



Building Ships and Building Shipbuilders

We are nearly five months into 2023, and it is exciting to see all of the submarine and facility construction activities happening, as well as seeing new faces on the Groton waterfront. The time has certainly flown by this year, but I wanted to reflect on what Kevin Graney gave us in his “President’s Intent” on what he wanted us to accomplish this year. I also wanted to highlight what we are doing to achieve some of these goals.

1. Safety – “No Retreat!” The injury statistics show that our employees with less than 1 year of experience accounted for 26% of our injuries and 55% of our lost work cases in 2022. With the unprecedented hiring that is expected to continue through the next decade, we need to make sure we improve the mindset of our new shipbuilders. We have identified this as a self-identified “A” Item, which means Electric Boat will approach this with urgent and immediate attention.

You have probably seen at your weekly safety stand-downs that we are focusing on new hires, especially with the PPE selection and body position with respect to hands and eyes. 19% of new hire injuries are related to eyes and 22% are related to hands. We want our new hires and supervisors to have a robust job hazard analysis, especially with these two areas.

We have recently exited “Yellow Controls” with regards to work in confined spaces. We had several incidents that caused us to “slow down”, reinforce the requirements, and assess knowledge and compliance. Confined spaces is the “C” in C.L.E.A.R. - S.A.F.E. risk assessment we need to do for all medium and high hazards.

We need everyone to be “200% Accountable” for yourself and your co-workers. The watch team back-up is essential to keep us all safe.

2. Quality – “Deliver first time quality to each other and the Navy.” There is no better applicable history lesson than the loss of the USS THRESHER (SSN-593) to teach us the importance of first time quality. I hope you all took some time on the 60th anniversary (April 10th) to remember or learn about this tragedy that resulted in the loss of 129 people, but loss went so much further.

In the entire submarine construction, certification, and delivery process, there are several internal customers. Whatever you are doing, someone is counting on you to do your job, and do it right.

We want to make sure you are trained and qualified to do your job. It is OK to stop and ask questions, and raise your hand if something did not go right. We also need everyone to be willing to teach and share their knowledge with each other. Along my career, there were a lot of people that helped me out. If you have the heart and passion to teach, please reach out to your supervisor, as we are always looking for people to serve in these roles.

3. Shipbuilding Velocity – “Deliver Submarines faster across our product lines.” Electric Boat plays a vital role in our national security because of the importance of submarines. We are being counted on to meet our nation’s needs. For Groton, delivering the USS VERMONT (SSN-792), USS HYMAN G. RICKOVER (SSN-795), and the USS IOWA (SSN-797) to the Navy in 2023 will be a tremendous achievement for our country and Electric Boat and further solidify our reputation as “the first and still finest” submarine builders in the world.

It is certainly an exciting time to be a shipbuilder and I am proud to be an Electric Boat shipbuilder working with all of you. I fully support the “President’s Intent” and ask that you also think about what you can do to achieve these important goals and continue our legacy.

Harold Haugeto
Director of Operations

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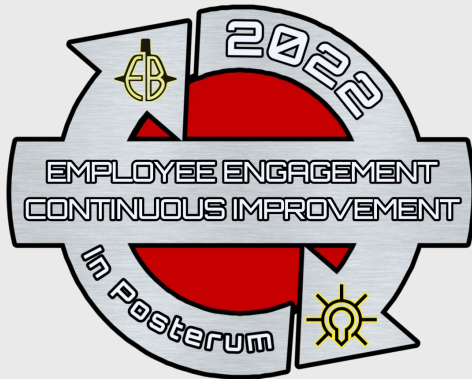
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CONTINUOUS IMPROVEMENT

8 Wastes - Non-Utilized Talent



Unfortunately, it is rare to come to work and not deal with a problem or problems; big or small. Fortunately there is a vast resource available to us to solve those problems: our work force. This applies throughout the organization, as we all play a part and we all have insight into the challenges we may face each day. Very often overarching, high level problems are a culmination of problems faced by a group of employees. It is when those who put their hands on the product are not consulted to solve problems that this waste of human talent and ingenuity occurs.

The leveraging of one another's talents and insight are critical to effective, efficient problem solving. Every one of our employees must have the opportunity to contribute to the solving of the problems which they encounter and offer their insight and ideas to broader, higher level problems. When we do not respect the idea that every employee brings not only a set of hands, but their minds to work, we do ourselves a great disservice.

This concept is central to the grassroots continuous improvement program. When we do not listen to those who do the work or when we do not ensure that our peoples skills and knowledge are being fully utilized we are not operating to our full potential. Therefore, it is extremely important that each of our voices is heard and we work as a team to solve the problems which stand in the way of our goals.

I am reminded of an article by Bob Lutz which truly embodied the concept of non-utilization of talent.

To paraphrase: In the early 2000s, American automakers had fallen behind every other major automobile manufacturing region in final assembly quality. Bob Lutz, vice chairman of product development at the time, requested of the president of assembly that GM cars be competitive in final assembly quality. The president of assembly immediately stated that millions of dollars in new assembly equipment would be needed. GM cars were soon competitive with all other car makers in terms of assembly quality, but the request for capital was never made...

What occurred? Assembly technicians and their supervision were presented with the problem first. They were able to make the needed adjustments and process changes needed to solve the problem without millions in ultimately needless expenditure.

Do YOU have any ideas on how to reduce the time you spend waiting?

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.

EBVN BOWLING NITE

ALLEY KATZ BOWLING CENTER, 116 GRANITE ST, WESTERLY RI 02891

May 19, 2023 from 1700-1900

Open to All EBVN members

Not a member—sign up today via ebvn@gdeb.com!

Enjoy pizza, soda and two games of friendly competition

Prize to the Highest Score

RSVP by May 5, 2023 via ebvn@gdeb.com

Cash bar and other food for purchase



Hiring Welding, OSM, ISM & Shipfitting Instructors

NEIT is looking for instructors with at least 3 years of on the job EB experience.

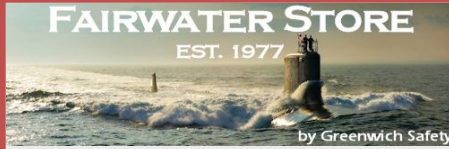
Instructional training provided

Positions available immediately for both 1st and 2nd shifts at our Warwick, RI campus

Send resume to Kathy Partington at kpartington@neit.edu or
Call the SAMI office for more information at 401-739-5000 ext 3660



Workforce Development



- **JUST ARRIVED!** District of Columbia & RI Snapback hats!
- Stay hydrated with We Build Freedom water bottles! \$15
- **Our EB Logo Joggers are soft & an unbeatable value!** Pick up a pair today!
- **We Build Freedom gear set to arrive very soon!**

Hours of Operation

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



Weekly Safety Briefing
4/23/2023 – 4/29/2023

200%
ACCOUNTABILITY

SAFETY MANUALS



INFORMATION TO PROTECT YOU IN THE WORK ZONE

NOTE: If you do not have access to a computer, reach out to your supervisor for any information on, or from, the GDEB Safety Manuals. Contact the Safety Department with any additional questions/concerns.

Week 17

GENERAL DYNAMICS
Electric Boat

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

DIRECTORY

When calling from an outside line, remember to dial 433 and the last four digits of the numbers below.

| | |
|------------------------|----------------|
| EMERGENCY | 3-3333 |
| Ambulance..... | 3-3344 |
| Fire Department..... | 3-3617 |
| EEO Officer..... | 3-4167 |
| Benefits..... | 3-4201 |
| Employment..... | 3-7386 |
| Environmental..... | 3-2791 |
| Ethics Hotline..... | 1-800-433-8442 |
| Payroll..... | 3-3702 |
| Safety..... | 3-2811 |
| Security..... | 3-5530 |
| Van Tran..... | 3-7603 |
| Timekeeping..... | 3-6604 |
| Training..... | 3-0591 |
| Yard Hospital..... | 3-3470 |
| Rad Con..... | 3-5019 |

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