



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

# EAGLE-ON-CANNON

September 2008

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## **Message from the National President**

Welcome: Aloha and welcome to our first edition of our quarterly National Association of Superintendents (NAS) of U.S. Naval Shore Establishments newsletter for 2008-2009. I am Kaipo Crowell, newly elected National President of the Association and am very proud to represent the NAS. NAS is an influential and powerful organization that can significantly contribute to the success of the Navy and their maintenance programs.

Thanks: First I would like to thank those who have served as past national E-Board members including those that served last year and that have moved on, President, Larry Sands and Secretary, Marc Boutin. Through their leadership and guidance and the organization of the Norfolk Naval Shipyard NAS chapter, we had a smooth and successful national convention during the week of 20 May 2008. The Norfolk Chapter set a standard for national conventions and I would like to express a sincere thanks to all those who organized and participated this past May.

In this newsletter, you will meet our newly elected E-Board and understand some of our goals and roles for the upcoming year.

Convention Summary: The convention provided a forum to discuss the NAS roles and goals to further strengthen our influence. We were able to agree to two national resolutions (summarized elsewhere in the newsletter) that focuses our efforts of gaining support for the recruitment, retention, and development of our people in the shipyards and on expanding the circle of influence of the NAS toward Japan. Anyone interested in helping support these resolutions or have ideas for further resolutions should contact Jack Harris, 2<sup>nd</sup> Vice President, who is

assuming the role to track and support resolutions. We also welcome two new honorary NAS members – Steve Schulze and Steve Perkins, both from NAVSEA Headquarters. These two individuals are very supportive to the NAS efforts and we look forward to their contribution to our future endeavors.

**Roles and Goals:** Summarized in this quarter's newsletter are your E-Board's roles and goals. Our theme for the year will be "Leadership through Alignment and Communication". The role of each E-Board member is defined and the goals for this year relate to the theme of leadership, alignment and communication. It is essential that the NAS lead change, lead innovation, and lead with one voice.

**Moving Forward.** The focus for this next quarter is to assume our roles as the E-Board and start that communication link up with each chapter. A separate telecon/VTC will be established by the E-Board for interested members of the various chapters to outline actions that will support alignment with resolutions and interaction with our congressional members. We plan to move forward on both national resolutions and keep all members informed. Until next newsletter, you will be kept informed on progress with our monthly telecon minutes. Don't hesitate to contact an E-Board member or your Chapter President if you have ideas or concerns for the NAS to address. Thanks again, and keep in touch.

Kaipo Crowell  
NASNSE National President

### **Message from the National 1<sup>st</sup> VP**

I look forward to serving our Association this year. It is a great honor to be a Superintendent and the opportunity to support our organization is important. As the 1st Vice President my role on the National E-Board is to stay connected with our Chapter Vice Presidents in order to provide support and alignment on issues. The National E-Board is here to support and serve the NAS Chapters.

The National has designed a "NAS Command Coin". Command Coins are typically presented by Commanding Officers to members within their organization or those worthy of close association of the Command. The Superintendent's Association will have a keepsake coin to present to its members. Each coin will be sequentially numbered and designated to a Chapter or the National Association. I think these

will provide us an important recognition. More to come as they progress.

Steve McDaniel  
NASNSE 1<sup>st</sup> Vice President

### **Message from the National 2<sup>nd</sup> VP**

I would like to start by thanking all of you for allowing me the privilege to serve another year as the National 2<sup>nd</sup> Vice President. As the 2<sup>nd</sup> Vice President I will be the National E-board point of contact for the local chapter committee chairs, pursue active resolutions for the National E-board, and will pursue at least one resolution from each chapter for this year. I look forward to a productive year.

Jack Harris  
NASNSE 2<sup>nd</sup> Vice President

### **Message from the National Secretary**

Aloha! It is an honor to serve you as the newly elected secretary on the National NAS E-board. As a member of the NAS, I have realized the importance and role of the association within our shipyards and to our people. Being associated at the national level has increased my awareness of the issues that affects each NAS Chapter and the need to be a united front as we work towards our goals. This year, I will work to align the chapters through our newsletter and improve the efficiency of our communications to speak with one voice. Thank you for the support.

Mike Wong  
NASNSE Secretary

### **Message from the National Treasurer**

Being elected as an E-Board member is a great honor and I thank those involved in supporting me. This is my second term as the National Treasurer I am proud to not only be a member of the Superintendent Association, I am also proud to support at the National level as well. Being pinned with the Eagle on Cannon is a highlight of my career, not taken lightly, and has provided me with the drive to seek how I can better serve the association and help to keep it strong. I have come to recognize the importance of the national level as not only a network link to all chapters, but as an important link for joint resolutions that impact all of our workforce and the

ability to gain strength through our unity and work together to make the required change.

This year with Kaipō Crowell at the helm as National President, I look forward to an increased focus in our unity as well as reaching out to expand our Association on new frontiers where ever our Naval activities are located. As stated in the financial report presented at National this past May, the financial condition is sound with last year resulting in approximately a \$4000.00 net gain. Thanks again for the support.

Kelsey Barrington  
NASNSE Treasurer

### **Message from the National Master at Arms**

I look forward to the upcoming year serving our Association as the national Master at Arms. As a member of the Association, I am always working to increase the visibility of the Association through our involvement with promoting leadership and addressing the issues in my Shipyard. I welcome the opportunity to be able to continue my efforts on the national level. Thank you for your support. I will do my best to support you and our Association.

David. K. Horne  
NASNSE Master at Arms

### **2008 – 2009 NAS National Executive Board Roles and Responsibilities and Goals**

1. Define specific roles for NAS National Board Executive Officers

- President: Establish focus and goals through collaboration with entire NAS leadership team, establish set agenda for periodic phone cons, set timetable for actions/goals.
- 1st VP: Interface with local VPs, identify for E-board top 3 issues each chapter is working on and define common areas to address.
- 2nd VP: POC for local chapter resolution committee chairs, pursue active resolutions, and pursue at least one resolution from each chapter this year
- Secretary: Minutes from telecon, issue newsletter, review chapter minutes for common issues the E-board should address.
- Treasurer: Budget and books, financial status, recommend any funding/budget proposals.

- Master at Arms: Assist with convention in DC.

2. Convene convention in DC. Pursue Yokosuka representation, congressional and senior navy leadership attendance - use as an opportunity to positively influence NAS reputation/involvement.

3. Pursue and execute the 2 active national resolutions to completion and initiate at least one resolution from each chapter within the next year.

4. Continue quarterly newsletter and improve distribution. Newsletter shall include local chapter news (each President provide), top issues (1st VP provide), resolution status (2nd VP provide), financial issues (Treasurer provide), convention news (Master at Arms provide) and actions/goals/focus for the next quarter (President provide).

5. Continue monthly E-board phone call.

### **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 has taken the lead to initiate 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. Mr. Freeman Correa is assigned the tasking.

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

Update: PSNS&IMF will open 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.

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

**RESOLUTION 2008-1**

Submitted by Pearl Harbor Naval Shipyard and  
IMF for the 92<sup>nd</sup> 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.

**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  
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OF U.S. NAVAL SHORE ESTABLISHMENTS**

**RESOLUTION 2008-2**

Submitted by Puget Sound Naval Activities  
for the 92<sup>nd</sup> 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.



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

We awarded \$4000 in college scholarships in June. Our chapter awards eight college scholarships to siblings of Norfolk Naval Shipyard employees each year. We award four \$500 scholarships to siblings of members of our association and four \$500 scholarships to the siblings of other employees of the shipyard.

On April 1 of this year the shipyard assumed the duties of the IMF. The shipyard is now responsible for all I level work at the Naval Base on Submarines and Surface Ships.

The shipyard is in a short dip in our workload this summer. We just completed a carrier availability and are preparing for the next carrier arrival in the yard. We completed a LDeck availability earlier this year and currently have another one in the yard along with three ongoing submarine availabilities.

Below is a picture of our chapter members taken this spring in Trophy Park.

Jack Harris  
Chapter President



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

Since our last Newsletter, we have had a busy year. For our CNO Availabilities for 2008, we have completed USS KEY WEST SRA seven (7) days early and USS COLUMBIA DMP in 15.5 months, which is the fastest DMP performed at Pearl Harbor Naval Shipyard & IMF. The USS MINNEAPOLIS ST. PAUL defueling completed 13 days early, meeting all milestone and key events.

Pearl Harbor Naval Shipyard celebrated it's 100th Birthday Bash, with a week long tribute to our Shipyard history. It included a symposium held at the Ala Moana Hotel, an Apprentice Graduation Ceremony, and concluding with an Open House Family Day event. It was certainly a week to remember.

Our Superintendents Softball Team has started a new legacy in the Shipyard as the team to beat badly. All production and support codes want a piece of us. They just have to drop down from the upper Divisions to the Minor-Minor Division to get their chance. Our current record is 3 wins, 5 losses, and 1 tie. All in all, it is a great morale booster for both us and the teams on the field. We end by mingling with the teams, introducing ourselves and discussing our shipyard's future in relation to their future.



Lastly, one of our legends, have decided to "TAPOUT". Mr. Gregory Ng, plans to leave us on September 3, 2008. Plans are in the making for his retirement party on September 28, 2008. If any NAS member would like to attend, contact any of the NAS members here at Pearl and we will make the arrangements. MAHALO.

Edward Han  
Chapter President



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

Since the National Convention we have had a busy schedule. In late May we had our Change of Command welcoming Captain Mark Whitney as our 47<sup>th</sup> Shipyard Commander. In June we had a great turn out for our retiree's dinner. We awarded two \$1000 Scholarships and continue to support our community in many ways.

We were pleased to entertain several visiting Superintendents in our Cabin recently. Our door is always open. We participated in a golf tournament between the Superintendent Association and the APS Association. Our Cabin now proudly displays the tournament trophy.

We had three members retire over the last few months. Our C/900 Workforce Manager Mr. Dave Fenton (National Emeritus Member and Past National President) retired in April as well as Mr. Mike Janzing who was our Training Superintendent and Project Superintendent. Mr. Brian Kutzke retired on August 1<sup>st</sup>. Dave was a member of the Association since 1995. Mike was a member since 1997 and Brian has been a member since 2004. We welcomed several new members as well. Jess Hagey Shop 26 Superintendent and Wayne Peterson who is the Seawolf / Connecticut Project Superintendent.

In July, we said farewell to Captain Iwanowicz who was our C/900. He has been assigned as the CO of Keyport (NUWC). We look forward to Captain (Select) Bill Greene reporting as our Production / Resource Officer this fall.

Our workload is steady and we continue to support at home and off station. Japan is fast approaching. One of the areas that the Association is providing Leadership is increasing the Standards of the Shipyard from "Good to Excellent". Superintendent Mark Angell and others are working with all aspects of the SY to target excellence through Safety, Communication, Ownership, Performance, and Environment.

Ted Wheeler  
Chapter President



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

The past year in Portsmouth has been a very busy one. We have returned five ships to the fleet and de-activated one ship. We continue to revitalize the workforce as evidenced by the 400 plus new people we have hired this past year. The large turnover of people retiring and changing jobs, presents many new challenges for the superintendents as mentor new folks on a wider scale.

Our membership remained steady this year with the retirement of our outgoing president, Mr. Gary Briggs, and the induction of Mr. Cyprion Byron the Coatings and Coverings Superintendent and Mr. Lucien Frechette the Production Training Superintendent.

Our superintendents continue to lead worthwhile shipyard related causes such as Holiday Toy Caravan and Combined Federal Campaign. We also sponsor the Apprentice Graduation Program which will graduate 125 tradesmen on September 19, 2008.

We recently held our annual Clambake with our Retirees Honorary Members, and guests. The event provides members the opportunity to socialize with retirees and thank them for paving the successful path for us superintendent's to follow. This year's event was one of our largest. Ninety-four people attended the event as folklore was exchanged while feasting on lobster and steak. Mr. Briggs was

honored for his service as past president and was presented with his retirement watch.

Paul Green  
Chapter President

