

CURRENTS

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A weekly publication of Newport News Shipbuilding



Photo by Ashley Cowan

Preparing Tomorrow's Workforce for Success



Shipbuilders have spent the past few weeks at the Downtown Hampton Child Development Center spreading awareness of opportunities at Newport News Shipbuilding among some of the youngest people in the community – pre-K students.

The collaborative effort involves SEEKnns and Workforce Development at NNS, Hampton City Schools and Junior Achievement, an organization that works to teach financial literacy and prepare young people to succeed in a global economy.

“The resources that Junior Achievement provides are a model for what all students should be taught to be successful in life. Our

goal is to prepare the workforce of our region for the next few generations, not just today,” said **Gary Artybridge Jr.**, manager of Corporate Citizenship.

The pilot program at the Downtown Hampton Child Development Center lasted five weeks and involved three pre-K classes. Six NNS volunteers – **Marcia Stewart-Downing** (K28), **John Banks Sr.** (E70), **Ka’ran Beche’t Benjamin** (E70), **Natalie Ebreo** (E86), **Danyelle Saunders** (K49) and **Cenise Waites** (T56) – spent 30 minutes each week introducing students to shipbuilding using Junior Achievement curriculum.

CONTINUED ON PG 2

Parking and Shuttle Changes



Prior to and immediately following holiday shutdown, several parking and company-provided transportation changes will go into effect as a result of *John F. Kennedy’s* (CVN 79) move to the South Yard and the start of construction on an expansion to the Joint Manufacturing and Assembly Facility (JMAF) in the North Yard. To see the changes, visit nns.huntingtoningalls.com/parking-transportation or view the crew talk.

Employees are encouraged to visit this website before returning to work following the holiday shutdown. Please send questions to ParkingSolutions@hii-nns.com.

Time Approval Deadlines

Newport News Shipbuilding’s Payroll Department (O95) has announced time approval deadlines for the holiday shutdown. For the pay period ending Dec. 22, all hourly and salary time must be approved by 4 a.m. Dec. 23. For the hourly pay period ending Dec. 29, all time must be approved by 4 a.m. Dec. 30. For more information, see the Distribution A memo.

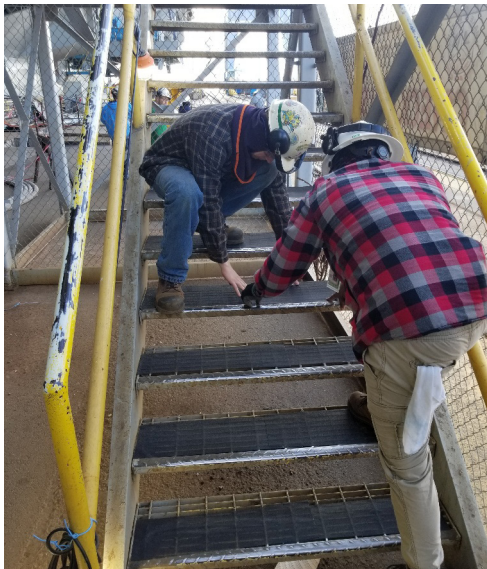
Preparing Tomorrow's Workforce for Success

CONTINUED FROM PG 1

During one lesson, students in a class were tasked with completing chores at home to earn quarters to teach the value of earning and saving money. If each student brought in a quarter, the class would get a new game. "They've raised \$15 in quarters because they are so excited to earn. These are pre-K students doing chores at home to earn 25 cents to get a game at the end," Stewart-Downing said. "They get it."

The effort is in line with Huntington Ingalls President and CEO **Mike Petters**' support of early childhood education. Partnerships between NNS and other industry partners are planned to help present the curriculum to every pre-K student in Hampton City Schools.

"Junior Achievement helps to connect the business community representing numerous career clusters with the students, providing role models that the children would not otherwise have access to," said Janine Brady, education manager for Junior Achievement of Greater Hampton Roads.



Task Teams Improve Safety

John F. Kennedy (CVN 79) Safety Task Team members **Leonard Morris** (X11) and **Elroy Mullins** (X33) work to install nonskid tape to the steps of the north gangway of CVN 79 in Dry Dock 12 as a safety improvement item.



Nicole McNeill holds Newport News Shipbuilding's Virginia Breastfeeding Friendly Workplace Award. Photo by Ashley Cowan

NNS Recognized as a Breastfeeding-Friendly Workplace



Newport News Shipbuilding was recently recognized as a Breastfeeding Friendly Workplace by the Virginia Breastfeeding Coalition. NNS was recognized at the gold level, the highest of the three possible awards.

The award recognizes businesses that go above and beyond federal and state requirements for workplace support of breastfeeding. **Nicole McNeill** (X33), who works on *John F. Kennedy* (CVN 79), didn't realize filling out a survey about workplace accommodations for mothers who breastfeed would help lead to the award for NNS.

McNeill said she was grateful – and a little surprised – for how accommodating her area was when she returned to NNS after maternity leave earlier this year. She has access to a space that is clean, private, stocked and convenient to her work location.

"Breastfeeding is a natural thing that we do, and it's hard already even if you're not working. It can be difficult, stressful and tiring. So to have the business really care about its employees and mothers is nice," she said.

NNS' nursing mother stations are listed on YardMaps. To find the most convenient station, employees should zoom in on their area of the shipyard, select "open layers panel" on the top left corner, scroll down to "miscellaneous" and select "nursing rooms."

HII Mechanical Transitioning to NNS

HII Mechanical will transition from Huntington Ingalls Industries' Technical Solutions division to Newport News Shipbuilding, effective Jan. 1. At NNS, HII Mechanical will report to **Matt Needy**, vice president of Operations.

The change comes as HII Mechanical reduces its volume of commercial work and moves toward supporting NNS' growing manufacturing demands.

"This is a great opportunity to better support Newport News' growing backlog of work and provide HII Mechanical a more predictable and consistent scope of work for years to come," Needy wrote in a Distribution A memo regarding the transition.

Fitters, Welders Needed to Work Nonstandard Shifts in JMAF



State-of-the-art machinery in Newport News Shipbuilding's Joint Manufacturing and Assembly Facility (JMAF) supports construction of both *Virginia*- and *Columbia*-class submarine modules. The production team is working new shifts to ensure increased efficiency and needs additional X11 fitters and X18 welders to volunteer to join the team in 2020 on first and second shift.

Fitters will have to learn to run automated equipment and pass semi-automatic machine tack qualifications. Welders will have to pass Class 1 UT with semi-automatic and mechanized pulse arc and MIG qualifications.

Employees will work a nonstandard 12-hour shift. First shift will work 12 hours – from 6 a.m. until 6 p.m. – with paid lunch periods for four consecutive days and then be off for four consecutive days. The shift schedule will continue with start days moving to the right of each new week. For example, during week one, the employee would work Monday through Thursday and be off Friday through Monday. During week two, the same employee would work Tuesday through Friday and then be off Saturday through Tuesday.

Employees on second-shift will also work a 12-hour four-day schedule – from 6 p.m. until 6 a.m. – but will additionally receive shift premium pay. Any employees assigned to one of the non-standard work shifts will be paid time and one half for all time worked after eight hours in the workday and/or for hours over 40 in the workweek. In addition, an employee on a nonstandard shift who works an unscheduled Saturday and/or Sunday will be paid in accordance with the current Labor Relations agreement.

During holidays, an employee on a nonstandard shift will receive holiday pay regardless of whether scheduled to work, providing eligibility requirements are met. In reference to vacations, an employee on a nonstandard shift who takes a full day (12 hours) of annual leave on a scheduled workday will be paid as though the scheduled shift has been worked.

Visit buildyourcareer.wufoo.com/forms/jmaf-schedule to express interest in joining the team. For questions, employees should contact their representative in Labor Relations (O21).

Apprentices Attend Student Leadership Conference

Four delegates and an adviser from The Apprentice School Student Association recently attended the National Conference on Student Leadership in Orlando. The three-day conference taught the students key leadership traits and skills, including improving communication in the workplace and goal setting.

The conference consisted of nine workshops, each an hourlong, showcasing speakers, group activities and keynotes. The students could choose which workshop they wanted to attend based on what skills they wished to improve and the topic of the workshop.

Each workshop had a topic that fell under one of the seven categories – General Leadership, Networking, The Path to Professionalism, Life Skills and Personal Development, Effective Communication, Expression and Leadership, and Self Care and Wellness.



Pictured from left are **Alma Cochran**, **Taelor Janney**, Adviser **Gary Smith II**, **Johnathan Walker** (X36) and **Ian Corrillo** (X15). The shipbuilders represented The Apprentice School Student Association at the National Conference on Student Leadership.



Foundry Celebrates CVN 80 Milestone

Shipbuilders in the Foundry recently celebrated the completion of the 500th casting for *Enterprise* (CVN 80). During a brief ceremony in November, **Les Smith**, CVN 80/81 program director, and other leaders visited shipbuilders in the Foundry to recognize the milestone. Newport News Shipbuilding is expected to produce 1,900 castings for *Enterprise*, the third *Gerald R. Ford*-class carrier. Photo by **Matt Hildreth**

Enhancing NNS' Lean Strategy



More than 20 Newport News Shipbuilding employees attended the Association for Manufacturing Excellence (AME) International Conference Nov. 4-7 where they learned about the importance of people-centric leadership and gained valuable skills and tools to enhance the company's lean journey.

Dannon Butts, director of Industrial Engineering, and **Jason Sutton**, director of Structural Fabrication and Assembly, along with John Lucci, NNS' lean partner and president of FTE's Global Consulting Practice, presented a session on their partnership in approach and deployment of NNS' lean journey. In a separate learning session, **Latitia McCane**, director of education at The Apprentice School, presented NNS' initiatives on growing next-generation lean leaders.

Sutton – who is responsible for lean deployment – emphasized the role of lean in “making people’s lives better” by eliminating wasteful activities, distractions and daily frustrations. “The AME conference provided a diverse cross-section of lean practitioners a chance to learn and challenge each other to continue to perfect lean. For our team specifically, it was reaffirming that we are starting our journey focused on the right things and doing them the right way,” he said.

Butts – who is responsible for lean strategy – presented the NNS strategy of a strong Lean Operating System Framework, a Lean Strategic Roadmap, Lean Maturity Assessment Framework, a Lean Tactical Roadmap and the NNS Lean Playbook.



Shipbuilders gained valuable skills and tools to enhance Newport News Shipbuilding's lean journey.

“I’m encouraged how we deployed as one team intent on bringing back our shared learning experience, even though we represented six NNS departments, HII Enterprise Transformation and FTE Consulting,” Butts said. “Our charge is to take what we’ve learned, document it and share it with our peers and leaders. My commitment is to continue to leverage our active relationship with AME to strengthen our lean knowledge and stay connected with likeminded lean industry leaders.”

NNS attendees covered 75 of the 200 sessions and shared learning from their individual sessions with the team in daily out briefs. “It’s often said that lean is about people, not tools, and that employee engagement is linked to business performance. Focusing on the things that aggravate or confuse employees is a simple way to improve culture in ways that likely impact business performance as well,” said **Michael Anderson (X51)**, who attended the conference.

AME is a world-class community of 4,000-plus professionals dedicated to a journey of continuous improvement and enterprise excellence. “In order to support our NNSFORWARD Strategy priorities of Enabling Our Workforce and Executing Efficiently, all shipbuilders must embrace a culture of people-centric leadership and continuous improvement. This conference helped attendees with the tools and knowledge to keep moving forward in our lean journey,” said **Kim Humphrey**, manager of strategic sourcing and national AME vice president.

All NNS employees are eligible for membership rates to AME training events and conferences. Conference proceedings are available to all NNS employees via the Lean Business Transformation website on MyNNS. There is also a new NNS Lean Community of Practice where employees can get more involved on the same website.

Register for Martin Luther King Jr. Day Celebration by Dec. 20

Newport News Shipbuilding's Inclusion and Diversity Council will host the fourth annual Martin Luther King Jr. Day Celebration on all shifts on Jan. 17, 2020.

The events are open to all employees by reservation only. All three sessions will be held in Bldg. 4930 to accommodate first, second and third shifts. The third-shift session will be held from 6 until 6:30 a.m. with refreshments included. The first- and second-shift sessions will be from noon until 12:30 p.m. and from 8 until 8:30 p.m., respectively. Lunch will be provided for both sessions.

Employees must register on MyNNS by Friday, Dec. 20. Supervisors must register employees without computer access. For more information, contact **Margaret Williams (O18)** at 688-6931.

AROUND THE YARD

Enterprise and Columbia Hit VWI Milestones



Enterprise (CVN 80) and *Columbia* reached key visual work instruction (VWI) milestones in recent weeks as both move into a new phase of production in the Integrated Digital Shipbuilding (iDS) space.

VWIs give craftsmen and craftswomen a more intuitive and useful work instruction by combining step-by-step instructions with interactive views of the 3D product model.

Shipbuilding phases include engineering, planning, manufacturing and construction. While Newport News Shipbuilding has produced numerous VWIs for CVN 80's manufacturing phase, the first construction VWIs are being consumed in the Covered Modular Outfitting Facility. Furthermore, a VWI for the protective system plates fitted by X11 is being used on CVN 80 outside of Structural Fabrication and Assembly.

Columbia has also hit a major milestone. "We just started manufacturing," said iDS Deckplate Execution Lead **Josh Buchanan** (K49). "The first thing being manufactured is the impulse tank."

To build the impulse tank, plates need to first be joined, which is being completed using VWIs.

As *Columbia* manufacturing moves forward, Buchanan and his team will establish a second Integrated Center of Excellence (iCOE) in the Ring Module Shop. At the center of this digital transformation milestone, Buchanan remains positive. "It's a good thing and a learning process," he said. "We need to stay vigilant to make the deckplate a success."



WiSE Members Provide Gifts for Local Children

Newport News Shipbuilding's Women in Shipbuilding Enterprise (WiSE) employee resource group and Newport News Court Appointed Special Advocate (CASA) employees are teamed up for the annual Secret Santa project to provide toys, books, clothes and stockings for local children. CASA employees work with abused and neglected children who are under the court's supervision throughout the year.



Boykin Speaks at L.E.A.R.N. Event

L.E.A.R.N. partnered with Hispanic Outreach & Leadership Alliance (HOLA) for an after-work L.E.A.R.N. event with guest speaker Newport News Shipbuilding President **Jennifer Boykin** on Nov. 19.

Boykin provided an update on the

NNSFORWARD Strategy and spoke about transforming the company's workforce through purposeful development, leveraging technology to improve learning experience, and developing the changing workforce.

Lynn Holloway (E85) said she enjoyed the presentation. "Ms. Boykin's charge to every employee – to be a leader, one that is steadfast through adversity and willing to learn – encourages a workforce that will be stronger and grow together during our time of transformation. It was enlightening to see the many resources that NNS has in process to develop and engage our changing workforce. These events open a platform to understand that we all play a critical role in building on our legacy while moving forward," she said.

For more information, and to view Boykin's presentation, visit the L.E.A.R.N. website.

W-2 Name and Address Verification

Employees should review their name and address on their pay stubs for accuracy. W-2s will be mailed to the address that appears on the check stub. The first and last name printed on the stub should appear exactly as it does on the employee's social security card. To submit an address or name change, visit the MyHR SharePoint site and click

the employee Information Updates Link for instructions. Changes updated in SAP by Jan. 10, 2020, will be reflected on the W-2.

As a reminder, employees who claimed exempt for tax year 2019 must submit a new W-4 form no later than Feb. 14, 2020.

DATEBOOK

DECEMBER 17

The Chesapeake Regional Medical Center Mobile Mammography Unit will be onsite at the HII Family Health Center from 9 a.m. until 4 p.m. The mobile unit offers comfortable and discreet appointments for state-of-the-art 2D and 3D mammograms for women age 40 and over. For more information or to schedule an appointment, call (757) 312-6400 or visit www.ChesapeakeMammo.com.

JANUARY 10

Weight Watchers is coming to NNS in 2020. Participants can lose weight and build healthy habits with programs that fit their lives. Attend a kickoff at 11:30 a.m. in Bldg. 903 (Conference Room 614 A/B). If interested, email HIIWellness@quadmedical.com to confirm a spot. The program is 26 weeks long and available at a special reduced rate of \$217.80 per person.

FEBRUARY 22

The graduation ceremony for The Apprentice School's Class of 2019 will be held at 11 a.m. at Liberty Baptist Church, located at 1021 Big Bethel Road in Hampton. No tickets are required to attend the ceremony.

FEBRUARY 23

The Peninsula Engineers Council (PEC) will host the annual Peninsula Engineer of the Year Banquet at the Hampton Roads Convention Center from 2 until 8 p.m. Join fellow engineers and friends at a dinner, during National Engineer's Week, to honor this year's recipient. Tickets will be available through your engineering society or www.va-pec.org. The Peninsula Engineers Council (PEC) is an inter-society council comprised of representatives from 18 engineering organizations.

CVN 79 CHRISTENING PHOTOS

To view photos from the *John F. Kennedy* (CVN 79) Christening ceremony, visit KennedyChristening.com. Photos can only be viewed and downloaded using a personal computer.



Shipbuilders Spread Holiday Spirit

When the O68 Safety, Engagement and Communication Action (SECA) Community Service Committee asked fellow shipbuilders for help “stuffing” more than 50 Christmas stockings for the Salvation Army, they went to work.

Shipbuilders in Bldg. 4931 from the Calibration Shop and O46 also became engaged in the effort to fill stockings – including a gift card – for children age 12 and younger. Thanks to the generosity and support of shipbuilders, 28 extra gift cards and eight bags of gifts were given to the Salvation Army to support additional holiday giving.

On-the-Spot Ethics Awards Announced

The following shipbuilders were recently honored with On-the-Spot Ethics Awards: **Tiffany M. Kellar** (X47), **Russell W. Spady** (X31), **Derek C. Garrett** (X32), **Shemeka A. Cobb** (X33), **Jesse Allen** (E16), **Courtney J. Morris** (X63) and **David L. Dayton** (X47).

To nominate a fellow employee, submit form C-941 to the Ethics Office, Dept. O18.



Pictured are 2020 Apprentice School Student Association President Taelor Janney and 2019 President Turner Paxton.

SEEKING SHIPBUILDERS

Visit www.buildyourcareer.com to search for the latest NNS job openings.

Job Title	Req Number	Dept.	Location
Artemis/IMS Scheduler/Production Planning & Scheduler 2	32465BR	X44	Newport News
DevOps Engineer	33532BR	T54	Newport News
Engineer 2	33458BR	O06	Newport News
Information Technology Solution Architect 4	32296BR	T56	Newport News
IT Infrastructure Systems/Automation Administrator Level 3	25838BR	T54	Newport News
Manager Radiation Safety 1	33537BR	X09	Ballston Spa, NY
Production Planning & Scheduler 2	33249BR	X44	Newport News
Production Planning & Scheduler 3	33669BR	X21	Newport News
Production Planning & Scheduler 3	33762BR	X44	Newport News
Quality Analyst 1	33317BR	O58	Newport News
SAP PS/PP PEO Solution Architect	31560BR	T55	Newport News
Secure Email Gateway Engineer 3	30228BR	T51	Newport News
SharePoint Administrator 3	33215BR	T55	Newport News
Vulnerability Management Analyst	32994BR	T54	Newport News
Waterfront Shop – Structural Engineer 3	33085BR	E47	Newport News

Employees are encouraged to use the “**Current HII Employees**” portal to apply. The company continues to offer cash bonus awards for referrals to select positions, visit www.huntingtoningalls.com/careers/refer-a-friend for more information.

ASSA Hosts Annual Christmas Party

The Apprentice School Student Association hosted its 45th annual Christmas party for the Sarah Bonwell Hudgins Center in Hampton on Dec. 11. Apprentices – alongside First Church Ministry – volunteered and danced with members, served dinner and assisted with meeting Mr. and Mrs. Claus. During the event, the apprentices presented the Center with a \$1,000 donation that will go to fund future events and gave out T-shirts to the members. The students were given a plaque thanking them and The Apprentice School for 45 years of continued support.

2019 ENGAGEMENT CHAMPION OF THE YEAR

LEADING THE WAY

Newport News Shipbuilding's engagement champions are fully engaged shipbuilders who work to remove obstacles and provide awareness and education for fellow employees. Champions take action throughout their various departments and divisions to drive the company forward and support its core values. They also work to promote the NNSFORWARD Strategy for continuous improvement in the company's workforce and business operations.

NNS has approximately 315 engagement champions spread across the company's 20 business units. This year, each engagement lead

nominated a person from their team for engagement champion of the year. These champions consistently went above and beyond their role as advocates for a continuously improving culture of engagement. Learn about this year's top engagement champion and the other nominees below.

To learn more about the Engagement Office services or for information about how to become a champion in your division, email EngageNNS@hii-nns.com.

JESSICA ROSSER



Jessica Rosser (X18), a member of the New Construction Aircraft Carrier Program's engagement champion team, is Newport News Shipbuilding's 2019 Engagement Champion of the Year.

The engagement lead for Rosser's team described her as a phenomenal leader who models the way for fellow engagement champions. She dedicates significant time outside of work to develop engagement activities and initiatives. Her contributions have helped drive many of the New Construction Aircraft Carrier Programs engagement team's success.

Rosser currently leads the Recognizing Individuals Success Everyday (R.I.S.E.) Engagement Champion Focus Group. Through this group, she developed the Shipbuilder Spotlight award, which recognizes employees for going above and beyond in all aspects of the job. More than 200 shipbuilders have been recognized, and Rosser ensures certificates are hand-delivered each month and that each employee gets a personal "thank you" from the engagement team.

She believes engagement is important because it creates positive connections between people, bringing them together regardless of title, gender, race or work environment.

CHAMPION OF THE YEAR NOMINEES



Sharon Arrington
X11



Sonny Chambers
O64



Sandy Collins
O25



Benita Harris
O53



Aaron Holloway
O46



Amy Prillaman
O93



Willie Sears
X73



Kai Smith
X32



Donald Williams Jr.
O51

Not pictured:
Clayton Goings (X31)
Heather Smith (X47)
Matthew Weaver (K45)

LONG SERVICE

MASTER SHIPBUILDERS DECEMBER



Rocky Blei
40 years



Pernell Brown
40 years



Danny Carroll
40 years



Frank Edwards
40 years



Wayne Foster
40 years



Karen Govan
40 years



Steven Hewitt
40 years



Ronnie High
40 years



Cleve Melton
40 years



Garland Moore
40 years



Greg Ruffin
40 years



Claude Sain
40 years

LONG SERVICE DECEMBER

50 YEARS

Kenneth Perrin X22

Danny Carroll O53

Thomas Diggs X11

Frank Edwards Jr. E89

Wayne Foster E03

Scott Garrett X74

Karen Govan M10

Steven Hewitt X82

Ronald High N950

Carl Melton X42

Garland Moore X43

Gregory Ruffin E82

Claude Sain III E82

James Thacker X42

Max Coburn Jr. E51

Gary Dickerson Jr. X42

Daniel Douglas E82

Richard West X91

Anthony Deshong X48

David Gruskowski X83

William Mueller E83

Tammie Thompson E85

Sathaporn Boonruang X47

Alonzo Smith O61

Lakesha Starks K45

40 YEARS

Michael Blei T55

Pernell Brown K47

30 YEARS

20 YEARS

RETIREMENTS NOVEMBER

Charles Anderson X44

Gregory Ballew X42

Brenda Barrow O52

Joseph Boston X42

Alan Brown E83

Clay Cochrane X70

Donald Deans X32

Edward Ellison X11

Arthur Garrenton E82

James Gilbert X31

Michael Goode X33

Michael Gramby K46

James Griffin X74

Marlin Hall X43

Edward Hardwick E64

Rhonda Harrison X36

Woodrow Hitt O46

Robert Laubach X44

Janis Lewis O58

Holly Milteer O51

Tony Owens O48

Mary Simmons X33

William Sims X47

Brenda Smith X33

Constance Smith Daniel X33

Joseph Soltis M53

Sandra Walker O04



40 Years Ago

A December 1979 photograph provides an aerial view of Newport News Shipbuilding. NNS Photo Archive