

Happy Holidays

GENERAL DYNAMICS
Electric Boat

Electric Boat News

December 2000

Nardone discusses shipyard hiring plans

Editor's Note: For the first time since the end of the Cold War, Electric Boat is hiring significant numbers of production workers for the Groton shipyard and Quonset Point. Over a two-year period, a total of 1,100 employees will be hired – 300 at Quonset Point and 800 at the shipyard. In the Q&A that follows, Bob Nardone, VP – HR & Administration, explains why the

hiring is taking place and how the company expects to attract new employees.

What's the reason behind the hiring campaign?

First, we've had more growth than

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EB's heart walkers stride to the top

Electric Boat employees participating in the American Heart Association's annual Heart Walk have been the top fundraisers in Connecticut for four of the last five years.

That was one of the statistics cited by Fred Harris, VP- Programs, at a breakfast held earlier this month to recognize the contributions EB employees have made to the success of the Heart Walk.

In the most recent Heart Walk, EB employees, family members and friends combined to donate \$42,108 to the cause, the highest in the state and more than 25 percent of the state event's total.

Over the five years they have participated, EB walkers have raised \$178,606, putting the company in the top 20 nationwide contributors for each of those years.

During the breakfast, Harris singled out Mary Ann Alfeiri, who raised \$1,520, making her the top EB walker as well as the top walker in the state.

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The bird is the word



Steve Kelley, director of RadCon, presents a holiday turkey to Bob Piccaro (633) as first-shift employees line up behind Building 221 Dec. 13 to get their birds. Some 9,000 turkeys were distributed to employees in what has developed into an Electric Boat holiday tradition.

Nardone discusses shipyard hiring plans

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anticipated in the overhaul area. We've got several hundred folks at the New London sub base and on the road. That workload is bigger than we expected and probably will continue to grow. That's good news.

Obviously, the Virginia Class is now transitioning from the design phase to the build phase and we need to make sure we've got the right people in the rights numbers and in the right trade mix. Additionally, there's a requirement for more workers on the production side of the Jimmy Carter (SSN-23) multi-mission platform program.

So it's a combination of those three factors that are causing us to go out and hire more people.

Recruiting that number of people over a two-year time frame is going

to be a tough thing to do. How do you plan to make that happen?

We're going to approach this from a number of different avenues. We plan to approach former employees and we believe they will be a good source for us. We've been successful so far – we've hired 200+ people this year from that pool of former EB employees. We hope there are a lot more former workers who are interested in coming back.

As we have openings in the trades, we'll be sending out letters to specific individuals who we're interested in bringing back. We should see a steady ramp up rather than 500 or 600 people starting all at once. We'll have to juggle the trade mix as we go through that process.

So one source will be former employees. Another source will be new employees – both experienced and inexperienced people. We're in the process of re-establishing our high-school relations program. We plan to kick that off in January by inviting principals and guidance counselors from high schools and tech schools in the region to tell them what EB is all about. That's a longer-term effort because we're not going to get people from high school immediately. This is the target group that we want to bring into our apprentice program. We want to get recent graduates from high school and tech school and get them into the program.

The idea is to be able to offer them an associate's degree through the apprentice program, which ultimately could lead to a bachelor's degree.

We're also going to have to capitalize on what may be bad news for other com-

panies – for example, machine shops that may be shutting down or struggling and having to reduce their work forces. We will, however, be selective in our efforts.

Our recruiting effort will go beyond our specific two-state area. We may have to take a more regional approach. We don't expect to go national yet. We'll focus on attracting regional talent because people tend to want to stay closer to home. So we'll start with New England, but we may have to branch out a little further.

Another pool of candidates may come from the design area, which will be reducing in size as the Virginia-Class design nears completion. We have several hundred people who went from the shipyard to design who brought a great deal of talent and shipbuilding experience into the design force. Those people would give EB the best of both worlds – a good shipbuilding background coupled with a good design background. They'll be the ultimate trade workers.

Is there anything EB employees can do to help this effort succeed?

Absolutely. The best people to market EB are our employees. For a long-time, this company has been a kind of family affair – you may have a mother or father, or a brother or a relative who's worked here. And that's been a big plus. The people who work here and know what the company is like are positive about the company in terms of the compensation package and the benefits package. When you couple that with the opportunity to possibly earn an associate's or bachelor's degree, EB looks like a good

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2000 ELECTRIC BOAT

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EB's heart walkers stride to the top



EB Heart Walkers Betty Blocker, Mary Ann Alfieri, Deneen Thaxton and Cindy White each raised \$500 or more during the fundraising event. With a total contribution of \$1,520, Alfieri was the top walker for EB and the state.



Fred Fichtman was the leading pacesetter for EB and the state. He helped raise more than \$15,000.

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Pacesetter Fred Fichtman was also number-one both at EB and statewide. Fichtman recruited 17 Heart Captains who recruited more walkers. Altogether, they raised more than \$15,000.

Alfieri, Betty Blocker, Deneen Thaxton and Cindy White were the four EB walkers who each generated \$500 or more in contributions.

Lauren Rapp, who has organized EB's participation in the Heart Walk since the company began its involvement five years ago, was also recognized during the ceremony.



EB President Mike Toner presents a \$10,000 check to Michele Bilodeau, executive director, Navy-Marine Corps Relief Society – Groton, during a ceremony earlier this month at the submarine base's Fleet and Family Service Center. The gift will benefit the local Relief Society – Groton, an organization that directly supports area sailors and their families. Also appearing in the photograph are Capt. R. W. Ruppel II, commanding officer, Naval Submarine Base New London, left; and Rear Adm. John B. Padgett III, commander Navy Region Northeast.



For the past three years, security officers, Ron Guerette, second from left, and Margaret Hornburg, second from right, have collected money for EB's Toys for Kids program from their guard facility at the Railroad Gate. Donations have increased from \$160 the first year to \$415 in the second year and \$725 this year. Altogether this season, the Toys for Kids program has raised \$6,700 and more than 700 new and used toys. The toys and checks will be given to area organizations for distribution to needy children. Standing with Hornburg and Guerette are Security Capt. Don West, left, and HR Director Kevin Cassidy.

44 apprentices are honored at graduation

Forty-four design apprentices representing the classes of 1997, 1998 and 1999 were honored during Electric Boat's 42nd apprentice graduation last month.

The graduates join more than 4,000 apprentice program alumni who represent 27 trades from Facilities, Maintenance, Operations and the six Design disciplines.

EB President Mike Toner, who addressed the graduates, said the program provides the company with dedicated and committed employees who have developed unique capabilities. "If you look at the program over its 52-year history, you'll see that our

apprentices have formed the backbone of the company."

He told of an incident in 1995 when the lead Seawolf was being floated off in Graving Dock 3. "Around 4 in the afternoon, I started talking to a guy next to me and asked him 'what do you think about this?' He said 'I've been laid off and this is my last day. But I've spent the last five years of my career inside the machine shop making components for this ship, and I wanted to see it float.' That guy stayed there for another five hours to watch the ship float off.

"That shows the kind of people we have here," said Toner. "And the apprentice program is really an entry

into that culture. There's a tremendous amount of pride in the product."

Describing the program as the seed corn for the EB organization, Toner said there are efforts under way to develop the program even further. One of these efforts involves the Ships Systems Design Technology Program established with Maine Maritime Academy offering design apprentices the opportunity to earn an associate's degree.

Additionally, the company has just begun a campaign to hire 1,100 new workers – 800 at the Groton shipyard and 300 at Quonset Point. "The next piece for us will be to get the appren-

These recent design apprentice graduates are previous graduates of the shipyard apprentice program:

J. Gilbert Burton (Pipefitter)
David W. Evans (Pipefitter)
Christopher F. Grant (Pipefitter)
Dean Hastings (Pipefitter)
Hector Torres (Pipefitter)
Glen K. Vonasek (Pipefitter)
Steven Chzaszcz (Pipefitter)
Richard H. Sampson (Grinder)
Stephen Lewis (Pipefitter)
Kenneth Pia Jr. (Pipefitter)



Gathered for a group photo are apprentice program graduates Christopher Ruta, Glen Vonasek and Brian Lanoue. Second row: Richard Sampson, Beau St. Hilaire, Warneika Pettv Valliere, Keith Bunnell, James Lubinski, Glen Pothier, John and Laura Boire. Fourth row: Dean Hastings, Kenneth Pia and Jason Thompson.

tice program started up again in the shipyard,” Toner said. “It’s absolutely critical that this happens.

“In the grand scheme of things, we already have the apprentice program tied to the associate’s degree program. Next we want to take the individuals coming out of the associate’s degree program and get them into the tuition reimbursement program and a bachelor’s degree.

“We want to be able to tell youngsters coming into EB and they’ll have the opportunity to learn a trade, and an associate’s and bachelor’s degree. That’s our plan. That’s where we want the apprentice program to go,” Toner said.



tes, first row from left: Edward Price, Paul Hinkle, row: Eric Vieira, John Parfitt Jr., David Lloyd, Stephen ay, Beverly Makar and Robert Shaw. Third row: Thomas Charette, Mark Makar, Pamela Gonski, Russell Hawkins r., Dave Evans, Hector Torres, Antonio Melo, Gary Young



The O. P. Robinson Award was presented to these three apprentice graduates: Edward R. Price (1997), Cedric E. Wills (1998) and Jason E. Thompson (1999). This award was established in 1956 in memory of O. P. Robinson, who was an Electric Boat general manager and a General Dynamics senior vice president.



Paul Hinkle (1997), Christopher P. Ruta (1998) and David B. Lloyd (1999) were the recipients of the J. Stephen McGrath Award. This award is named for McGrath, who in 1913 became Electric Boat’s first apprentice. He directed the program from 1948 until his retirement 10 years later.



The MDA-UAW Local 571 Apprentice Awards were presented to Jason Thompson and Beau St. Hilaire.

The following apprentice-program graduates won outstanding achievement awards.

- Glen W. Pothier (1997) Electrical
- Pamela I. Gonski (1998) (Arrangements)
- Eric B. Vieira (1998) (Piping)
- Steven M. Chzaszcz (1998) Electrical
- Anthony E. Wagner II (1998) Structural
- Bradford E. McCaffrey Jr. (1998) Ventilation
- Antonio S. Melo (1998) Structural
- Daniel J. Wade (1999) Structural
- Beau St. Hilaire (1999) Piping

2001 PAYROLL CALENDAR

PREPARED BY PAYROLL ACCOUNTING

GENERAL DYNAMICS Electric Boat

- LEGEND**
- / WEEKLY PAYCHECKS DUE AND DATED.
 - \ BI-WEEKLY PAYCHECKS DUE AND DATED.
 - MTC PATTERNAKERS, AND MDA-LAW UNION DUES DEDUCTED (2ND AND 3RD PAYDAY IN MONTH)
 - PAID PLANT HOLIDAY.
 - ⊗ ACCOUNTING CLOSING DATES.
 - END OF QUARTER (WEEKLY PAID).
 - START OF BI-WEEKLY PAY PERIOD.
 - MTC VACATION PAY.

MARCH

PAY WEEKS	S	M	T	W	T	F	S
10			1	2	3	4	5
11	6	7	8	9	10	11	12
12	13	14	15	16	17	18	19
13	20	21	22	23	24	25	26
14	27	28	29	30			

FEBRUARY

PAY WEEKS	S	M	T	W	T	F	S
6			1	2	3	4	5
7	6	7	8	9	10	11	12
8	13	14	15	16	17	18	19
9	20	21	22	23	24	25	26
	27	28					

JANUARY

PAY WEEKS	S	M	T	W	T	F	S
2			1	2	3	4	5
3	6	7	8	9	10	11	12
4	13	14	15	16	17	18	19
5	20	21	22	23	24	25	26
	27	28	29	30	31		

- NOTES**
- PAY WEEK ENDS ON SATURDAY AND IS NUMBERED AS SHOWN.
 - CHECKS ARE NORMALLY DATED FRIDAY AND ARE NOT VALID UNTIL THEN. CHECKS ARE TO BE GIVEN TO EMPLOYEES BY SUPERVISOR.
 - ON PAYDAY, RETURN UNDEPOSITED CHECKS PROMPTLY TO SECURITY OR PAYROLL AT END OF YOUR SHIFT. EMPLOYEES ABSENT ON PAYDAY CAN REQUEST CHECKS ON MONDAYS THROUGH THEIR SUPERVISOR.
 - UNDEPOSITED AUTOMATIC DEPOSIT CHECKS ARE MAILED TO EMPLOYEES FROM PAYROLL THE TUESDAY FOLLOWING PAYDAY. PLEASE ENSURE YOUR ADDRESS IS CORRECT.
 - CASH OR DEPOSIT PAYCHECKS PROMPTLY. CHECKS EXPIRE AFTER 60 DAYS. REPLACEMENT FOR LOST CHECKS TAKES SERIAL WEEKS TO PREPARE.
 - SIGN UP FOR AUTOMATIC DEPOSITS. IT'S SAFE AND EASY. YOU MAY BE ELIGIBLE FOR FREE CHECKING. CONTACT PAYROLL FOR DETAILS.
 - NOTIFY HUMAN RESOURCES OF ADDRESS OR NAME CHANGES. NOTIFY MTC OF NAME AND TRUST OF BOND MAILING ADDRESS CHANGES.
 - THE OLD YOUR DEPOSIT NUMBER IS BEING USED FOR ALL BANKING ALL WITHHOLDINGS. SIGN FORM CT-10 FOR STATE TAX AND FORM W-1 FOR FEDERAL TAX.
 - FINAL CHECKS ARE NOT RELEASED UNTIL EMPLOYEE IS COMPLETELY CLEARED BY A SUPERVISOR. THIS MEANS ALL TIME CHARGED MUST BE APPROVED BY SUPERVISOR. EMPLOYEES WHO DO NOT WORKED DURING THE CURRENT WEEK MUST HAVE A TEMPORARY CLEARANCE (SEPARATE FORM) TO RECEIVE HIS/MER PRIOR PERIOD PAY CHECK.
 - OUT-OF-STATE FIELD JOBS MAY REQUIRE STATE WITHHOLDINGS. MULTISTATE WITHHOLDING IS AVAILABLE IF REQUESTED.
 - CHECK WITH PAYROLL.
 - SOCIAL SECURITY.
 - F.I.C.A. O.A.S. 6.2% OF \$80,000 MAX. \$4,984.80 F.I.C.A. MED 1.45% OF ALL TAXABLE WAGES.
 - HOURLY RATE EMPLOYEES ARE PAID ACCORDING TO HOURS SHOWN ON TIME SHEET. MULTISTATE WITHHOLDINGS AND PENSIONANCE LABOR DAILY SHOULD APPROXIMATELY MATCH AND PENSIONANCE LABOR DAILY.
 - GARNISHMENTS ARE MADE ONLY BY COURT ORDER FROM RESPECTIVE STATES ON PAY FEDERAL, STATE.
 - MDA-LAW HEALTH CARE PREMIUM REMAINS THE SAME FOR 2001.

JUNE

PAY WEEKS	S	M	T	W	T	F	S
23				1	2	3	4
24	5	6	7	8	9	10	11
25	12	13	14	15	16	17	18
26	19	20	21	22	23	24	25
27	26	27	28	29	30		

MAY

PAY WEEKS	S	M	T	W	T	F	S
19			1	2	3	4	5
20	6	7	8	9	10	11	12
21	13	14	15	16	17	18	19
22	20	21	22	23	24	25	26
	27	28	29	30	31		

APRIL

PAY WEEKS	S	M	T	W	T	F	S
15				1	2	3	4
16	5	6	7	8	9	10	11
17	12	13	14	15	16	17	18
18	19	20	21	22	23	24	25
	26	27	28	29	30		

- SEPTEMBER**
- | PAY WEEKS | S | M | T | W | T | F | S |
|-----------|----|----|----|----|----|----|----|
| 36 | | | | | | 1 | 2 |
| 37 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 38 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 39 | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 40 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |

AUGUST

PAY WEEKS	S	M	T	W	T	F	S
32			1	2	3	4	5
33	6	7	8	9	10	11	12
34	13	14	15	16	17	18	19
35	20	21	22	23	24	25	26
	27	28	29	30	31		

NOVEMBER

PAY WEEKS	S	M	T	W	T	F	S
45				1	2	3	4
46	5	6	7	8	9	10	11
47	12	13	14	15	16	17	18
48	19	20	21	22	23	24	25
	26	27	28	29	30		

JULY

PAY WEEKS	S	M	T	W	T	F	S
28				1	2	3	4
29	5	6	7	8	9	10	11
30	12	13	14	15	16	17	18
31	19	20	21	22	23	24	25
	26	27	28	29	30	31	

- DECEMBER**
- | PAY WEEKS | S | M | T | W | T | F | S |
|-----------|----|----|----|----|----|----|----|
| 49 | | | | | | 1 | 2 |
| 50 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 51 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 52 | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| | 24 | 25 | 26 | 27 | 28 | 29 | 30 |

OCTOBER

PAY WEEKS	S	M	T	W	T	F	S
41						1	2
42	3	4	5	6	7	8	9
43	10	11	12	13	14	15	16
44	17	18	19	20	21	22	23
	24	25	26	27	28	29	30

NOVEMBER

PAY WEEKS	S	M	T	W	T	F	S
45				1	2	3	4
46	5	6	7	8	9	10	11
47	12	13	14	15	16	17	18
48	19	20	21	22	23	24	25
	26	27	28	29	30		

DECEMBER

PAY WEEKS	S	M	T	W	T	F	S
49						1	2
50	3	4	5	6	7	8	9
51	10	11	12	13	14	15	16
52	17	18	19	20	21	22	23
	24	25	26	27	28	29	30

QUESTIONS

PAYROLL 840-433-3702, 3-5783, 3-3798, 3-3384
 TIMEKEEPING 860-433-3870, 3-6604, 3-5600
 NATIONAL BOND TRUST 1-800-426-9314
 SSP (DUA) 1-888-GD-BENEFITS

Classified

APPLIANCES

REFRIGERATOR - Sears, 16 cu. ft., \$70; washer, \$80; elect. dryer, \$70; microwave, \$25; kerosene heater, \$40; Jacuzzi gas grill, \$60. 536-1347.

AUTO PARTS

HITCH - Draw-Title heavy duty weight distribution setup, good condition, asking \$100. 572-9491.

HITCH - Trailer for Jeep Cherokee, asking \$50. 401-322-4096.

PROFESSIONAL STEEL LUMBER RACK - for pickup truck, \$50. Truck cap for small pickup truck - professional model - good shape, \$50. 739-8929.

TRAILER, 1990 - dual jet ski - heavy duty, \$500. 443-6734.

BOATS

CANOE - 15 1/2 foot handmade cedar. Seats 2 adults and 1 child, \$1,200. 859-3159

FURNITURE

DESK - real wood, 43 x 17, 4-drawer with chair, perfect for student/child, walnut stain, asking \$125, perfect condition. 572-9491.

OAK CHAIRS - 6 with off-white cushioned fabric

seats, \$60; great condition. 669-3914. Leave message.

MISCELLANEOUS

AMERICAN GIRL DOLL - clothes & furniture, Fisher Price doll house, wooden doll cradle, child's rocking chair, children's books, record player, new porcelain doll, metal Tonka Truck. 401-596-5788.

ANTIQUE CAMEO - Skrimshaw necklace, three strand crystal necklace, oriental tea pot, Crissy doll, Mickey Mouse earrings. Knitting & crocheting books, Star Wars 8 track tape, Victorian bears. 401-596-5788.

DOOR - ext pre-hung stl, good condition, asking \$75. 401-322-4096.

SKIS - Fischer World Cup GS, 203 cm, Marker M48 bindings, great condition, asking \$145. Fischer World Cup Slalom, 200 cm, Marker MRR bindings, good condition, asking \$100. 572-9491.

SKIS - Rossignol 7G GS 198 cm, Marker M48 bindings, great condition, asking \$125. K2 KVC Slalom, 185 cm, Marker M46 bindings, asking \$80. 572-9491.

SNOW BLOWER - 3 h.p., \$125; wood stove, \$50; Nordic Track Walkfit, \$160; Nordic Track X-country, \$90; new snowboard, \$70; 100's of albums, \$1 each. 536-1347.

SONY PLAYSTATION - 2 memory cards, 2 controllers, games included: Crash Bandicoot 2 & 3, Supercross 98, AC adapter, best reasonable offer. 464-8704.

WORKOUT EQUIPMENT - AB buster, \$25; Nordic Track Pro, like new, \$50; Men's Cross Country skis, boots, poles, never used, \$100. 669-3914, leave message.

2001 YAMAHA 125CC QUAD - new unwanted gift. Have title, \$3,700 firm. 848-3766.

REAL ESTATE

CAMP GROUND - time share; Killingly, CT, Cape Cod (Falmouth), MA. Associated with Camp Coast to Coast and Good Neighbors Camp Grounds, \$5,000 lifetime and more. 889-6672.

WANTED

FRANCISCAN APPLE PATTERN - American backstamp, serving and completer pieces, circa 1940 - 1970. 401-348-9272.

STATIONARY EXERCISE BIKE - you no longer want or use and taking up space. Will pick up, 464-8704.

USED BUGLE - Local Boy Scout Troop needs a bugle. 464-1992.

Retirees

10 - 40 YEARS

Dept.
330 Kenneth E. Jones
35 years
STO Test Mech

355 Edward J. Russ
35 years
Prod Planner

415 Milan T. Bartek
35 years
Engineering Spec

737 Arlene S. Felton
14 years
Sr Software Eng

924 Arthur G. Allen
27 years
Install Tech III



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Nardone discusses shipyard hiring plans

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hometown place to work.

When our employees are out in the community talking about Electric Boat, people listen. The more positive they are about the company, the more attention we'll get from people considering coming back or working here for the first time. Our people are our best recruiters and if we're going to ask anything of them it's "talk it up." We're going to need all the support we can get.

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.

Circle category:

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

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

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