implement actions.

The success of the community hinges on trust between and among its members. A community that meets regularly sharing their knowledge and expertise will evolve naturally into a team that has the creative ability to examine the conventional and radical wisdom related to their topic. Passionate engagement in these learning opportunities will define the Community and create a culture of respect and trust for each other enabling the team to better support the Shipyard's mission.

It is also critical that Senior Managers and CoP Sponsors support and reinforce the business value of the CoPs and promote successful results.

Code 970 Coating and Preservation CoP Leader Eric Tadaki and Shop 71 Painter Blaster Continuous Training Development Subject Matter Expert Workleader Liko Kruse



Code 990 Temporary Services CoP Leader Renny Akina and Shop 99 Electrical Workleader Richard Lau

## Code 990 Temporary Services Community

The Temporary Services Shop is very diverse, having three major trades that provide electrical, water, vent and gas-free support to other trades working on projects. Their dry dock team heads all docking and undocking operations for all four dry docks. C990 plays a huge role in the Shipyard's nuclear program by performing operations for Ram Shipments, CD, Pure Water, CIF, etc. Shop 55 is also part of C990 whose team focuses on facilities maintenance throughout the entire Shipyard.

The Temp Services Community of Practice assists the process owners and related stakeholders in problem areas throughout the shop. The Learning Organization, Lean and Knowledge Management Principles are used extensively in the problem solving process. The insertion of new technology in tooling, equipment and materials into the various work processes from other ship yards, NAVSEA and Warfare Center Teams is one of the shop's major focal points. - Renny Akina

## Code 920 Structural Community

As Community of Practice (CoP) Leader for C920, my mission is to bring together personnel from different disciplines to collaborate and encourage continuous people/process improvement and bring innovation and technology into the forefront. The C920 CoP does this by getting down to the deckplates, analyzing metrics and data, and conferring with the C920 CoP's from other Shipyards.

Personnel of C920 are highly encouraged to seek out members of the CoP to suggest ideas for process improvement, future mock-ups, additional training, and tooling or equipment innovation. Our team would then determine the path to make their idea a reality. Whether it's facilitating a learning cell, developing a new training, or simply buying a new tool, we would work closely with Shop Management and keep the suggesting personnel up to date on the status of their requests. - John Mizushima



Code 920 Structural CoP Leader John Mizushima and First Year Shipfitter Apprentice Blake Kondo

## Code 960 Piping and Insulation Community

Code 960's Community of Practice (CoP) is comprised of Production Shop Managers and Supervisors, Project Managers, Workers, Engineers, Program Analysts, Cost Advocates, Project Efficiency Progressmen, and Technicians. This CoP provides a forum in which knowledge and experience is collected through the exchange of stories, problems and solutions to expand its workload capacity and capability.

The Piping and Insulation CoP exists to build a community that continually pursues innovation and implements cutting-edge technology through collaborative efforts with the NAVSEA Warfare Centers. Some of the initiatives that have been completed to date include the development of an In-shop R-134 Compressor Bench Tester which facilitates pre-operational testing of the compressor to ensure adequate oil flow, capacity control operations and sound monitoring prior to installation shipboard. In the past, there have been occasions on which shipboard operational testing of the compressor failed leading to costly rework. Customers of the CoP include NAVSEA, COMSUBPAC, CNO/Non-CNO Project Availabilities, Budget Analysts, and Business Agents. - Roy Rapoza



Code 960 Piping and Insulation CoP Leader Roy Rapoza and Shop 56 Air-Conditioning and Refrigeration Mechanic Albert Natividad.

## Code 970 Coatings and Preservation Community

Code 970 consists of numerous trades; Plastic Fabricators, Shipwrights, Fabric Workers, Ship Maintenance Aids, Painter/Blasters, Equipment Cleaners, and Hazardous Waste Disposers. As the Leader of the Community of Practice (CoP), the focus of my team is to support the deliverance of innovative solutions to our customer's most challenging and complex problems. We are concentrating on aligning our workforce with the code's vision to transition a modern workforce that proficiently meets today's demands through technological innovations and personal pride. C970's CoP is focusing on a different approach of gathering ideas and suggestions utilizing the Action Board's on the Waterfront and in the Shops. This clear means of communication between the workforce on the deck plate, the Shops, and Senior Management has broken down barriers and refocused employee attention to their task at hand. Our team works with Senior Management to support the needs of the workforce by championing ideas, scheduling LEAN events, obtaining material or equipment necessary, coordinating additional training, and removing obstacles that would impede their projects goals and deadlines. Supporting our workforce at all levels ensures an environment that fosters excellence, integrity, and respect to perform at the highest standards in support of the Shipyards mission. - Eric Tadaki



Code 246 General Engineer Adam Akui, Code 300 Project Testing CoP Leader Christopher Orimoto and Shop 56 fourth year Apprentice Justiny Alimoot

## Code 246/300 Project Testing Community

It's no secret that shipboard testing requires the coordination of a multitude of production trades, engineering, and support codes. The collective knowledge base of all practitioners involved is a complex, yet powerful asset that transcends Shipyard departments. The Project Testing CoP seeks to harness this potential through enhancing cross-functional relationships and embracing Learning Organization principles. Our mission is to improve test preparation and performance at PHNSY, through encouraging innovative solutions and collaboration efforts throughout the community. Whether through process revision, technology insertion or knowledge management, every practitioner has the power to influence continuous improvement and through the CoP network, that power can transform into real change. - Christopher Orimoto

## Code 200 Job Readiness Community

As the Job Readiness Community of Practice (JRCoP) Leader, my mission is to bring the members of the diverse PHNSY JRCoP together and ensure that our execution workforce receives the vital support they need to keep the fleet Fit to Fight by ensuring our work can start when scheduled, continue without disruption, and finish & certify with urgency.

The JRCoP works closely with the members of the six JRC focus areas centered around execution support. These 6 areas are: Work Packaging, Work Controls, Tool Support, Material Support, Problem Resolution Group, and Certification. The Shipyard's JRCoP action team, consists of Code 200, Code 300, Code 900 personnel, meets weekly to make key decisions and take appropriate actions to implement and improve the support we provide to our workforce.

The JRCoP periodically assesses and analyzes the support we provide and pursues opportunities for constant improvement to increase productive capacity and reduce duration for OUR work. It also works closely with counterparts at other shipyards and NAVSEA to discuss progress, and share lessons learned, and best practices.

If you have any suggestions or recommendations for improving the support you give or receive from the six JRC focus areas, please feel free to contact me. - Scott Miller



C200 Job Readiness CoP Leader Scott Miller and C244.4 WPC, Production Shop Controller, Christopher Santa Monica



Code 930 Mechanical CoP Leader Arian Like and Shop 38 Marine Machinery Mechanic Jared Seminará

## Code 930 Mechanical Community

As Code 930's Mechanical Community of Practice (CoP) Leader, my mission is to improve communications and knowledge sharing locally and corporately. My goal is to bring together personnel who share a concern, a set of problems, or a passion about a topic (process, product or practice) and who want to continually improve, solve problems, share knowledge across the Shipyard corporation and bring innovation and technology to leverage complex mechanical work.

The Code 930 CoP does this by getting down to the deckplates, analyzing positive/negative trends, and conferring with the Code 930 CoP's from other Shipyards and our local CoP's (Codes 300, 740, 920, 950, 960 and 970). Personnel of Code 930 suggest ideas of process improvement, future mock-ups, additional training, and tooling or equipment innovation. Our highly motivated Team will determine the path to make their idea a reality. We have facilitated learning cells, conducted LEAN events, fine-tuned basic training and bought new tooling. We would work closely with Shop Management and keep the suggesting personnel up to date on the status of their requests. - Arian Like

## Code 950 Electrical Community

The Electrical Community of Practice (ECoP) is a group of people from Code 950, Shop 51, Shop 52 and Shop 67, Code 270, Code 2330, Code 900T, Code 133, Code 139, Code 246, and the Metal Trades Council that meet on a regular basis around the common interest of improving the community. As the ECoP lead, I am responsible for leveraging the passion and knowledge in the community to innovate and improve the way we do ship maintenance. We seek out deckplate input and use those suggestions as the main driver for our improvement initiatives. Other sources for improvement ideas come from the Corporate ECoP, partnerships with Naval Undersea Warfare

Centers, as well as other performance improvement/innovation forums. The emphasis in our CoP is developing good working relationships between members of our community. The creation of these improved relationships and networks enhances our ability to leverage the talent within our community to advance us forward. Some other organizational relationships that we have cultivated



Code 950 Electrical CoP Leader Sal StGermain and Shop 51 Electrical Mechanic Ikaika Tamayori

over the years have been with Moonshine, the Cumbersome Work Practice group, Special Tools, the Office of Research and Technology, and Productioneering. Whatever your need is, the community probably has someone that can help you, so please bring us your suggestions. - Sal StGermain

## Code 930 Corporate Mechanical Community

As members of the Corporate Mechanical Community of Practice we represent a group of individuals informally bound to one another through exposure to a common class of problems and common pursuit of solutions through the corporation. The Corporate Mechanical Community of Practice capitalizes on the talents and collaborative relationships between mechanics and engineers of all four Naval Shipyards.

Communities of Practice are a way of developing social capital, nurturing new knowledge, stimulating innovation and sharing of knowledge. The Corporate Mechanical Community of Practice meets regularly to build on networking relationships for the purpose of sharing information on training, qualifications, resources, standard processes, new initiatives and new technology. - John Morgan



Code 930 Corporate Mechanical CoP: Code 930 Superintendent Devin Paiva, Shop 38 Branch head Jason Uyehara, Shop 31 Branch Head John Morgan and Code 260 Engineering Branch Head Clifford Imamura

# Code 970 Communities of Practice implement Action Boards

Story by Leihuanani Griffith  
Code 970 LEAN Program Analyst

The C970 Action Board was adopted from the Portsmouth Naval Shipyard “Idea” Board. The intent of the Action Board is to gather ideas/actions from the waterfront and provide a response or an action. The intent is to provide total transparency and build a strong relationship within the workforce with proven results.

Alyssa Santos, former member of the Code 970 Hulls, Tanks and Structure Communities of Practice (CoP) created the Fresh Ideas Start Here (F.I.S.H) form that is being utilized to collect the idea/action request, which the employee places in the Action Board box.

“The F.I.S.H. form was created to give mechanics and apprentices a voice. No one knows more about a job than the person doing it on a consistent basis,” Santos also added “The F.I.S.H. form gives workers an opportunity to be proactive in fixing problems in their work processes before encountering them on the waterfront. An hour spent on better preparing for a job could eliminate days spent trying to recover from preventable errors.”

The CoP team collects the forms on a bi-weekly basis and provides updated spreadsheets with the Current Actions, Completed Actions, and the Parking Lot. Issues and ideas that cannot be resolved or completed currently will be reviewed periodically and placed in the Parking Lot.

Ken Mumaw Shop 71 Painter/Blaster Mechanic, utilized the F.I.S.H. form to request pneumatic air to a particular paint locker so the crew would no longer rely on battery powered drills to agitate paint. Other items posted are from Broadcast messages or internal Shop information.

Rick Oshiro, Shop 71 Painter/Blaster Supervisor, saw the flyer for the “How to read a TGI” Lunch and Learn, and contacted the CoP to set up a session for interested 2nd shift personnel. Douglas “Dougie” Ayonon, Shop 71R4 Supervisor, read the flyer for the Overseas Job Opportunities and allotted time to speak with any interested individuals. Those without computer access will no longer rely on briefings or word of mouth.

Photo by Justice Vannatta



## April Civilian Newcomers

Jason Ahuna, C920  
Brendan Ajolo, C950  
Brandon Akiyoshi, C740  
Roger Alama, C742  
Lance Antonio, C960  
Byron Apo, C950  
Shridhar Atri, C130  
Richard Ball, C1033  
Francisco Barba, C960  
Anthony Barredo, C960  
Andrew Blue, C950  
Sean Boyd, C960  
Reece Brady, C960  
Steffan Brand, C970  
Noah Caraulia, C930  
Dylan Carvalho, C970  
Clinton Chai, C920  
Christian Chun, C740  
James Cobb, C970  
Jennifer Davis, C990  
Wayne Davis, C960  
Rosendo Duldulao, C730  
Crystal Emmsley-Chang, C950  
William Gillespie, C920  
Bernard Greeson, C23501  
Tyler Greseth, C950  
Elisse Hajime, C970  
Christopher Hammond, C960

Justin Heppner, C960  
Micah Higa, C950  
Curtis Hirata, C950  
Kanai Hoffacker, C950  
Lucion Holyfield, C950  
Linda Hue, C10931  
Robert Ige, C960  
Nelson Ishikawa, C960  
Darren Ishizu, C930  
Aerich Johnson, C246  
Tawnee Jones, C950  
Kealii Kalahiki, C920  
Mitchell Keawe, C960  
Daniel Kelai, C950  
Joseph Kichak, C950  
Thomas Krasnowski, C930  
Brentyn Lee, C920  
Emma Lenchanko, C930  
Austin-Lee MahiAi, C960  
Taylor Matsumoto, C950  
John Mullen, C960  
Alan Murai, C970  
Darren Muranaka, C960  
Justin Nagashima, C920  
Kristy Nakamitsu, C970  
Tisha Namba, C740  
Kelden Nohara, C930  
Ceenan Oliveira, C950  
Spencer Omalza, C740  
Brendan Pang, C960  
Brandon Park, C1120  
Peter Park, C960

Travis Poepoe, C930  
Taz Preston, C920  
Shaleece Quihano-Meehan, C950  
Alan Ramos, C960  
Reid Ramos, C950  
Rolly Raquel, C950  
Allan Reganit, C970  
Jolie Sam, C950  
Erin Sing Chow, C950  
Alexander Song, C960  
Jonathon Spencer, C950  
Nehemiah Spencer, C970  
Joycelyn Stradford, C610  
Savaiki Sua, C970  
Kekoa Surell-Maikai, C950  
Blaze Sylva, C930  
Casey Tahara, C930  
Hokuokalani Taitague-Pacheco, C960  
Troy Takahashi, C950  
Jamesy Takemoto, C950  
Kasey Takemoto, C930  
Donna Teraoka, C960  
Charnelle Terawaki, C1053  
Alexandra Unpingco, C250  
Colin Wagatsuma, C930  
Jesse Weber, C930  
Stanley Woo, C950  
Shayne Yatsushiro, C950

## Fair winds & following seas to April Retirees

Sarah Liborio  
Mark Miyashiro  
Sheila Simpliciano

## April Military Newcomers

ET1 Nicholas Cascio, X-DIV  
MM2 Johnathon Coon, 930  
MMN1 Michael Coffman, 246  
STS2 James Corriveau, 246  
FCC Daniel Escudero, 210  
MMN2 Jeffrey Everett, 930  
FC2 Kimberly Fair, X-DIV  
MMN1 Justin Feiock, 102  
AWO2 Shannen Hayes, X-DIV  
CTR1 Brian Heston, X-DIV  
LT Kristine Hime, 300  
STG2 Jeremy Hogan, X-DIV  
EN1 Curtis Kimber, X-DIV  
CS2 Leang Lee, X-DIV  
OS1 Rosena Lubin, X-DIV  
HT1 John Morgan, X-DIV  
GSM3 Karen Mossefin, X-DIV  
AT2 Christopher Nervais, X-DIV  
NDCS Dalbert Rivera, 760  
ETN1 Daniel Saniel, 300  
GSCS Colt Schad, 930  
OS3 Jazmyn Scott, X-DIV

## April Service Awardees

### 10 Years

Joshuapaul Aoki, C920  
George Cadd, C741  
Paul Faford, C930  
Michael Rose, C2102  
Trixy Shimabukuro, C1092  
Kanaiela Thiim, C741

### 20 Years

Adam Hernandez, C1061  
Michael Zehner, C900T2

### 35 Years

Darin Akiyoshi, C730  
Leonard Costa, C930  
Roy Kobashigawa, C990  
Keith Miller, C1054  
Jerome Perry, C920  
Rusty Silva, C731

### 40 Years

Mark Branigan C740  
Gilbert Casil, C950  
Alan Nakano, C990

### 45 Years

Jeffrey Bailey, C139  
David Hashimoto, C2703