



What is “Switch Theory”?

Great Question! Thanks for asking.

Significant circumstances represent a switch in any process. Imagine a series of circumstances between you and something bad happening.

Examples:

Circumstance 1 – Your shoe strings; If they are untied consider that a closed switch that takes you closer to having an accident.

Switch Theory helps us think about relevant circumstances. Helps us identify what “right” conditions and “incorrect” conditions look like by symbolically representing them as open and closed switches.

The switch is shoe strings – Open switch means they’re tied and safe; Closed switch means they’re untied and unsafe.

Circumstance 2 – Hand rail on stairs; If both your hands are full and you can’t use the hand rail consider that a closed or unsafe switch. You can’t stop yourself from falling if you have a misstep.

Closed Switches typically don’t guarantee something bad is going to happen. They usually close the gap or reduce the amount of margin between the safe condition you are in and an accident. You can open a switch and make a condition safe by taking mitigating action. Tying your shoe is a mitigating action. This action mitigates the risk of tripping over your shoe lace and falling.

If you walk up and down the stairs with your shoes untied and your hands full, you won’t fall and hurt yourself every time, but if I do it enough times you will eventually fall and you will likely get hurt pretty bad.

There is a reason I used stairs for this example. Many of our employees get hurt on stairs and ladders. These injuries happen weekly across all departments and includes office workers.

Additional Examples of closed switches while you’re walking up or down stairs:

You’re looking at your phone

Your pants are too long

You have coffee in one hand and binder in the other hand

Its cold out and your hands are in your pocket

Attitude: It won’t happen to me mentality

You are in control of your own safety and you can help others by being a good example! Own Your Safety and Electric Boat’s safety by doing your part!

Sometimes taking a mitigating action to open one switch is enough to keep something bad from happening and each switches you open adds safety margin. When you have enough safety margin, one switch getting accidently closed doesn’t lead to an accident, because there are other open switches.

I hope this explanation helps! Stay Safe!

Dan Vieira

Director of Environmental Health & Safety

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To submit ideas, contact rmarques@gdeb.com



Continuous Improvement

What Is Employee Engagement?

Over the past several years, EB has worked on creating an environment of continuous improvement so we can all better ourselves and our workplaces. Hopefully you have been introduced to Employee Engagement in Continuous Improvement by your team. Whether you have, or haven't, this article aims to define the core principals and some of the common misconceptions.

First let's look at the core principals and vision:

- Continuous improvement is a necessity for every business and should be engrained within our daily operations. We must seek out every opportunity for improving our daily processes.
- Every employee has the capability and responsibility for seeking opportunities to make their job and the jobs of their fellow shipbuilders safer and more efficient. In doing so, you will be providing yourself and your colleagues with a significantly more enjoyable work environment and the assurance that you will return home safe every day.
- No employee should be afraid to challenge the status quo or raise any of their concerns.
- Our leaders throughout the organizations are the champions for their employee's efforts to improve the safety, efficiency and cost of their processes.

Now, let's look at some of those misconceptions:

"It's a program"

False, continuous improvement is a mindset; it's a necessary part of how we all do what we do every day. Just like safety, while it may seem unnecessary to have a goal if continuous improvement should be part of how we work, it provides a means by which management can measure how effectively their leadership team are engaging and leveraging their employees' experience and knowledge to make our work safer, easier and faster. It also provides documentation of improvements which may be applicable to other areas of the business.

"Once I submit an idea, someone will implement it for me"

False, there is no team in place to read the suggestions and ideas, then implement them or solve the problems. Continuous improvement should be central to our everyday operations. Empowering every employee to execute their suggestions after approval gives us power over our jobs, and a chance to learn new things without burdening any one person. This is not to say that we should not seek to solve those problems which may seem insurmountable. For ideas the team thinks will have the biggest impacts, but might need some outside help, the supervisor can elevate those to your management team, who should be your biggest advocates and champions. You can find information on how to move your ideas forward on the Help Docs tab in the CIAD ([QP PI Guide](#)).

"It's only the responsibility of non-management personnel"

False, quite the contrary; members of EB management are expected to not only seek opportunity for improvement in their own work, but to also engage those for whom they are leaders of in continuously seeking opportunities for improving how safe and efficiently they work. They must also be a champion for their employees when the solution to a problem needs additional help to get it over the finish line.

We all need to make CI a daily routine. Three things to remember:

- We can longer "do it like we always have".
- We have to find better ways to do our work.
- We need your help to find those "better" ways.

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 Process Engineering.

Navy Lifting & Handling Evaluation

Every year the Navy Crane Center (NCC) performs an on-site review of our lifting & handling program. The evaluation team consists of Navy personnel who have extensive knowledge of cranes and rigging. The evaluation team will be reviewing our records and procedures, inspecting our equipment, observing our work practices and interviewing personnel. Since lifting & handling is such an integral part of the work done at Quonset Point, all Quonset team members need to help prepare for a successful evaluation.

The next Evaluation is being performed March 25th – March 28th

What do employees need to do to prepare for this important evaluation?

- Purge your work area of rigging equipment with expired certification dates – be sure dates are clearly visible, legible and current
- Remove worn / damaged / defective equipment from service
- Be sure to perform a proper pre-job brief checklist as well as a proper ODCL
- Be sure that personnel operating cranes have the correct qualification cards in their possession and their Cornerstone training is current

Only personnel holding valid green or blue crane licenses can operate cranes:

- **Green** licenses are issued to Dept 920 (“core”) Riggers
- **Blue** licenses are issued to non-D920 (“non-core”) Riggers
- Personnel holding **yellow** crane licenses CAN NOT operate cranes, they can only supervise / observe lifts

Employees holding crane licenses need to know the current rules:

- Cranes must be parked within 15 feet of their stops (slow zone) when not in use
- An overhead crane can only be used in the same bay as a mobile crane if approved by D920 management
- Multiple cranes can only be used in the same bay if approved by D920 management and a brief between both crane teams was conducted including operating envelope (stopping point)
- Multi-crane picks (Complex Lifts) must be approved by D920 management or a D467 Manufacturing Engineer

Please see [MDD-02354, Lifting and Handling: Equip, Admin & Safety Reqs](#) for additional info

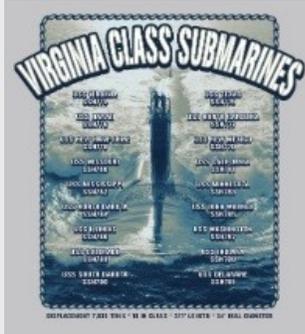
Welding Job Posting

X-Ray Welding Technician

X-ray Welders are Skilled Welders that can fabricate a weld without defects to undergo a radiographic X-ray inspection. This position encompasses welding on Sub safe/Hull integrity joints according to weld procedures and quality standards.

Duties may include welding in all positions, gouging full penetration welds and welding with high quality, speed, and efficiency.

To learn more about this position please apply through the internal job posting page or contact Lauren Palana in Staffing at lpalana2@gdeb.com/ 401-208-8413.



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Hours of Operation

7:30 am to 4:00 pm

Everbridge Notification System

Please be sure to update your contact information in the Employee Self-Service (ESS) Portal at ess-eb.gendyn.com. Everbridge will be your more valuable tool for receiving facility announcements including plant closures, parking lot closures, emergency alerts, and other Quonset Point notifications. If you do not have an EB email address, it is strongly urged you add a personal email to your contact information to receive your registration link for the Everbridge App when it is sent out. It is available on Android and iOS (Apple) devices.

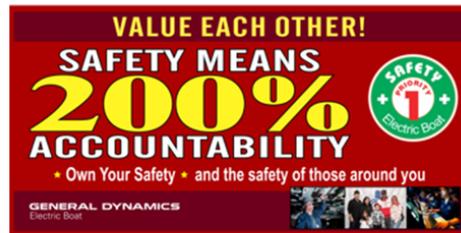


QP Weekly Safety Briefing

02/25/2024 - 03/02/2024



Safety is #1



EBP-02852 summarizes Electric Boat's priority for a safe and healthy workplace

Did you know?

EB has established Health and Safety as the company's #1 priority

GENERAL DYNAMICS
Electric Boat

EBP-02852: EB has established health and safety as the company's number one priority.

Week 9



Electric Boat Quonset Point is currently celebrating its 50th year of operations after coming into existence on November 23, 1973 after the Quonset Naval Air Station closed its doors. To recognize this milestone during our facility's golden anniversary, we are planning on different ways to commemorate and highlight 50 years, so be on the lookout for historical facts, photos, and other announcements on EBTVs across the facility, EB Landing, and of course, here in the WIB.

Here's to celebrating 50 years of the world's greatest shipbuilders that continue to deliver the advantage that protects our sailors, our families, and our freedom!