



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

EAGLE-ON-CANNON

December 2008

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Message from the National President

Happy Holidays! I know all of the chapters have been busy with implementation of back to the basic initiatives to improve performance on the waterfront. In many areas, we are aligned and heading in similar directions. It is essential we continue our communications between chapters to share experiences, lessons, and ideas. I want to thank Steve McDaniel for charging ahead on our NAS coin initiative. They are at the various chapters and ready for use.

We are progressing on our resolution on obtaining specific funding for the recruitment, retention and development of our people. Some ideas on using this funding include:

Recruiting Efforts including Recruitment Incentives and Recruitment Bonuses

Superior Qualification Program

Student Loan Repayment

SCEP/Co-Op Tuition Assistance

Continuing/Incumbent Training

Increase Department Training Budgets

We will continue to keep all informed of progress. Any ideas and input would be appreciated. Again, have a safe and enjoyable holiday season. See you all in 2009!

Kaipo Crowell
NASNSE National President



National Association of Superintendents Command Coin



Front



Back

The Superintendents Command Coin is a symbol of our service to the military we support. The coins are presented by the National Chapter to all members in the association. Each coin is uniquely marked with a Chapter designator and number to identify its origin as follows:

N- Norfolk Naval Shipyard
PH- Pearl Harbor Naval Shipyard and IMF
PN- Portsmouth Naval Shipyard
PS- Puget Sound
No Designator- National or All Chapters

Distribution:

The National Chapter will provide a Command Coin to each member in good standing (Regular, Associate and Members at Large) of the association. Coins will be distributed to Local Chapters based on the Chapter membership as of October 2008. Coins for Members at Large will be distributed by the National Chapter based on membership as of October 2008. The National Chapter will provide a coin to all new Regular, Associate or Members at Large as they initially enter the Association. Chapters may purchase additional coins for presentation to those who are held in high regard by Superintendents such as honored guests of the cabin, members for life or honorary members. Coins should be presented by the Chapter's National Representative or Chapter President with a hand shake. The National Treasurer will retain custody of a supply of command coins.

History:

During World War 1, American volunteers from all parts of the country filled the newly formed flying squadrons. Some were wealthy scions attending colleges such as Yale and Harvard who quit in mid-term to join the war. In one squadron, a wealthy lieutenant ordered medallions struck in solid bronze and presented them to his unit. One young pilot placed the medallion in a small leather pouch that he wore about his neck.

Shortly after acquiring the medallions, the pilots'

aircraft was severely damaged by ground fire. He was forced to land behind enemy lines and was immediately captured by a German patrol. In order to discourage his escape, the Germans took all of his personal identification except for the small leather pouch around his neck. In the meantime, he was taken to a small French town near the front. Taking advantage of a bombardment that night, he escaped. However, he was without personal identification.

He succeeded in avoiding German patrols by donning civilian attire and reached the front lines. With great difficulty, he crossed no-man's land. Eventually, he stumbled onto a French outpost. Unfortunately, saboteurs had plagued the French in the sector. They sometimes masqueraded as civilians and wore civilian clothes. Not recognizing the young pilot's American accent, the French thought him to be a saboteur and made ready to execute him. He had no identification to prove his allegiance, but he did have his leather pouch containing the medallion. He showed the medallion to his would-be executioners and one of his French captors recognized the squadron insignia on the medallion. They delayed his execution long enough for him to confirm his identity. Instead of shooting him they gave him a bottle of wine.

Back at his squadron, it became tradition to ensure that all members carried their medallion or coin at all times.

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.



**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.

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 2008-2

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**

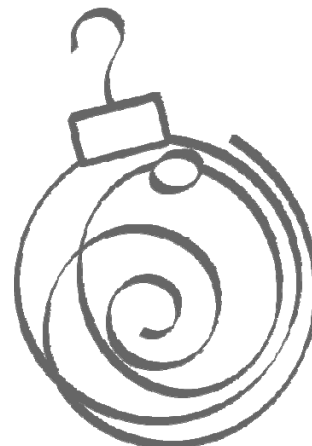
WHEREAS: In 2007 Puget Sound Naval Activities has inducted the Trade Shops Superintendents in Yokosuka, Japan as Honorary Superintendents of their Chapter.

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.





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

Our Apprentice graduation and award ceremony was held on October 16th, 2008 marking the entry of 135 new journey workers into the workforce. Governor Timothy Kaine was the keynote speaker at the event. Family members, friends, teachers and co-workers filled the hall to witness the graduation that officially marked the end of their four years of shipyard apprenticeship. Approximately 71% of those that started the program four years ago completed the rigorous training program and were promoted to the journey worker rank.

During the ceremony, Governor Kaine said, “Apprentice Programs are powerful and they are a great way to train the workforce to do the needed work, and there is no apprenticeship program in the United States that has a history and the quality of this particular apprenticeship program.”

Shipyard Commander, Captain Richard Berkey told the graduates that they now possess both the unique skills and the responsibilities needed for performing work on naval vessels.



Pictured from left to right; Shipyard Commander Capt. Richard Berkey, Virginia Governor Timothy Kaine, Resource Officer Capt. Steven Stancy.

We are preparing for our annual Christmas Party where we invite all of our retirees and their guest to attend. This year’s party will be on December 12, 2008 at the Dry Dock Club.

We recently hosted our 1st Annual Mayor’s Luncheon. We invited the Mayor’s and City Managers of our surrounding cities to join us for lunch in the Superintendent’s Lunchroom. Mayors and City Managers from Chesapeake, Norfolk, Va. Beach, Portsmouth, Suffolk, Hampton and Newport News attended and were briefed on the shipyards capabilities and our economic impact on the area.

Jack Harris
Chapter President



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

Our workload closing out in 2008 continues to be busy to the very end. We currently have two CNO ships and one DSRA in execution with FMAV work at a constant. All and all, we had a great year of change and improvement for our shipyard and chapter.

In accomplishing our goals for the year 2008, our scorecard would read;

No.	Goal	Grade
1.	Complete all CNO, FMAV projects on time and within budget.	Yellow and improving
2.	Increase membership into the Hawaii Chapter with the right people that have the attitude, drive, professionalism and vision to improve the shipyards current and future workload.	Green
3.	Develop our next future leaders and superintendents.	Green
4.	Improve our communications and relationship with our customers.	Green

Our shipyard continues to move towards a Learning Organization following the Five Disciplines of Dr. Senge. We continue training personnel from all levels in the shipyard, with the goal of every person completing the introductory training. NAS Sponsored Learning Cells are used to improve our processes in becoming more efficient. Currently, Ship Alt 4205, Multi Shift manning of production, engineering and support codes, EAFW Warm Water Mod SA 4351 and Test delays and work stoppage recovery are in the executing process, with results to follow.

Our Superintendent brother, Mr. Greg Ng, retired after serving our country for over 43 years. His career started as a pipefitter moving upward and ending as the Project Execution Manager, Code 300.2. Not only did his career have many notable events, his retirement party set a new standard for great parties. Over 300 people attended, drank, ate and laughed at the antics of the Master of the Ceremony, Shop Superintendent Kevin Correa. He arrived in full Chinese costume with pony tail, flowing with the 'kung fu' moves equivalent to actor Jet Li and a Chinese dialect from the 1960's movies. Guests included great friends from the East Coast. Bruce Jenkins and John James made the journey and provided well remembered 'roasting' and gifts.

Our softball season ended with all players in much better shape than we started. Our record was not impressive but we were not last. Our final game was a challenge from the Officers at our shipyard. The "Supts" challenged the "E.D.'s" at Milligan field. The score ended in a tie (10 -10) but we believe we won based on we had two injuries and they had four. In addition, they needed to fly in players to fill their roster. With a barbecue after the game, the event was a great success.

Edward Han
Chapter President



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

Greetings from Puget! Our Cabin has been very busy for the last few months. We had a visit from our National President in September. President Crowell shared the National NAS Initiatives and his vision for the future with us at our monthly dinner meeting. It was an honor to have him visit us and share in our meetings.

One of our biggest challenges this summer/fall was the fire damage repair to the USS George Washington (GW) in San Diego. This work was done in addition to our scheduled work load. The "can do" attitude of our workforce allowed us to complete the repairs in time to support the needs of the Navy. PSNS&IMF was recognized for their efforts and was awarded the Meritorious Unit Commendation. This was presented to our shipyard by Vice Admiral McCoy with Mr. Ryzewic in attendance. The ceremony was held in the Shipfitter/Welder shop. Several thousand employees packed onto the big slab to participate in the ceremony.

Several managers were recognized by the Admiral with Meritorious Civilian Service Awards including Superintendent Dave McPherson and Superintendent Dwight Otis. In addition, Superintendent Dirk Close was awarded the Superior Civilian Service Award. We are proud of the men and women of our Shipyard and their ability to meet this type of challenge.

While in town Vice Admiral McCoy met with Superintendents at the cabin. His message to us was "Back to Basics" and getting submarine work on track. He expressed his appreciation for the work on the GW. Mr. Ryzewic joined us in the Cabin for lunch. Mr. Ryzewic thanked us for our efforts on the GW and compared it to battle damage repairs. He also challenged us to improve on our project delivery dates.

In addition to our work load at home we are starting to deploy to Japan. We look forward to the work there and to furthering our relationship with our SRF counter parts and their workforce.

On a sadder note Retired Superintendent Mel Chandler passed away. Mel was the Pipe Shop Superintendent from February 15, 1976 until he retired on July 9, 1982. Mel was a frequent guest at our retiree functions and will be missed by all.

As we move into NSPS we approved a change to our Chapter's by laws to incorporate the new pay structure.

Dan Schremser is planning to retire at the end of the year.

We have inducted several new members into our Association. Greg Wolfe - USS Seawolf Project Superintendent, Jerry Beyl - Code 900 Training Superintendent, and Don McKnight - Temporary Services (Shop 99) Superintendent.

At our last Business meeting National 1st Vice President Steve McDaniel presented the Chapter with the first Puget Sound Naval Activities Chapter, NAS Coin. The coin is proudly displayed in our Cabin.

We wish you all a Happy Holiday Season.

Ted Wheeler
Chapter President





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

Holiday Greetings from the Portsmouth Naval Shipyard Chapter. This past quarter has been challenging yet rewarding. We have undocked the USS GREENVILLE, docked and started three new projects and are preparing to return the USS LOUISVILLE back to the fleet. We are busy at 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.

Our membership has is growing with the addition of two new project superintendents with Mr. Ronald Martin , and Mr. Robert Bode, being sworn in by our Shipyard Commander Capt. Robert Mazzone, whose induction ceremony is shown below.



Our superintendents recently lead the Holiday Toy Caravan, delivering over \$12,000 worth of toys to needy area families. We also sponsored the effort to lead the Combined Federal Campaign for the shipyard. We look forward to a challenging new year full of opportunities as we look back and are thankful for a year full of blessings and accomplishments.

Paul Green
Chapter President

