

# Electric Boat NEWS

AUGUST 2002

## EB Lands \$61M Contract to Operate Shippingport Drydock at Sub Base

**E**lectric Boat has been awarded a U.S. Navy contract worth up to \$61.1 million to maintain and operate the Shippingport drydock at the Naval Submarine Base New London.

The contract covers an initial period of one year, with options for four additional years. Management, operation and preventive maintenance of the Shippingport will be provided on a cost-plus-fixed-fee basis and is worth up to \$34.6 million over the next five years, with

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## EB Resurrects Shipyard Apprentice Program

**A**fter more than a decade of dormancy, Electric Boat's shipyard apprentice program is coming back to life as a group of new workers begins training to become the company's next-generation shipbuilders.

The additional skilled shipyard workers are required as the company ramps up to support Virginia-class construction and the completion of the Jimmy Carter (SSN23).

According to HR Director Gene Harper, the company, the Metal Trades Council, the state Department of Education and the state Department of Labor have agreed upon a new approach that will be used to train apprentices.

The major change in the new apprentice program has been the consolidation of 20 separate trade programs into six broader areas, which will expose the participants to more skills and provide them with a well-rounded experience in

*Electrician apprentice Jeffrey Zoggio, center, works on a connection assembly while flanked by Steve Alger, business manager of Local 261, IBEW; John Chaffee, electrical superintendent; Tom Rettig, Joint Apprentice Committee union representative; and Mike Biancarosa, Joint Apprentice Committee management representative.*

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# The President's Corner



Mike Toner, President, Electric Boat

A few weeks ago, I conducted what's called the President's Expanded Staff Meeting – a briefing I give from time to time for several hundred members of the company's management team on the state of the business and our prospects for the future.

In this month's column, I'd like to share with you some of the key points from that meeting. I'll start with a program overview.

The lead ship in the Virginia program, SSN774, is now about 74 percent complete, with pressure-hull completion scheduled for the end of November. We plan to float off the ship in June 2003 and have targeted delivery for the following June, although we're working hard to make that happen earlier. If we're successful, Virginia would be the first lead submarine in my memory to be delivered early, a significant accomplishment for Electric Boat and the overall Virginia program.

We continue to strongly support a multi-year contract for the next five Virginia-class submarines and are urging Congress to accelerate the production

rate to two ships per year as soon as possible.

In our other new-construction program, the Jimmy Carter (SSN23), we're doing good work, especially when you factor in the challenges involved in designing and building the multi-mission platform (MMP), the design of which is nearly complete. MMP is the most elaborate design project accomplished in such a short period of time. When it's transported to Groton later this year, it will be the largest and most complex hull cylinder ever shipped.

As you probably have heard, we are expecting to receive the design contract for the conversion of the first four Trident submarines into SSGNs, platforms optimized for covert strike and special warfare. This is a major award that will involve up to 1,100 employees. As part of this project, we'll also be engaged in the assembly of manufacturing kits for USS Ohio, the lead conversion ship, and we're working with the Navy to determine our level of participation on shipboard work.

Outside of new construction and conversion, we're sharpening our focus on submarine repair and maintenance activi-

ties, with the twin goals of obtaining new jobs and strengthening our performance on the work we have. At the moment, we have more than 240 EB employees permanently assigned to the Naval Submarine Support Facility at the Groton submarine base, and another 22 full-time workers supporting the Navy's Nuclear Regional Maintenance Department. Another 115 EB workers are working at Portsmouth Naval Shipyard or assisting PNS in Groton, where the USS Memphis (SSN691) is undergoing an SRA and main reduction gear replacement in Graving Dock 2. We've also received a \$61 million contract to operate the Shippingport floating drydock at the sub base and are anticipating an award for the USS Springfield (SSN761) DMP, a year-long maintenance period that will be done at EB.

On the engineering and design side of the house, we need to capture new business as the Virginia and Seawolf design efforts near completion. The SSGN design is a critical new program that will provide significant near-term work. CVNX remains a key Navy program and we expect to continue our involvement in that project. Our challenge in Innovation is to pursue new opportunities to sustain the business, while introducing the efficiency and productivity improvements required to win new work.

On a number of previous occasions, I've stated EB's vision for the future. It's clear and direct and it bears repeating here:

- We will deliver the world's most advanced submarines.
- We will maintain industry leadership.
- We will be distinguished by our workforce, technology and commitment. 



Left, John Casey, VP - Operations, guides Pete Aldridge, undersecretary of defense for acquisition, technology and logistics, through a tour of the shipyard. Aldridge, the Pentagon's acquisition chief, received briefings at both the Groton and Quonset Point facilities during his recent visit.

## EB Apprentices Program is Back Again

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the classroom and on the job, said Harper.

"The six apprenticeships we've established comprise piping trades, electrical trades, painting trades, steel trades, machinist trades and carpentry trades. With the exception of the three-year painters program, the apprentice programs will run for four years," he said. Safety instruction will be a formal part of each apprentice program, reflecting the importance placed on that area by both the company and the MTC, he said.

Additionally, the company and the MTC are working with Three Rivers Community College to link the shipyard apprentice program to a technical associate's degree program. The Three Rivers program is expected to start before summer 2003.

"The reinvigoration of the MTC apprenticeship program is a significant step that supports development of the future workforce at EB," said Bob Nardone, VP – HR and Administration. "It also provides an opportunity to recruit, train and educate our employees – which is attractive to the union, the company and the people."

Apprentices receive their training – both on-the-job and in the classroom – during normal working hours. On average, apprentices

will be required to attend 20 courses over the span of the program.

So far, 44 Electrical apprentices are enrolled in the program; applications are being taken for the other disciplines. These programs are expected to begin by the end of the year.

Applicants for the program must be recommended by their departments and be high school graduates or hold General Equivalency Diplomas (GEDs).

Electric Boat's apprentice program traces its roots to 1913 when the first apprentice, J. Steven McGrath, was hired. A formal program with formal classroom instruction and work processes was established in 1948.

More than 4,100 employees have graduated from that program, representing 27 shipyard and design trades. Of those graduates, more than 180 have attained positions in management and leadership ranks. In addition, the presidents of both the MTC and the MDA-UAW are apprentice schools graduates. 

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# Q&A With Mike Parks

## **EDITOR'S NOTE:**

*For more than a year now, EB President Mike Toner and his staff have been engaged in an ambitious long-term initiative to provide the company with the leaders it needs – and the skills and experiences they will require to succeed. A significant element of this initiative has been the executive staff's establishment of an organizational and management development organization, which will implement the staff's leadership vision. Mike Parks, manager of the new organization, describes the efforts now under way in the following interview.*

*Electric Boat plans to kick off its new organizational and management development program in the next few months. Would you please provide a brief description of the program and what it is designed to accomplish?*

We're really involved at this stage, in leadership identification and talent development – who has the potential to be leaders in our organization, who wants to be in a leadership position, and then provide them with some structure and the opportunities to achieve their goals. We want the effort to cultivate leadership to be ongoing and continuous – one that evolves with the changing needs of the business.

*What led to the establishment of your organization?*

Because of the downsizing in the '90s, we've now got a succession-planning issue. When Mike Toner and his staff looked at our ability over the next five to 10 years to fill our business leader and executive ranks, they were concerned. When our workload was more robust, there were plenty of opportunities for people to take on areas of responsibility and learn "on the job." With low rates of production, we now need to be very proactive in developing leadership talent. We want to be able to identify and develop folks who can be viable candidates to fill this talent pool.

In the short run, we're OK. Over the long run, though, we have some sense of urgency to develop future leaders.

*After the executive staff realized there was a need for management development, what steps did you take to develop the program?*

We've done a number of things to start working on succession planning – all focused on leadership development, making it a continuously evolving program, which includes management development.

When we (Barbara Davis, Bo Miller and Lauren Rapp) sat down as a team at the end of November to do some planning, we took a look at what we had done at Electric Boat for organizational and management development over the last 15 to 20 years. We looked at things like who sponsored the programs, who administered them, were they measured, did we do follow up, was it successful, is it still around today, in order to establish a baseline of previous activities.

In addition to that, we've done a considerable amount of benchmarking through professional resources and with other companies around the country. So we took what we learned and transferred it to what our needs are here and it's

been extremely beneficial. With the assistance of Harshman & Associates, Mike Toner and his staff

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*From right, shipyard intern Samuel Hernandez and his mentor, Walt Keane, work on a truck engine in the Groton transportation department*

## High School Interns Learn the Ropes at EB in Union-Sponsored Program

A pilot summer internship program to introduce high school students to Electric Boat's design and shipyard trades is being hailed as a success by the company and labor.

Eleven high school juniors from Ledyard High School, Ella Grasso Technical School, Norwich Free Academy and Fitch High School worked as interns in the School to Career Program, which was sponsored by the Southeastern Connecticut Central Labor Council, AFL-CIO. Seven of the students were assigned to shipyard trades – Lacey-Ann Parker, Heather Alves, Richard Littlefield, Michael Alves, Erin Blette, Patrick Jullarine and Samuel Hernandez; and four worked on the design floor – Shontel McAlpine, Stephanie Bergado, Luis Suarez and Nastassia Johnson.

“The purpose of the program was to give students an exposure to good union jobs with good pay and benefits,” said Wayne Burgess, financial secretary of the MDA-UAW. Burgess is also president of the regional Central Labor Council.

“The program also shows the students what skilled positions are available in the job market, teaches them about working in a union environment and shows them what the working world is really like,” he said. Burgess was assisted in the program by Richard McCombs, a full-time coordinator whose position is federally funded through a grant administered by the Workplace Investment Board of Southeastern Connecticut.

Each of the students received union wages and benefits, and paid union dues. And each was paired with a mentor – Frederick Pierce, Catherine Race, John Riley, Jeff Lloyd, Mike Adams, John Gifford and Walt Keane for the shipyard jobs; and Rick Szepekouski, James Schiessl, Don Spencer and Dave Bliven for the design trades.

“We tried to make sure that these kids had as true to life work experiences as possible,” said Brian Padgett, EB's high school relations coordinator who was also closely involved in the program. “We wanted them to be exposed to the different aspects of the

company so they leave here with an understanding of the big picture – how everyone at Electric Boat works together to build these incredibly complex machines.”

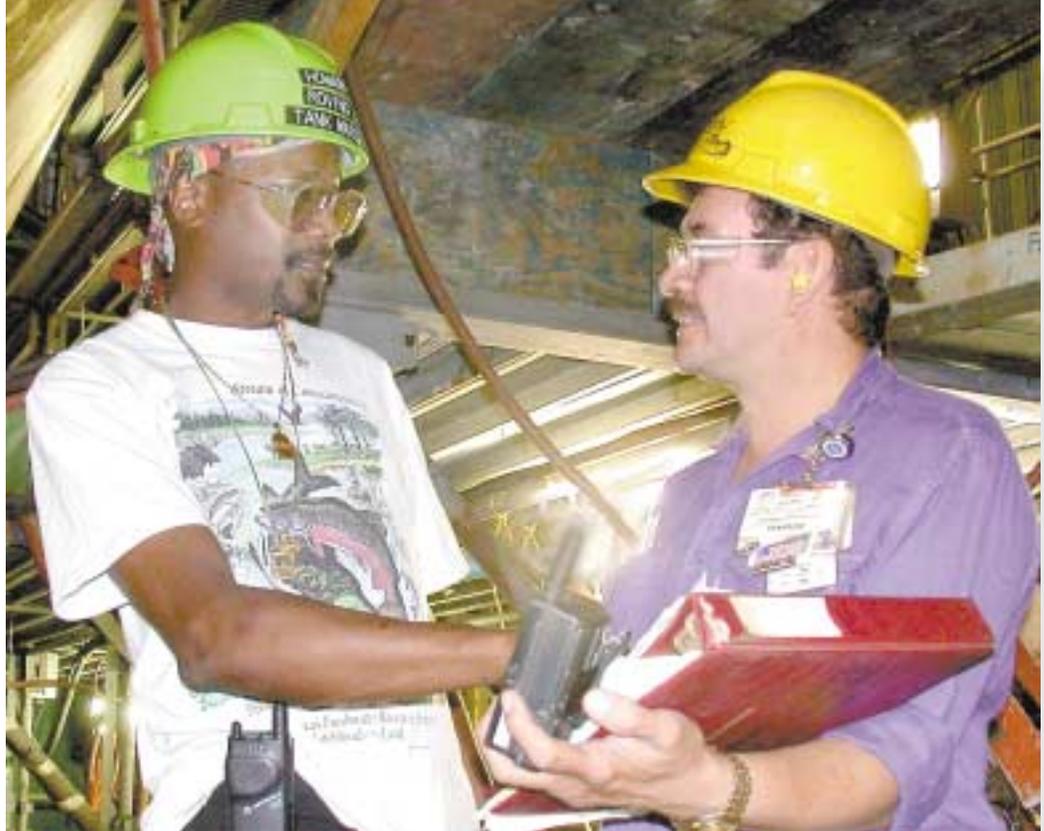
According to Burgess, the program benefited the students, the company and the unions at EB.

“These kids are going to go back to high school and tell their friends that EB is a good place to work – they got good pay and benefits and they met good people. That will help the company attract more job applicants. At the same time, the union got to teach the kids about union history and what unions have done to improve the lives of workers,” he said.

Padgett agreed. “It's a collaborative and cooperative program between EB and the unions. Together, we've got a really good program.”

Burgess amplified that thought. “It's a great program. It really is.” 

From left, Larry Howard (227) and Ramon Cordero (227), two of Electric Boat's first-shift roving tank watches, review a list of tank entrants.



## Roving Employees Enhance Tank Safety

Electric Boat has made a smooth transition to its new two-way emergency radio system for tank entrants, and supervisors are giving much of the credit to EB's roving tank watches.

Don Raffo (341), a marine chemist who runs EB's Confined Spaces Safety Program, said the roving tank watches were established when the Lifeline Monitoring System was put into daily use in mid-2001.

The roving tank watches, unlike the fixed watches assigned to a specific tank, spend their day going from tank to tank, checking in with the regular tank watches as well as the employees working within the confined spaces. The rovers ensure that everyone's radios are functioning properly and that they understand how to use them. The rovers also help issue the radios to each tank entrant at the beginning of the shift.

"Having these rovers made the whole system work much smoother," Raffo said, "because they were able to deal with a lot of the issues, a lot of the questions and a lot of the problems, or they could just help people learn how to use it."

"It's not a bad job," said Larry Howard

(227), who serves as a first-shift roving tank watch two days a week. "I make my rounds, and wherever the guys are working, I'll go to them and make sure everything is fine. That's what they like about the system – the roving tank watch comes up there and checks on them."

"He's very conscientious," said John Tucker, Howard's foreman. "Even during lunch sometimes, if a guy's radio goes into alarm because he forgot to put it in break mode, Larry will go find the guy, make sure he's not in the tank and make sure it's not an emergency."

The Lifeline radios serve as an added safety cushion for tank entrants by giving them the ability to communicate with EB's Casualty Control office in an emergency. The radios also help "check" on the user by requiring the push of a button every hour. If the button is not pushed, an alarm is sounded, which would quickly bring a roving tank watch to the scene. The rover, in direct communication with CasCon, is then able to confirm or deny the need for medical help from the EB Fire Department.

"The company is very interested in everyone's safety, and I think that's a good thing,"

said Ramon Cordero (227), another of EB's roving tank watches.

Use of the Lifeline radios by tank entrants became mandatory on the Jimmy Carter (SSN23) and Virginia-class boats in April, making the work of the rovers that much more critical.

"These guys are doing a great job," said Tom Anderson (242), president of the Boilermakers Union local. "It's a big responsibility they have."

Steel trades Superintendent Ron Donovan said employees have embraced the new system, which also helped its implementation.

"The successful transitioning to the Lifeline system is a credit to all the mechanics involved as system users," he said. "Without their commitment and feedback, we'd still be struggling to resolve startup issues."

"The roving tank watches have added a new dimension of ownership and responsibility to this process," Donovan continued. "They have done a tremendous job opening up communication and continually look for areas of opportunity to improve the process."



## Parks Answers Questions About Organizational and Management Development

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have had planning sessions, which involved closely examining leadership development and what it means for Electric Boat. They've also gone through some executive assessments to determine leadership characteristics, both individually and as a team. My team has been through the same assessments so we can be aware of the value of those tools.

The aspect of this program that's different from anything EB has done in the past is the notion of competencies. We're really focusing on a competency matrix as a tool. For each of the four levels of leadership in the organization, there are five sets of competencies and we're going to make them very visible throughout the company so everyone can see what they are. These were identified by the executive staff and include business skills, leadership skills, interpersonal skills, personal attributes, and technical skills. With the exception of technical skills which are more position specific, each layer of management will have the same competencies. The matrix will be a visible tool for everyone to see – what competencies are necessary at certain leadership levels of the organization.

This will allow someone to see where they are personally and what they need to do to get to the next level. We can help provide an individualized gap analysis between the levels and help those folks who are interested and motivated to get there.

### *Please explain the program's structure and how it will operate from a participant's perspective.*

There are four developmental programs – executive development, business-leader development, future-leader development and professional development. Because of our succession planning concerns, the focus is at the top of the organization first – Mike Toner and his staff as well as those positions at the director level.

The next level is business leader and that's where we're trying to identify the folks who have the potential within five to 10 years to become executives in the corporation. Right now, candidates could be at the manager

level, with some below that, depending upon their qualifications

The future-leader level is generally our first-line management, or maybe a level above. There is some blending of levels. We ultimately anticipate focusing on individual contributors – non-supervisory employees – who can develop career plans and get the support of the business they need. We also want to cultivate leadership capabilities within this groups. Some folks will get in the leadership pipeline and some won't, but we eventually want to provide developmental activities for all at their level of interest. We plan to phase in the entire program over a two- to three-year period.

### *How will participants for the program be selected?*

We've developed a business leader nomination process for the executive staff's approval that we're just tweaking now and hope to have kicked off sometime later this year. We wanted an objective process to identify people based upon competencies. The process is performance-based and will include extensive review and discussion at the executive level after the nominee pool is identified. Once nominees are selected, the process will be repeated approximately every six to 12 months.

We've nearly completed the selection process for the future leader program as well. Those selected will also go through an assessment process although not as detailed, and participate in goal-oriented leadership and management development activities.

Design of the professional development program and its related activities, which are more career focused, will continue into 2003.

### *Can you describe from the business leaders' point of view what's going to happen after they're selected for the program?*

They will go through a series of leadership assessments that will identify some strengths and weaknesses as to where they stand in their leadership and personal capabilities. Then we'll assist them in making some decisions career-wise about how they should be developed. We'll provide activities to support

attainment of the necessary competencies which at this level include accountability, drive for results, presentation skills, dealing with ambiguity, delegating, managing creativity, political savvy and industry knowledge. We hope to have several different ways to develop competencies because we all learn in different ways. We'll find out what their aspirations are and their potential. Then we can determine what activities will follow.

That could be a combination of education and training, cross-functional job rotation, project work, and business simulation exercises. We've found that rotation to new experiences and jobs as well as project work are more effective than just education and training in developing our leaders. People will have mentors and coaches within the organization to help them along their way.

So those in the program will have many things to look forward to. A lot of what participants become involved in will be individually based once we know their set of competencies. We also want to have methods to effectively measure the attainment and retention of these competencies.

One of the key ingredients to this whole process – regardless of the program level someone starts at – is the need for that spark of self-motivation. People need to know that they have to take responsibility for their careers; we're going to provide them with the means to reach their goals, but they've got to be motivated and willing to spend the necessary time and effort to go through this process. And it will mean more work, but for those who are really motivated to do it I think it's going to be a great experience, personally as well as professionally. 



From left, Bob Fortier, project superintendent for Portsmouth Naval Shipyard, Cdr. Rick Breckenridge, commanding officer of the USS Memphis (SSN691), and Al Lalumiere (791), Electric Boat's deputy project superintendent for the Memphis maintenance period, confer in the ship's wardroom.

## EB, Portsmouth and Navy Make USS Memphis Repair Job a Team Effort

"There's a level of commitment that I've just not seen, where everybody is really putting in that extra effort and going the extra measure to quickly get this warship back to sea."

**Cdr. Rick Breckenridge,**  
commanding officer of the  
USS Memphis (SSN691)

A nine-month maintenance period on the USS Memphis (SSN691) is progressing well, according to the ship's commanding officer, who recently lauded Electric Boat employees and management for their contributions to the project.

Cdr. Rick Breckenridge said the partnership between EB and Portsmouth Naval Shipyard (PNS), the latter of which is overseeing the work in EB's Graving Dock 2, has been a real success.

"There's a level of commitment that I've just not seen, where everybody is really putting in that extra effort and going the extra measure to quickly get this warship back to sea," he said. "There's a magical teamwork between ship's force and the two yards."

While PNS is the lead maintenance activity, EB is providing nearly half of the manpower and a handful of project managers, including Al Lalumiere, who is serving as the deputy project superintendent.

"We have engineering people working side by side with Portsmouth engineers," Lalumiere said, adding, "We're using Electric Boat warehousemen, Electric Boat transportation – all facets of Electric

Boat unions are being involved here, so it's a good thing."

Lalumiere also said the ship's force is playing a measurable role in support of the project. "We couldn't do it without them. They have a lot of responsibilities, more than the average person understands or expects, and they're always there for us."

Bob Fortier, the project superintendent for PNS, said the teamwork has been tremendous, and the work seamless.

"What's important here is that the partnership is transparent," he said. "You can't tell the difference between an EB worker and a Portsmouth worker. I mean, everything that they're doing, they're doing together."

And Breckenridge couldn't be happier, recently honoring Lalumiere by presenting him with a USS Memphis sweatshirt.

"There's a lot of EB talent involved in this project," Breckenridge said. "It's great talking to these guys out on the deckplates, you know, with some of the amazing things they've done for the submarine force. They really are legends." 

# Multi-Trade Apprenticeship Program Thrives at Quonset Point

**T**he future leaders at Quonset Point are getting an education – in the classroom and on the job. With many supervisors nearing retirement age, there was a need to create a process to prepare less experienced workers for leadership positions. In January 2000, the Multi-Trade Apprenticeship Program enrolled its first class.

This unique program combines college-level education with on-the-job-training. Employees volunteer to participate and receive on-site instruction from the Community College of Rhode Island (CCRI) in general subjects such as math, English, psychology and computer science before going on to core classes concentrated in management, engineering or production control. Each employee will earn an associate's degree in Applied Technical Sciences.

In addition to the classroom work, participants complete four, one-year rotations in their choice of four of six trades (sheet

metal, shipfitting, pipefitting, welding, outside machinist and outside electrician).

"This program is extremely valuable for both Quonset Point and for those who elect to participate," says Lois Paletta, the program's training coordinator. "Through their hard work and commitment, they are gaining skills and knowledge to be put to use in the workplace for years to come. They are to be commended for their efforts."

"It's a great opportunity to get a free, quality education and become familiar with a variety of trades," adds Marc Bergin (915), a member of the first class.

The success of the program has not been accomplished overnight. It has been a learning experience complete with growing pains. Thanks to the efforts of the participants and the program's administrators, the process is much improved.

"We've been the guinea pigs," said John Rossi (915), also a member of the first class. "But if you're willing to make the commitment to the program, it's worth the

effort."

There is no doubt that participants receive quality education and job skills, but an unexpected by-product has resulted from the program.

"Many of us have become very good friends," says Bergin. "A lot of the members of our class recently went to a classmate's wedding. We've developed a great camaraderie."

Seven classes are currently running with a total of 66 students, with the first two classes set to graduate from CCRI and complete their final trade rotation in May 2004. New classes are scheduled to begin every January and June. For more information or for an application, contact Lois Paletta in Bldg. 2006 or at ext. 22203. 

## EB Awarded \$61M Contract

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\$2.2 million of the total funded in the current fiscal year. The dry-docking services associated with this contract will be paid on a firm-fixed-price basis and will be worth up to \$26.4 million during the life of the contract.

The Shippingport (ARDM-4), which is used to lift submarines out of the water for repairs, had previously been operated by Navy personnel, but will now be run by a civilian crew of about 40 Electric Boat employees.



The Shippingport drydock

Assuming control of the Shippingport increases EB's presence at the sub base. The company already oversees the Navy's Nuclear Regional Maintenance Department there, and provides more than 200

employees to help staff the Naval Submarine Support Facility. 



### Earned Hours: Where We Stand

# Classified

## APPLIANCES

KENMORE - washer & dryer; \$200 for both. 376-6275.

## AUTO/TRUCKS

CHEVY CAPRICE, 1992 - 160k, runs good; \$1,200 or best offer. 887-6398.

CHRYSLER 5TH AVE, 1985 - 130k, great condition, all the options, new transmission; \$1,200 or best offer. Extra set of tires. 887-6398.

FORD AEROSTAR, 1991 - white w/maroon interior, 160k, new engine has 60k, 3.0L, runs good, fully loaded, body fair to good; \$1,800. 464-2846.

FORD F-150 4X4 SUPERCAB, 1997 - V8, black stepside, off-road package, Toneau cover, bedliner, cd stacker, a/c, garaged, well maintained; \$15,000. Must sell. 442-2923

FORD MARK III CONVERSION VAN, 1999 - 52k; \$24,000, also Jeep Grand Cherokee Limited, 1997, 70k; \$15,000. Both prices negotiable. 889-6043 after 5 p.m.

HONDA ACCORD, 1991 - auto transmission, a/c, am/fm, cassette player and 6 cd changer, 178k, alloy wheels, recent tune-up, new radiator, very good condition; \$3,200. 536-4338.

HONDA ACCORD EX, 1997 - wagon, excellent condition; \$13,500. 572-7348.

MERCURY GRAND MARQUIS, 1989 - 4 door sedan, V8, 99k. Needs some work, priced accordingly; \$600 or best offer. 848-8943.

MINI COOPER, 1997 - 2 dr coupe, 4 cyl., 5 speed, 73k, loaded, mint condition; \$9,500. 572-1104.

PLYMOUTH ACCLAIM, 1994 - 93k, auto, ps, pdl, am/fm, cassette, remote starter, engine rebuilt at 73k, excellent condition; \$2,250. 445-6075.

PLYMOUTH VOYAGER, 1995 - at, ac, Rallye, 104k, good condition, loaded; \$4,500. 442-3744

## AUTO PARTS

OLDSMOBILE, 1990 - 1988 and 1998 service manual; \$10. 739-5087

## BOATS

15 FT. COLUMBIAN, 1971 - with trailer and cover, 70 hp Evinrude, new tires on trailer, great for fishing, skiing, etc.; \$2,500 (price negotiable). 822-1148 after 5 p.m.

25 FT. BAYLINER FLYBRIDGE CABIN CRUISER - new Volvo 350 engine, 31 hrs., galley, head, shower, camper, enclosure, many extras; \$10,500 or \$11,000 with inflatable raft. 739-0136.

## MISCELLANEOUS

ADULT'S ROCKING CHAIR, antique cameo, new laser detector, antique flat irons, collectible toy vehicles, two matching twin-size bedspreads, Native American headdresses, vintage jewelry. 401-596-5788.

AMERICAN GIRL DOLL clothes & furniture, child's rocking chair, dollhouse furniture, Fisher Price dollhouse, new porcelain doll, Crissy doll, Mickey Mouse earrings. 401-596-5788.

## Classified Ad Form

Name \_\_\_\_\_

Dept. \_\_\_\_\_

Ext. \_\_\_\_\_

One form per ad; 25 words per ad; two ad maximum per issue. No faxed or phoned-in ads.

Include item description, price and home telephone (List area code if outside 860)

Circle category:

|                |               |                       |                     |
|----------------|---------------|-----------------------|---------------------|
| Appliances     | Computers     | Pets                  | Real Estate / Sales |
| Autos / Trucks | Furniture     | Real Estate / Rentals | Wanted              |
| Auto Parts     | Miscellaneous |                       |                     |
| Boats          | Motorcycles   |                       |                     |

Mail to Crystal Smith • EB Classifieds • Department 605 • Station J88-10

BICYCLE - Cannondale R400 road bike; 54 cm frame, clipless pedals, odometer, excellent condition, 1998, just 21 lbs; \$500 or best offer. 401-782-1332, evenings.

KIRBY VACUUM CLEANER / RUG SHAMPOOER - GL6, new and never been used. All attachments included in original boxes; \$900 firm. 822-6751, leave message.

RESTAURANT GIFT CERTIFICATE - \$50 certificate to G'Vanni's restaurant in Boston, MA, excellent food; \$25. 464-2258.

TAMA DRUM SET - 18 piece, double bass; \$1,000. 376-6275.

TROY-BILT JUNIOR ROTOTILLER, 1989 - used once each year for small garden, excellent condition; \$350 firm. 448-1871 / 908-9622.

5 K.W. GENERATOR - electric and manual start; \$250. 464-8301.

## MOTORCYCLES

HARLEY DAVIDSON 883 HUGGER SPORTSTER, 1999 - 6k miles, windshield, saddle bags, solo seat; \$7,500 or best offer. 889-6043 after 5 p.m.

## REAL ESTATE

HOUSE FOR RENT - 4 bedroom on 2 acres; \$1,500/mo. plus utilities, \$1,500 security deposit, references. 886-1683.

## WANTED

ALUMINUM SADDLE BOX - for full size pickup, chrome finish with keys. 460-1490.

SNOW BLOWER and/or blade for JD318 tractor. Will also need hardware/brackets for mounting to tractor. All in good shape please. 564-7736 ask for Bob.

# Service Awards

## 40 years

- 242 Daniel L. Mazzella
- 244 Richard F. Zictorac
- 274 David G. Brichell
- 412 Charles F. Lavallee
- 423 Donaldo G. Marcaurele
- 452 Thomas J. Brancato Jr
- 459 Richard H. Wheeler
- 496 William J. Bridge
- 663 Michael J. Pasko
- 795 Michael H. Koozmitch
- 901 David G. Klinkhammer

## 35 years

- 243 Martin J. Schlosser
- 415 Howard H. Hopps
- 423 Robert Courter
- 621 Joseph B. Fahey Jr
- 629 Daniel W. Karns
- 642 John J. Hendrickson
- 791 Andrew S. Parisek Jr
- 957 Robert J. McPeak Jr

## 30 years

- 251 Manuel M. Costa
- 251 Robert F. Tefft Jr
- 431 Roy S. Guthrie

## 25 years

- 100 Daniel S. Piekarski
- 200 Frank V. Cordeiro
- 226 Brian P. Gilday
- 229 David W. Cardinal
- 230 Ronald J. Vaughn
- 242 Philip E. Lynch
- 242 Peter J. Morton
- 243 Edward I. Stoltz
- 355 Jeffrey L. McKinney
- 355 John R. Pearce
- 355 Dorothy S. Ricketts
- 355 Cornelia J. Tefft
- 403 James A. Riffe
- 405 Guy D. Mineau
- 431 Francine M. Homand
- 445 John D. Tamburri
- 459 George F. Hunold Jr
- 477 Peter M. Lamay

## 25 years

- 501 Barry S. McCallum
- 621 Barbara J. Kokosky
- 902 Paul A. Horner
- 902 James M. McGovern
- 911 Kevin R. Shiel
- 915 William C. Campbell
- 915 Bruce A. Hopkins
- 915 Paul R. St. Laurent
- 924 Charlie C. Capace
- 924 Marion E. Sweat
- 957 Edward P. Supancic

## 20 years

- 100 Christopher A. Gelinias
- 100 Gordon B. Tripp
- 229 Ronald S. Clough
- 230 Joseph P. Lemmon III
- 242 Mark K. Gavitt
- 243 Carl W. Oliver
- 275 William D. Shaffer Jr
- 330 Peter J. Dlubac
- 330 Mark A. Gemma

## 20 years

- 355 Donald A. Ramos
- 412 Nicholas T. Geragotelis
- 434 Raymond E. Greene
- 452 William P. Larkin
- 452 Jeffrey A. Mattison
- 454 Katherine M. Brousaides
- 459 Paul A. Depietro
- 459 Normand E. Frechette
- 461 Edward H. Hill
- 496 Richard M. Smith
- 507 Harry J. Leonard Jr
- 660 Samuel Nigrelli III
- 791 Michael J. Egan
- 791 Henry E. Holly
- 901 Michael P. Johnston
- 901 William J. Kilduff
- 911 Raymond H. Pelletier
- 915 John A. Alves
- 915 David A. Ferreira
- 915 Glenn A. Gagnon
- 915 Joseph Vento Jr
- 931 Richard W. Boisse
- 931 Patrick M. Meehan
- 950 Lorraine A. Taylor



## *EB Volunteers*



*Electric Boat was well represented at the United Way of Southeastern Connecticut's Day of Caring, held this year at the Denison Pequotsepos Nature Center in Mystic. Volunteers spent the day restoring footpaths with woodchips, cleaning gutters, sweeping walkways, clearing cobwebs from the building, cutting and hauling brush, cleaning windows and sprucing up gardens. The EB contingent consisted of, from left, Peter Plantier, Fran Bretton; Kim Beyer; Adam Bretton, Fran's son; Alison Annon; Ed Nevins; Howie Grew; Carol Stergio; Rose Grew; Wayne Pecini; Susan Kutia, Wayne's niece; Dave Muolo and his wife, Melody; Mike Regan and David Ng.*