



If We Are Not Getting Better, We Are Getting Behind

“If we are not getting better we are getting behind” is a quote I first recall hearing during one of Electric Boat’s NAVSEA Evaluation closeout meetings by the former head of NAVSEA 08, Admiral Skip Bowman. It stuck with me and I realized this was a just another way to state what EB must endeavor to be: a continuously improving and learning organization.

In the coming weeks we will start preparations for our annual NAVSEA radiological inspection scheduled for the week of May 7-12. In the past this was mostly a “radiological” inspection focused on the “requirements”, but in recent years has broadened scope to include safety, fire protection/prevention and simply put, that Electric Boat is focused on the right things to get better at building and repairing nuclear submarines. In recent years, Electric Boat has learned that continuous improvement, self-assessing our own performance, and developing our people are the “right things” we should focus on.

We continuously learn and improve as an organization through a wide array of techniques. When we have an issue, we document it and investigate it with a deck-plate learning session (DLS), Team learning session (TLS), critique, or level one investigation. We also perform surveillances of our work to verify it is being completed to our high standards for quality; we also use them to validate improvement actions from past learning events are effective. An additional tool is the self-assessment process which starts with **self-awareness** (I know what my short comings are), **self-assessment** (I can be honest with my issues), and **self-correction** (I can fix my issues). As a result, we become **self-reliant** (I don’t need a lot of help from others). As a learning organization, we should endeavor to continuously repeat this sequence to

ensure the best possible product quality as we build and maintain the most complex machines ever built.

Another way we get better is by focusing on the professional development of our employees; this has been and will continue to be a top priority for EB whether it’s formal training (“Big T”), coaching/mentoring (“Little t”), or deck-plate experience (“Vitamin E”). Whether you have been here 30 minutes or 30+ years (like me) your continuous personal development is the cornerstone to “getting better” in order to improve and become self-reliant. Please take advantage of the opportunities provided by Electric Boat to maximize your personal development and/or the development of the people you lead every day and throughout your career.

As an individual, department, directorate, company, and Navy, if we are not getting better, we are going to get behind. Because of the importance to our country and our freedoms we can’t let that happen.

Lucas Demetroulakos

Director of Radiological Services

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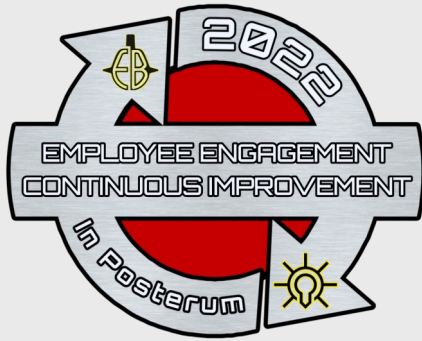
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CONTINUOUS IMPROVEMENT

Overproduction



If **Overproduction** concerns sound like a luxury that deserves a back seat at Quonset, your most likely not alone. On the surface, producing beyond what's needed showcases a department's capabilities, and at a time of increasing demands, it seems more is better. How then, could **Overproduction** be included as one of the **eight types of waste**? Diving into the issue, we find that **Overproduction** has many hidden costs that create complications down the production line.

In a previous WIB article on the **eight types of wastes**, we discussed the issues created by excess inventory. We reviewed how excess inventory utilizes valuable space and resources, and how it is critical to look at downstream departments as our customer. Excess inventory is often times created by **Overproduction**, which directly contradicts the needs of both our internal and external customers.

Overproduction also creates issues repairing defects. If an issue with a batch of parts is noticed, each additional part that was created past what is needed will require that rework. **Overproduction** ultimately makes us less maneuverable as a company, creates excess inventory, masks manufacturing problems, can create rework, and ultimately causes issues for our customers.

So, what can be done? The first step is to evaluate why **Overproduction** is occurring. Some of the primary catalysts of **Overproduction** include:

- Unstable Scheduling - Fluctuation in releasing new work
- Unreliable Processes & Production Risks - Fear of breakdown or material shortages
- Unbalanced Workloads - Fitting more material than what can be welded
- Large Batches to Gain Efficiency - Staying on same machine setup to complete all possible work
- Inaccurate Forecasting of Material Needs - Producing material based on a quota instead of schedule

As the company looks to accommodate an ever increasing demand from the Navy, it is critical that production out our facility becomes as efficient as possible. While at face value, **Overproduction** doesn't seem like a problem, the issues that it creates to our immediate internal customers are compounding.

Have a process improvement idea, or simply just want a board to bounce ideas off? Discuss your idea with your Supervisor. If additional resources are required for implementation, your Supervisor can contact Crystal Sherman at csherman@gdeb.com.

Open to ALL EB EMPLOYEES!!

ELECTRIC BOAT MANAGEMENT ASSOCIATION
presents
**USS Thresher 60th Anniversary
Commemorative Program**

at the
Mystic Marriott – 625 North Rd (Rt. 117), Groton CT

Monday, April 10, 2023
Registration: 5:00 – 6:00pm, Commemorative Program & Dinner: 6:00-9:00pm

Jim M. Noonan
Ret., Director of Quality Assurance and Special Emphasis Programs

Jim Noonan retired from General Dynamics Electric Boat in 2019 following over 40 years of service with the company. Jim began his career at Electric Boat in 1979 as part of the first class of Electric Boat's Career Development Program. The program included rotations in all aspects of shipyard operations and Quality Assurance Nondestructive Test Qualifications. Following graduation from the program, he joined the Quality Assurance organization as an Inspection Foreman on SSN 701 USS La Jolla. From there, he moved through roles of increasing responsibility, including Sr. Supervisor of Receiving Inspection at the company's Quonset Point facility in North Kingstown, RI, Manager of Supplier Quality and Manager of Supplier Quality and Quality Engineering, before landing in his most recent position of Director of Quality Assurance and Special Emphasis Programs.

As Director of Quality Assurance and Special Emphasis Programs, Jim was responsible for providing technical direction on Quality Assurance and Quality Control activities related to the construction, repair and modernization of nuclear-powered submarines for the United States Navy. He was directly involved in the oversight and certification of systems and components to ensure the requirements of the Joint Fleet Maintenance Manual, Submarine Safety Requirements Manual and System Certification Procedures and Criteria Manual for Deep Submergence Systems were met.

Jim earned a bachelor's degree in Structural Engineering from Lowell Technology and a master's degree in Business Course Work from the University of New Haven.

Jim's contributions to shipyard processes, material control and quality management ensured, and will continue to ensure, the quality and safety of U.S. Navy submarines.

<p>Member \$30 Guest \$35</p> <p style="text-align: center;">Dinner Choices:</p> <p>Grilled Filet Mignon with Oven Roasted Tomato Demi-Glace Pan Roasted Salmon Simmered with Oven Roasted Tomato Pan Seared Statler Chicken with Rosemary Demi Vegetable Terrine New York Cheese Cake/ Tiramisu Cake</p>	<p style="text-align: center;">Contact Your local EBMA Booster for Tickets This Event is Open to ALL EB EMPLOYEES and Guests Advance Ticket Sales Only, No Ticket Sales at the Door</p> <p style="text-align: center;">Ticket sales end at noon on Wednesday, April 5, 2023 or when capacity is reached, whichever comes sooner! Reserve a table of 10! (on Lotus Notes / Shared Files on GROTON10/EBMA) e-mail to Joe Rossi by April 5</p>	
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Application Period Now OPEN for EB's Summer High School Intern Program (SHIP)

The application period is officially open for Electric Boat's Summer High School Intern Program (SHIP)!

If you know of any high school juniors who would be interested in this eight-week, paid summer internship, we encourage you to send them the below information. **The application period will close on Thursday, April 20, 2023.**

Program Overview:

Local high school juniors will be offered eight-week-long summer internships with Electric Boat. Each intern must be at least 16 years of age, a U.S. citizen and have completed their junior year of high school. Interns will work side-by-side with trained mentors who have years of shipbuilding experience. The internship will run June 26, 2023 – August 18, 2023.

Internships will be available for the following:

Groton Operations: Electrical, Carpentry, Machining, Pipefitting, Sheetmetal Mechanics, Shipfitting and Welding

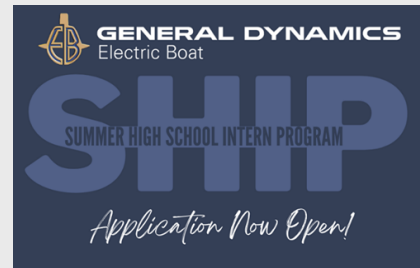
Groton Design: Materials, Mechanical, Structural, Electrical and Piping/HVAC

Requisitions:

Groton Carpenters: 2023-9475

Groton MDA: 2023-9476

Groton MTC Trades: 2023-9477



E-TIRs and E-Ripouts Coming to the Shipyard in 2023

The landscape of our Shipyard is changing, and employees on the deckplate are at the forefront of this change!

Have you noticed more and more shipyard employees working from tablets? Maybe you have a tablet and have wondered what these changes mean for the future of our shipyard. The changes support Electric Boat's Digital Enterprise Vision, which drives the digital transformation within our shipyard.

What's next on our journey? Shipyard employees will continue to receive updated tools and processes equipping them for the digital transformation. From the Chief Test Engineer, General Forman, Operations Supervisor, to the Mechanic and Electrician, shipyard employees will be receiving and documenting their work digitally.

One such application will enable Electronic Test Inspection Reports (E-TIR) and Electronic Ripouts (E-Ripouts). Coming to our shipyard in the second half of 2023, employees will begin using E-TIRs and E-Ripouts to request/generate work and close out TIRs and Ripouts all from your laptop, tablet or desktop!

- Access E-TIRs in Desktop/Electronic Work Package (EWP) just like today
- Close out Unsats using the same process as today
- Access E-Ripouts from a new web application, which will be found on HOMEPORT

Keep a look out for more information as we prepare you for go-live. The project team and your management are working together to identify the personnel who require Instructor-led training. Training will be assigned to you in Cornerstone as needed, and several videos are under development to demonstrate the E-TIR and E-Ripout process. These videos will be available to all shipyard personnel for reference at any time.

We are working hard to ensure you have the devices, network, and more importantly the training to ensure you are successful in this digital transformation.

If you have questions about the upcoming E-TIR / E-Ripout rollout or have general questions regarding Electric Boat's digital transformation at our shipyard, please contact the Deckplate Assistance and Real Time Support (DARTS) Team at EBDarts@gdeb.com or visit the [Build Authority and Deckplate Assistance Resource Page](#) for more information.



- Back By Popular Demand!! COLUMBIA CLASS APPAREL!! WHILE SUPPLIES LAST!!
- See Fairwater.com for custom merchandise ordering!!
- Check out our sub apparel & boot selection - available in stores NOW
- Coming VERY soon: THRESHER Anniversary Coins!!! □□□

Hours of Operation

Bldg 4: 9:30am to 4pm
Bldg 104: 8am to 4pm
New London: 7am to 2pm



QP Weekly Safety Briefing
3/26/2023 – 4/1/2023

200%
ACCOUNTABILITY



DANGER

**IMPROPER USE
MAY RESULT IN
SERIOUS INJURY
OR DEATH
GOT IT?
GOOD!**

Week 13

GENERAL DYNAMICS
Electric Boat

Policy Statement # 13: Electric Boat Corporation has established Occupational Health and Safety as the Company's Number One Priority.

-1-

Break the Fast Challenge

You know that good nutrition helps you feel your best physically, but did you know that healthy eating can improve your mental health as well? Fueling your brain with the right foods can help you think more clearly, stay alert and focused, improve attention and boost mood.

One of the best places to start is the first meal of the day: breakfast. Would you like to get more ideas and inspiration to make a healthy breakfast part of your routine?

Join the Break the Fast Challenge

- Set a goal for yourself to eat a healthy breakfast and check off each day you meet your goal on the challenge calendar..
- Receive weekly emails with tips and ideas to keep you motivated.
- Return your calendar to your Wellness Coach at the end of the challenge and earn a chance to win one of three Healthy Breakfast Kits (worth \$60 each).

Challenge will begin March 20th and run through April 21st. Enrollment is on a rolling basis, join anytime.

Participate as an individual

Reach out to your Wellness Coach saying you would like to participate. Include your name, email address and badge number. You will receive a welcome email with the details you need to get started. After completing the challenge you'll be entered into the raffle drawing.

Participate with your a team

Invite your on-site Wellness Coach to come out to your team for a 15 minute wellness break on the power of eating a healthy breakfast. Participants will be entered into the raffle drawing and the Wellness Coach will bring a snack to share.

CT & Off Sites Points of Contact:

AnnMarie Bartelli | Annmarie.Bartelli@plusone.com | 860-822-3160

David Zaldivar | David.zaldivar@plusone.com | 332-257-5164