



**NATIONAL ASSOCIATION OF SUPERINTENDENTS
OF U.S. NAVAL SHORE ESTABLISHMENTS**

EAGLE-ON-CANNON

March 2009

Message from the National President

Aloha NAS Members, our focus has shifted to the National NAS convention and banquet, scheduled for 2-3 June 2009 in Washington, DC (see write up below).

The convention is a time for the National E-Board to assess the past year's objectives and formulate the goals for the next year. As an association, some desired outcomes for the upcoming convention are: (1) to identify and publicize local NAS chapter involvement and accomplishments in supporting the back to basic measures to improve availability performance, (2) establish and execute national level resolutions that positively affect the association and their establishments, and (3) through guest speakers and presentations, gain an understanding of how the NAS can be more effective in positively influencing our collective missions and future goals. I encourage all chapters to establish a special committee to prepare for an effective convention, including accomplishing one of our National NAS goals of each chapter presenting at least one resolution. Our banquet's primary purpose is to build relationships within the association as well as stakeholders of the Navy. The location of our banquet is very important so that we can secure speakers and guests that assist us in meeting our collective objectives. Please ask your National E-board member(s) how you can help and what you expect the National NAS to accomplish this coming year. The banquet is also the time we induct our new leadership and it is the hope and desire we leave them progress on our objectives, already running.

It has been great to hear the accomplishments, interactions and social events of each of the chapters. Keep the communications going.

Kaipo Crowell
NASNSE National President

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2009 National Association of Superintendents of U.S. Naval Shore Establishments Convention

This year's annual NAS convention will be held on the 2nd and 3rd of June in Washington D.C. The Hilton Hotel in Alexandria Old Town was selected as the site for our convention with its business friendly meeting and banquet facilities. Nestled in the heart of the bustling, historic Old Town Alexandria in Virginia, the Hilton Hotel is adjacent to the King Street Metro and Amtrak Station and is just minutes from the Washington Reagan National Airport and our nation's capital. The two day convention agenda will review significant events and resolutions from the past year, host guest speakers with informative discussions, and will elect our new Executive Board for the upcoming year. To top off the annual event, we will host the convention dinner on evening of Wednesday, 3 June 2009. If you are interested in joining the Executive Board and Chapter Presidents for the convention, please contact your local Chapter Executive Boards for information. The next edition of the Eagle on Cannon (NAS newsletter) in June 2009 will contain news on the completed convention.



Hilton Hotel, Alexandria Old Town, Virginia



Washington, D.C.



National Association of Superintendents Naval Shore Establishments Norfolk Naval Shipyard Chapter Portsmouth, Virginia

We delivered the USS TRUMAN 4 days early and under budget. A great effort by the entire project team and the ships crew to complete the availability ahead of schedule and under budget. We also delivered the USS ALASKA on time and within budget. The USS TENNESSEE arrived in the yard to start its availability.

We supported emergent repairs on the USS SAN ANTONIO. The Commanding Officer of USS SAN ANTONIO, Commander Kurt Kastner, thanked the efforts of the NNSY team for correcting crucial piping system repairs throughout the ship's main propulsion diesel engine lube oil systems. Workers from NNSY and MARMC provided several weeks of onboard technical assistance and parts support in correcting crucial piping system repairs. The Secretary of the Navy, the Honorable Donald C. Winter, arrived on the ship November 25, 2008 to inspect the work completed on the lube oil piping system. Following his inspection he stated that, "I appreciate all you and your Norfolk [Naval] Shipyard counterparts have done to recover from this material issue and repair the ship, and I thank you for all your hard work," SecNav Winter told the USS SAN ANTONIO personnel. "You make me very proud".

VADM McCoy, RDML Hugel and Ms. Sharon Smoot visited the shipyard in February. During their visit they toured the ships on the waterfront and VADM McCoy addressed a large group of shipyard works. His message was about getting back to the basics and how all of our efforts are paying off. We hosted a luncheon for our guests in our lunch room and our President Glenn Edwards presented VADM McCoy and RDML Hugel with one of our national coins. They were both very appreciative and honored.



Admiral McCoy, NAS Chapter President Glenn Edwards, and Admiral Hugel

We selected Solomon Palmer as our Supt of the year. Solomon T. Palmer III, a Code 700 Division Head, had a huge surprise when he was announced as NNSY's 2008 Superintendent of the Year at our annual Christmas Party. Even this former Marine had a difficult time not shedding a tear in front of his colleagues while receiving such an honor from the place he had served for 36 years. This is the first time our chapter has awarded a Superintendent of the Year, making Palmer the first of hopefully many more to come. The award was created to honor the person who has shown his or her commitment to the shipyard and to their fellow workers, and has proven him or herself as a professional who sets an example for others. Solomon Palmer began his career at NNSY in November 1972 after serving four years in the U.S. Marine Corps, when he became a combat veteran of the Vietnam War. He started off as a Laborer, WG-03, and in less than two years was promoted to a Rigger Helper in the Intermediate training program. Over his next decade on the job, he was promoted a remarkable seven times within the rigging department. He went on to become the first Crane/Rigging Shop Resource Manager, the first Project Superintendent in the Operations Department, and was given the position of the Rigging Branch Manager in the Lifting and Handling Department until he received his current position as a Rigging and Equipment Operating Manager. It seems, Solomon Palmer has received just about every recognition and award possible here, proving himself as a true committed and hardworking player on the shipyard team. His co-workers have also commended him for being a man of integrity over the years. During his tenure, Solomon Palmer helped to reduce the number of crane accidents and assisted many of NNSY's critical operations along the waterfront. Solomon Palmer is a firm believer in the safety and security of his team. He is known as a forthright man who always speaks his mind and follows the rules. His

training in the Marine Corps prepared him for the life of management and he took those life lessons into account while working with his staff. Solomon Palmer said he's had the full support of his family since he first started at NNSY. He and his wife Rose have been married for 40 years, the same amount of time that he has been in military and civilian service. Solomon Palmer says that he would not be where he is today without the help of Rose.



Jack Harris, former NAS Chapter President and Solomon Palmer

Jack Harris
Chapter President



**National Association of Superintendents
Naval Shore Establishments
Pearl Harbor Naval Shipyard and IMF Chapter
Pearl Harbor, Hawaii**

Our workload for the first quarter of 2009 was busy from the start of the year, with the USS HOUSTON finishing her SRA, USS OLYMPIA finishing up on her crew certification leading to CA00 and the USS CHEYENNE completing SCOO and rapidly moving towards UDOO. We currently have three CNO ships in availability, completion of an ERO, starting a PIRA and a DMP, with FMAV work at its highest peak since 2007.

Our shipyard continues to move into a Learning Organization (LO) following the five disciplines of

Dr. Senge. Each availability is either utilizing a LO cell from a previous project or has created new LO cells to enhance team learning and behavioral changes. Currently, there are approximately (36) LO cells in progress. Many of them are being sponsored at the Shipyard/NAS command level. Our workshops and LO training continues with the vision that everyone will have attended the Talk workshops continuing with answering the following questions;

- What have we done differently as a result of the workshop
- What worked well
- What can be improved?

Our Superintendent Brother, Mr. Al Willing, retired after serving our country for over 37 years. His career started as an electronics helper, moving upward, ending his career as the Code 950 Shop Superintendent. He and his wife have already started traveling back and forth to San Francisco where their daughter and family have set up their home and careers. Al has dusted off his surfboard and can be seen at least three times a week, surfing with other retired shipyarders at Barbers Point Beach. Golf is still his passion, with many of the superintendents still seeing him frequently during club play.

Our Chapter conducted the bi-annual, "Installation Banquet" at the "3660 on the Rise" Restaurant in Honolulu. Our Shipyard Commander, Captain Greg Thomas honored us by performing the duties of the Installation Officer. Our new Executive Board members are Eddie Han (President), Clem Lopez (Vice President), Bob Myers (Treasurer), Danny Yamane (Secretary), and Bill Sullivan (Sgt. of Arms).



Shipyard Commander, Captain Thomas (Installing Officer) with the New NAS E-Board (Hawaii Chapter) Edward Han (President), Clement Lopez (Vice President), Robert Myers (Treasurer), and William Sullivan (Master at Arms) Missing, Dan Yamane (Secretary)

We also inducted two Honorary Members to our association, Captain Brian Osgood, our Code 300 Production Officer and Mr. Dave Stock, our Code 100PI, Lean Program Manager. Both individuals have supported the NAS organization and our Shipyard throughout their careers and tours here.



NAS Chapter President, Edward Han inducting Dave Stock as an Honorary Member of the NAS Association



NAS Chapter President, Edward Han inducting Captain Brian Osgood as an Honorary Member of the NAS Association

Edward Han
Chapter President



**National Association of Superintendents
Naval Shore Establishments
Puget Sounds Naval Activities Chapter
Bremerton, Washington**

Greetings from Puget! We started our first CVN-73 Overhaul in Yokosuka, Japan in January. We sent over 500 workers TDY. The folks adjusted to the new surrounding and the work package is progressing

according to the plan. We successfully completed the USS JEFFERSON CITY and USS NIMITZ availabilities in San Diego. We also had our NAVSEA 08 review in February.

Admiral Roughead, Chief of Naval Operations, visited our Shipyard in February. During his tour he joined the Superintendents at our Cabin where we pinned him as an Honorary Member. Admiral Roughead was honored and had high praise for the National Superintendents Association and what we contribute to Navy Maintenance. National Officer Kelsey Barrington presented the Admiral with our National Coin (Number 001). Later that evening at a Puget Sound Naval Base Association reception the CNO told the crowd what an honor it was to have been made a member of the Superintendents Association. He proudly displayed his "Eagle on Cannon" on his uniform pocket.



NAS Chapter President, Ted Wheeler inducting Admiral Roughead as an Honorary Member of the NAS Association

During the CNO's tour he took time to recognize the men and women who had successfully completed the Jefferson City SRA and the USS Nimitz PIA in San Diego. He also presented Project Superintendent David Doerr with the Meritorious Civilian Service Award.



Admiral Roughead presenting David Doerr (and family) with the Meritorious Civilian Service Award

We recently inducted several new members into our Association. Kurt Ortler – Crane Maintenance Superintendent, Chris Williamson – Code 900 Process Manager, Lynnette Niemi – Code 900 Administration Officer, and Chris Hughes – Project Superintendent.

Ted Wheeler
Chapter President



**National Association of Superintendents
Naval Shore Establishments
Portsmouth Naval Shipyard Chapter
Portsmouth, New Hampshire**

Greetings from the Portsmouth Naval Shipyard Chapter. This past quarter has been a busy one at PNS. We have prepared the USS GREENVILLE, to support her test program and returned the USS LOUISVILLE back to the fleet. We continue to work on the Back to Basics initiative while continuing with the revitalization of the workforce. The greening of our workforce presents many new challenges for the superintendents as we mentor new folks on a wider scale.

Election of Officers was held with the sitting officers returning to office for one more term. Our main goals this year are to tackle the issues confronting rejuvenation of our middle managers ranks and preparing them for the future. We are also working on becoming more active in our communities and with our legislative members.

Our superintendents are involved with the Portsmouth Alliance working on teams to improve the Communications, People, Training, Virginia and Mission Funding teams. The goals are to improve our performance and better support the Navy's mission.

Paul Green
Chapter President

Latest on the NAS National Resolutions

2008-1, Properly Recruit, Hire and Retain Production and Engineering Resources at all Naval Shipyards to Match the Current and Projected Workload

Update: The PHNSY&IMF Chapter initiated correspondence for our congressional delegates to support a process to recruit, hire, and retain production and engineering resources at all Naval Shipyards to match our current and projected workloads. A draft of the correspondence has been forward to the NAS Chapters for review. The next step will be to finalize the correspondence and communicate it to our congressional delegation.

2008-2, Pursue the Establishment of the First International NAS Chapter at Yokosuka, Japan

Update: PSNS&IMF will continue the communications with the Yokosuka Shipyard managers and the USS George Washington project team to pursue the establishment of an International NAS Chapter at Yokosuka, Japan. The Superintendents from Yokosuka Shipyard were made honorary NAS members at the PSNS&IMF Chapter.

WHEREAS: All Naval Shipyards demographics indicated a significant amount of attrition within the next three to five years.

WHEREAS: The Corporate strategy to move resources between shipyards, including the private shipyards resources, to accommodate the resource demand is not cost effective and does not meet all resource needs.

WHEREAS: The reduction of overtime budgets at all Naval Shipyards makes completing availabilities on schedule a challenge.

WHEREAS: The hiring and retention of valued Shipyard workers are a challenge due to increasing employment opportunities outside of the government.

THEREFORE BE IT FURTHER RESOLVED: The National Association of Superintendents of U. S. Naval Shore Establishments strongly supports a continued and aggressive revitalization plan and is committed to develop a strategy to obtain separate funding that will be used specifically for recruitment, retention, and development programs for the workforce.

NATIONAL ASSOCIATION OF SUPERINTENDENTS OF U.S. NAVAL SHORE ESTABLISHMENTS

RESOLUTION 2008-1

Submitted by Pearl Harbor Naval Shipyard and IMF for the 92nd Annual Convention

CHAPTER: PEARL HARBOR NAVAL SHIPYARD & IMF

TITLE: PROPERLY RECRUIT, HIRE AND RETAIN PRODUCTION AND ENGINEERING RESOURCES AT ALL NAVAL SHIPYARDS TO MATCH THE CURRENT AND PROJECTED WORKLOAD

WHEREAS: All Naval Shipyards workforce level does not match the increases of current and projected work load.

NATIONAL ASSOCIATION OF SUPERINTENDENTS OF U.S. NAVAL SHORE ESTABLISHMENTS

RESOLUTION 2008-2

Submitted by Puget Sound Naval Activities for the 92nd Annual Convention

CHAPTER: PUGET SOUND NAVAL ACTIVITIES

TITLE: PURSUE THE ESTABLISHMENT OF THE FIRST INTERNATIONAL NAS CHAPTER AT YOKOSUKA, JAPAN

WHEREAS: In 2007 Puget Sound Naval Activities has inducted the Trade Shops Superintendents in Yokosuka, Japan as Honorary Superintendents of their Chapter.

WHEREAS: The National Association of Superintendents Executive Board considers this an opportunity to expand the organization to an international level.

WHEREAS: Future military changes in Guam and Diego Garcia will provide additional opportunities to establish Naval Ship Repair Regions and opportunities for Chapter establishment.

WHEREAS: Additional production senior level billets have been established at Command Forces Afloat Yokosuka, Japan

THEREFORE BE IT FURTHER RESOLVED:
The National Association of Superintendents of U.S. Naval Shore Establishments strongly supports Puget Sound Naval Activities endeavors to continue the process for a fully established Chapter in Yokosuka, Japan.