

# SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

July 2020





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COVER: UNITY AT OUR C.O.R.E. POSTER BY ERIC MACLEOD, LOGO BY COLE FRASER AND MARISA BERKEY, NNSY VISUAL INFORMATION SPECIALISTS

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# TAKE ONE MINUTE FOR VPP!

STORY BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST

What? Take a minute for VPP, you may be asking? Haven't we already devoted countless hours this year to ensuring employee safety and health by procuring and issuing face masks, attaining cleaning supplies and continually sanitizing our work areas, and identifying ways to meet the mission while practicing physical distancing? Now that we're in the "new normal" of adjustment in America's Shipyard—simultaneously minimizing the spread while maximizing the mission—it's time to refocus on many of the important things being communicated before COVID-19. One of those is the Voluntary Protection Program (VPP).

While some efforts such as an all-hands VPP kickoff planned for last month had to be cancelled due to the COVID-19 environment, Norfolk Naval Shipyard (NNSY) is still actively working to becoming a certified VPP Star Site. NNSY's participation in VPP requires a continuous collaboration of management and unions, as well as employee involvement. Other pillars of VPP include worksite analysis, hazard prevention and control, and safety and health training. VPP Program Managers Brian Olson and Doug Vick say employee involvement in particular is critical to becoming recertified as a star site. "A major element of VPP is turning safety back over to employees; VPP allows them

to have a voice in their own safety," said Vick.

That's why it's important for work groups throughout America's Shipyard to take "one minute for VPP." Whether it's one minute, five minutes, or ten minutes, this concept is geared to having work groups get in the continual mindset of taking the appropriate pauses during the workday to address important matters in working safely. Taking "one minute for VPP" should continually be part of daily interactions between employees and their leadership, whether in pre-shift meetings, regular meetings, safety meetings, or training courses. So take a minute to reinforce the critical principles of VPP and ensure no one gets hurt today!

To find out more about how you can support VPP in America's Shipyard, contact Brian Olson at [brian.s.olson@navy.mil](mailto:brian.s.olson@navy.mil) or 818-0710, or Doug Vick at [douglas.vick@navy.mil](mailto:douglas.vick@navy.mil) or 403-9127.

# VPP

## From the Commander, Capt. Kai O. Torkelson:

# Unity at Our C.O.R.E. in America's Shipyard



As challenging and painful as 2020 has been in many instances, it may be a relief to some to know we are halfway through the year. Like so many of you in the past month, I have been shocked and saddened by the death of Mr. George Floyd, and the protests we've seen locally and throughout the United States that reveal we still have work to do to fulfill our ideals as a nation. As we approach the Fourth of July holiday, it's an opportune time to reflect on our greatest principles as Americans.

We have had challenges both as a nation and in America's Shipyard in recent months. These challenges have been weighing on us heavily, affecting our thoughts, our decisions, and our interactions with others. Our values as individuals and as an organization are truly tested in times of challenge. It's important to note challenge can be good when it results in personal growth or permanent, positive change. As Franklin D. Roosevelt said, "calm seas never made a good Sailor." In spite of rough seas, our compass is knowing we are more than an organization, and more than a collection of individuals who show up to work and go home. Rather, we are a high-performing team bound together by our work, our service to the fleet, the Navy, and our country. We've just had opportunities to reiterate the importance of our teamwork and our mission as we've brought America's Shipyard back to full force. Our teaming is strengthened by the personal relationships that we build here, by our C.O.R.E. values, and by our resolve in service to the fleet.

We experienced a significant step in reminding ourselves of all those things during our Unity at our C.O.R.E. event last month, which was as moving and powerful a command event as any I have experienced during my two years as your shipyard commander. I thank each of you who shared your positive impressions of this event with me. While that event was a significant step, it was only the first of many. We are also updating and relaunching our Team of Winners training across the shipyard to have the much-needed discussions, to show "what right looks like," and to make an ongoing commitment to improving our culture. Other

initiatives have included some tremendously enriching meetings and discussions in the past several weeks with our Diversity and Inclusion Director, Tarane Parker, and our African-American Employee Resource Group (AA-ERG) Chair Michael Taylor to hear their concerns and discuss how we can begin healing and doing things differently. Just as we need daily commitment and dedication to stopping the spread of COVID-19, we need daily commitment and dedication in America's Shipyard to stamping out racism, injustice, indignity and disrespect. It will not be tolerated.

I look forward to seeing and talking to you on my walks, bike rides, or even early morning runs around the shipyard and sharing more actions to show high levels of trust and confidence, and treating each other exceptionally well. I just celebrated my two-year anniversary on 29 June as commanding officer of this great shipyard. I didn't do anything too celebratory but reflected on the fact that people are at the heart of what we do to accomplish the mission of Norfolk Naval Shipyard, and each of us need to demonstrate Care, Ownership and Respect with one another so we can collectively achieve Excellence.

As we welcome July, we also welcome new opportunities to service the fleet and more personnel to help us maximize our mission. In addition to welcoming back members of our workforce, starting July 6, as part of a significant SurgeMain mobilization effort, we will welcome approximately 140 reserve Sailors to join our high-performing teams in July. This is just the initial "installment" as more reservists will be on the way through the next several weeks, culminating in more than 480 reservists who will be supporting work on a variety of our projects. Over the next 15 months, this arrangement will provide a "win-win" both for these Sailors and America's Shipyard. While the reservists get valuable hands-on experience across our nation's shipyards, we get a large number of personnel ready to provide immediate impact on the deckplates with some of the biggest projects we have on our waterfront. There are countless historic examples of reserve forces

helping to win pivotal battles for our country, and while we aren't actively at war with another nation, we are at war with COVID-19 and we are coming upon a momentous time for our shipyard in regard to priorities and opportunities.

That includes a new opportunity this month to provide fleet excellence, as Truman arrives for an Extended Carrier Incremental Availability. Truman is coming off a deployment that began in November to the Middle East, with an extended stay out at sea to protect the crew from coming into contact with COVID-19. The Truman crew took advantage of that additional time, as it was just a few weeks ago that the ship was making history performing exercises with USS Gerald R. Ford (CVN 78), marking the first time a Ford-class and Nimitz-class carrier were together out at sea. Now that the Truman is out of its bubble at sea, we welcome them into the bubble of America's Shipyard, where we all stand united in minimizing the spread by practicing good hygiene and prudent behaviors in our interactions. Welcome to Capt. Kavon "Hak" Hakimzadeh and the Truman team, we look forward to working with you these next several months providing superior quality and reliable delivery with your proud ship!

I urge everyone to continue to maintain our careful balance between minimizing the spread and maximizing the mission. While it's great that we're able to return to holding events, exercises and trainings inside the gates, and go to restaurants, gyms and retail locations outside the gates, we cannot put our guard down and risk complacency. We need to continue practicing all the smart individual behaviors we've been doing for months, including thorough handwashing, wearing our masks, and practicing physical distancing, especially now given we're back at full strength with our workforce.

In closing, I'd like to welcome several shipyard leaders to their new roles. That includes William Leidel coming aboard Norfolk Naval Shipyard as our new Command Information Officer (Code 109)! I've had the opportunity to start getting to know Bill and he is bringing an impressive background and potential with him. Welcome to Susan

Wood, our new NNSY Comptroller (Code 600)! Susan has a great background in budgeting and received valuable preparation for this assignment as Deputy Comptroller. Welcome to Terri Makely to her new position of NNSY's Lifting and Handling Director (Code 700)! Terri has been leading the team at NPTU Ballston Spa, New York, and brings extensive shipyard experience in a number of important positions to her newest assignment leading Code 700.

Committed, as always, to our C.O.R.E.!



**Capt. Kai Torkelson**  
Norfolk Naval Shipyard's  
108th Commander

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# Unity at our C.O.R.E.: Norfolk Naval Shipyard Holds Ceremony Committing to Valuing and Respecting All Employees

STORY BY NORFOLK NAVAL SHIPYARD PUBLIC AFFAIRS | PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

At Norfolk Naval Shipyard's (NNSY) "Unity at our C.O.R.E." command event June 9, Shipyard Commander Captain Kai Torkelson said to begin fixing a problem, one must first acknowledge that there is one and commit to understanding it.

This gathering was held to recognize the recent nationwide demonstrations and outcries about race relations in our country, and address the pain members of the NNSY workforce have been experiencing. The event also focused on the shipyard's organizational C.O.R.E. values, which are demonstrating Care, Ownership, and Respect with one another to achieve Excellence.

In his remarks, Torkelson committed to being empathetic and listening to better understand the Black American experience in today's society, centering on what he outlined as three A's—acknowledgement of the issues, authenticity in sharing experiences, and actions in committing to a better tomorrow. "I need more knowledge because I do not know what it is like to walk in the shoes of a Black American," Torkelson said. "The discussions I have had with my seven-year-old daughter about this are ones that should have happened before George Floyd's death. I need to step up the level of respect given to Black Americans who have been disrespected for a long time."

Discussing the importance of ensuring a more inclusive workplace, Torkelson added "as with healing from a great injury, this will be an ongoing process—it may feel slow at times, even painful at times, but entirely necessary to get to where we need to be in modeling how we want our country to look, to act, to be. Just as we need daily commitment and dedication to stopping the spread of COVID-19, we need daily commitment and dedication in America's Shipyard to stamping out racism, injustice, indignity and disrespect. It will not be tolerated."

Torkelson held a moment of silence encouraging each person to reflect in their own way. In an expression of solidarity, Torkelson took a knee in remembrance of George Floyd and in honor of all Black Americans.

Racism has deep roots in United States history and culture, but it was the undeniable videotape of George Floyd's murder—one of the latest in a long line of Black Americans who have died in a similar fashion—that recently brought the issue to the forefront of national conversation.

Righteous anger and outrage have been felt across the world as protests have been held in all 50 states and several countries. These

feelings have also been felt by the NNSY workforce. As a member of Naval Sea Systems Command's (NAVSEA) Inclusion and Engagement (I&E) Council and Chairman of the NNSY African American Employee Resource Group (AA-ERG), Michael Taylor explained, "Once employees and military members of color step outside of the shipyard and take off that uniform, they are only seen by the color of their skin, rather than who they are professionally. Life should not follow you into the shipyard, but it does. I am not just the chairman of the AA-ERG, I am a Black American with children dealing with such situations internally. I am thinking of all the African American children I talk to and mentor when it comes to issues like this."

This pain felt by the workforce led to the planning of the unity event, according to Taylor and NNSY's D&I Director Tarane Parker. "There was a need to address the anger, hurt, and pain NNSY employees are experiencing now because of George Floyd's death," Parker said. "The Unity at our C.O.R.E. command event was set up to bring NNSY together to address the issues, acknowledge that our workforce is experiencing a myriad of emotions, and encourage everyone to come together and unite as one. There is no better time to advocate for change than now."

At the event, Parker emphasized what is at stake when people die and others choose to ignore racism in their own lives. "George Floyd's death doesn't have to go down in vain," Parker said. "Even his six-year-old daughter said that her daddy had changed the world. It saddens me that another unarmed black man had to die, on camera, for the world to realize that things have gone too far, and it's time for some serious change. It's time to level up. It's time to stand up and be heard. It's time to address things that truly matter because it's better to have a difficult conversation than no conversation at all because silence is deafening," he said.

He added a crucial point when he discussed the origin of the Black Lives Matter movement and the importance of the movement to all Americans. "The name does not mean that black lives matter above others, but rather that black lives matter as much as others. All lives do matter, but to honestly say that, black lives need to be included."

Parker said that necessary change starts with the self-evaluation of what one is doing, and asking if he or she is doing everything they can. The process is ongoing and occasionally uncomfortable, but it is an opportunity to do better. All the individual has to do is take the first step.





# Navy mobilizing Reservists under SurgeMain program to support ship maintenance

Rear Adm. Stephen Evans, left, commander of Carrier Strike Group (CSG) 2 and Rear Adm. Sara A. Joyner, right, take a tour of the aircraft carrier USS George H.W. Bush (CVN 77). George H.W. Bush is currently in Norfolk Naval Shipyard for its docking planned incremental availability (DPIA).

STORY BY NAVAL SEA SYSTEMS COMMAND OFFICE OF CORPORATE COMMUNICATION | PHOTO BY MASS COMMUNICATION SPECIALIST SEAMAN STUART A. POSADA

The Navy is mobilizing 1,629 Reservists to support aircraft carrier and submarine maintenance at its four public shipyards starting in July. This mobilization will help reduce the maintenance backlog that has developed due to the COVID-19 pandemic.

In March, Naval Sea Systems Command (NAVSEA) authorized weather and safety leave for shipyard personnel who fell under the U.S. Centers for Disease Control and Prevention's (CDC) "high risk" category for extreme complications tied to the COVID-19 virus. With up to 25 percent of the production workforce unable to report to their duty location, the shipyards have not been able to execute all their work and have built a backlog of work that, if left unchecked, would result in delays in returning ships to the fleet.

The Reservists are all part of the Navy's Surge Maintenance, or SurgeMain, program. Established in 2005, SurgeMain has 2,200 enlisted Reserve Sailors and 240 Reserve officers across 75 units and was created to augment the Navy's organic civilian shipyard workforce in times of need.

SurgeMain Sailors have technical and trade backgrounds that allow them to have an immediate impact at the shipyards.

"Our Sailors are electricians, pipe fitters, sheet metal workers, plumbers, hydraulic technicians, mechanics, machinists, carpenters, welders and more," said Capt. Michael P. MacLellan, SurgeMain's national director. "Many of our people have prior experience at the shipyard where they're being sent, down to the specific shop where they will be working alongside the shipyard's organic civilian workforce."

This is the first time SurgeMain has activated this many Reservists at one time.

"We're excited to mobilize and execute the mission for which we've been training," said MacLellan. "This deployment presents a valuable opportunity for our Sailors to hone their skills, contribute to our national defense and allow us to gain valuable lessons you can only learn during mass mobilization."

SurgeMain Reservists will start arriving at their respective shipyards in phases starting in early July, with all 1,629 Sailors

on-site by September 2020. They will be on one-year mobilization orders which may be extended or curtailed should circumstances change. Portsmouth Naval Shipyard in Kittery, Maine, will receive 267 Reservists; Norfolk Naval Shipyard in Portsmouth, Virginia, will receive 486; Puget Sound Naval Shipyard & Intermediate Maintenance Facility in Bremerton, Washington, will receive 676; and Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility at Joint Base Pearl Harbor-Hickam, Hawaii, will receive 200.

"We have been methodical in how we planned this mobilization," said Vice Adm. Tom Moore, NAVSEA's commander. "We did not mobilize anyone who already works in the ship maintenance or construction field, and we worked to place people into shipyards where they have previously drilled so there was a built-in comfort factor for both the Reservist and the shipyard personnel."

Once mobilized, the Reservists will abide by all Department of Defense travel restrictions and protocols tied to minimizing the spread of COVID-19.

Sailors are being assigned to their designated Reserve duty location, which is usually the shipyard closest to where they live.

Once at their designated shipyard, Sailors will abide by all COVID-19 specific policies. These include conducting a daily self-screening and undergoing a temperature check prior to accessing the shipyard, wearing all required personal protective equipment (PPE) and following the same social distancing measures as the rest of the shipyard workforce.

"We are laser-focused minimizing the spread while maximizing the mission," said MacLellan. "This mobilization will strengthen the partnership between the shipyard workforce and Reserve community and help deliver combat-ready ships back to the fleet."



# NNSY military, civilians and USS George H.W. Bush Sailors collaborate in the fight against COVID-19

STORY BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST

PHOTO BY BIANCA WILSON • NNSY PHOTOGRAPHER

Discussions of “COVID-free bubbles” on Navy assets have been increasing in the past several weeks, including USS Harry S Truman (CVN 75), which will be arriving at Norfolk Naval Shipyard (NNSY) this month for maintenance following an extended deployment. Believing such a bubble could be established on land as well as at sea, Shipyard Commander Captain Kai Torkelson directed an unprecedented effort to make all of NNSY a safe bubble within the first month of COVID-19 concerns gripping the Navy and nation.

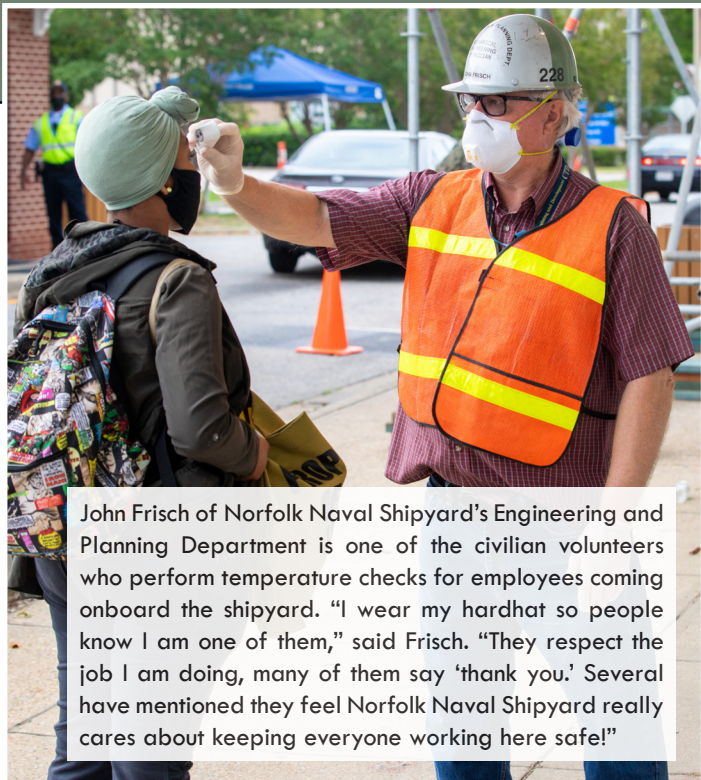
Supporting its priorities of minimizing the spread of COVID-19 while maximizing the mission serving the U.S. Navy, NNSY was the first of the nation’s four public shipyards and first installation in the Mid-Atlantic Region to implement an enhanced screening process. Torkelson assigned Deputy Shipyard Commander, Captain Dan Rossler, to spearhead this innovative effort in early April, which first began with spot checks and ship screenings in the shipyard with full implementation at the installation gates two weeks later.

Protecting the safety and health of thousands of Norfolk Naval Shipyard (NNSY) civilians, military and contractors coming on the installation daily takes a lot of dedication and effort. Helping achieve that is a team of approximately 50 personnel from across NNSY’s military and civilian workforce, along with USS George H.W. Bush (CVN 77) Sailors. These members conduct daily temperature screenings, confirm compliance with employee self-screenings for COVID-19 symptoms and risks, and ensure personnel report to work with face masks.

Just as a typical prototype undergoes incremental improvements following study and testing, NNSY’s screening process has implemented a number of enhancements in the past two months thanks to a spirit of teamwork and pursuit of innovation. These include screeners using more accurate thermometers, the shipyard duty office providing real-time gate traffic updates for employees registered on the AtHoc notification system, and a daily self-screening mobile app set up by NNSY’s Nuclear Corporate Training Initiatives Division (Code 2360). With this app, employees can complete online screening at home, then show screeners the green checkmark on their smartphones prior to having their temperature taken to enter the shipyard.

In a demonstration of the ownership NNSY employees frequently exhibit, civilian volunteers offered to protect their shipyard and fellow teammates on their own time. One of the civilian screeners, John Frisch of the Engineering and Planning Department (Organization and Employee Development), volunteered after experiencing wait times to enter NNSY and feeling he could support. Frisch had previous experience on shipyard gate duty, working security detail when assigned to the NNSY Marine Barracks back in the late 1970s. “The hours make for a long day, but the experience has been very rewarding,” he said. “I wear my hardhat so people know I am one of them. They respect the job I am doing, many of them say ‘thank you.’ Several have mentioned they feel Norfolk Naval Shipyard really cares about keeping everyone working here safe! Also, the Navy personnel I have been working with at Gate 10 really treat me as part of the team.”

Todd Howard, another civilian volunteer from the Engineering

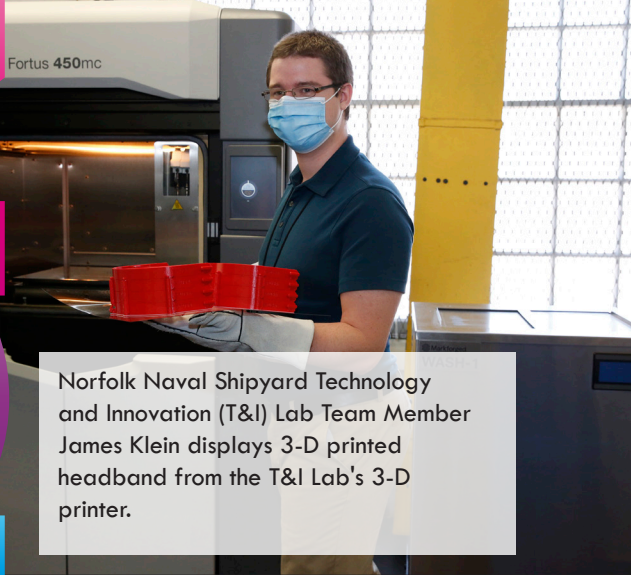


John Frisch of Norfolk Naval Shipyard’s Engineering and Planning Department is one of the civilian volunteers who perform temperature checks for employees coming onboard the shipyard. “I wear my hardhat so people know I am one of them,” said Frisch. “They respect the job I am doing, many of them say ‘thank you.’ Several have mentioned they feel Norfolk Naval Shipyard really cares about keeping everyone working here safe!”

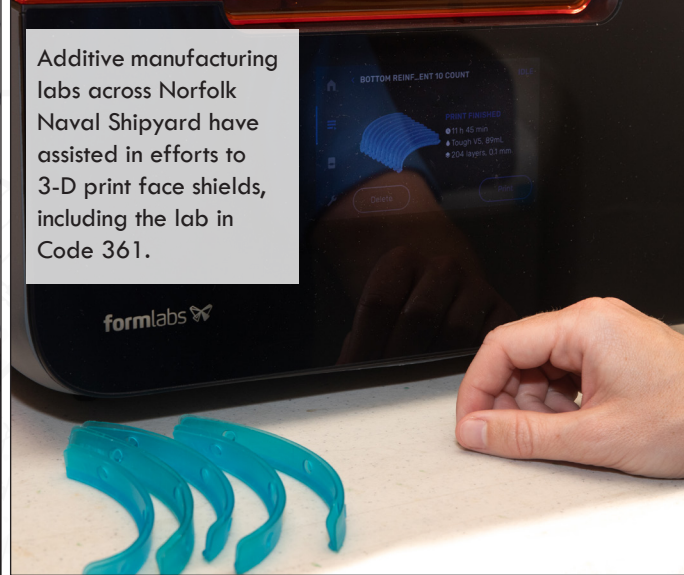
and Planning Department (Material Logistics), said it’s an opportunity for him to give back and interact with other members of the NNSY workforce—even from behind a mask. “I’m always looking for an opportunity to help others, and in this case, serve our great shipyard,” he said. “The experience has been rewarding, in that, what I’m doing is helping get people into the shipyard and to their jobs safely, with respect, and a smile that’s hidden behind a mask. The people have been great, and for some, it is a challenge and extremely rewarding to get a little smile out of them. To be honest, it really isn’t that much of a sacrifice. I’m a morning person anyway, so I come in a little earlier than normal and I’m still able to be productive on my regular job.”

Electronics Technician (Nuclear) Senior Chief Roy Vanterpool, who has been leading the effort of training screeners, said volunteers are encouraged to join the team supporting a healthy workforce in America’s Shipyard. “New screeners are always welcomed!” he said. “I believe it is all hands on deck, both military and civilian, to help ensure the safety of everyone who comes onboard NNSY. Even though the current screeners are doing an outstanding, professional job at the task they were given, any new screeners will be gladly accepted and trained to help with the effort.”

Discussing the importance of undertaking this significant effort, Torkelson said, “Norfolk Naval Shipyard wanted to set the standard for making our installation one of the safest places to work in all of Hampton Roads and across the Navy Mid-Atlantic Region. It’s that important for the crucial mission we execute—taking any less of a measure in ensuring command and personal safety would be not completely executing that mission. I’m proud of everyone’s ongoing efforts in America’s Shipyard as we continue to minimize the spread while maximizing our mission.”



Norfolk Naval Shipyard Technology and Innovation (T&I) Lab Team Member James Klein displays 3-D printed headband from the T&I Lab's 3-D printer.



Additive manufacturing labs across Norfolk Naval Shipyard have assisted in efforts to 3-D print face shields, including the lab in Code 361.

## NNSY TAKES ON INNOVATIVE SOLUTIONS DURING COVID-19 PANDEMIC BY PRODUCING FACE SHIELDS

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY DANNY DEANGELIS AND TONY ANDERSON • NNSY PHOTOGRAPHERS

Innovative individuals across Norfolk Naval Shipyard (NNSY) have come together in the face of the COVID-19 pandemic to use additive manufacturing (AM) to produce face shields, meeting the challenge of the crisis head-on and providing equipment for their fellow shipyarders.

In Mid-March, NAVSEA reached out to Innovation Programs at the shipyards as well as other departments across NAVSEA to assess the corporation's AM capability to produce personal protective equipment (PPE) so that workers could be properly fitted for the job while safely maneuvering through the current environment. Simultaneously, requests began pouring in from innovative individuals across NNSY with the strong desire to assist in PPE development and production efforts.

"It was a developing situation with COVID-19 and the growing concern for the need of PPE to continue daily service. We saw the need and began gauging each of the shipyard's AM labs to scope their availability, capacity, and material inventory," said NNSY Technology Insertion Manager Dale Berkley. "It became a group effort to answer the call and we began formalizing printing at the end of March."

The face shields are composed of four parts: a headband to hold a clear-plastic shield, an elastic strap, and a reinforcement clip at the bottom to strengthen the plastic's curve. The NNSY Technology & Innovation (T&I) Lab joined with AM labs across the shipyard, including the Nuclear Mechanical Group (Code 930N), Non-Nuclear Mechanical Group (Code 930), Non-Nuclear Inspection Division (Code 133), Carrier Programs (Code 361), Radiological Engineering Division (Code 105.2), and Nuclear Special Emphasis Division (Code 2320.6) to begin researching designs approved by the National Institutes of Health (NIH).

With alignment on a single approved design for the face shields, the labs took charge on their assignments and hit the ground running, printing the headbands and reinforcement clips using desktop, industrial, and resin three-dimensional (3-D) printers. The Nuclear Fluid Systems and Mechanical Engineering Division (Code 2320) and the NNSY T&I Lab handled printer material orders to ensure the teams had what they needed to get the job done as quickly as possible to meet their ramped up production schedule. Finally, once the clips and headbands were completed, they were turned over to the Production Resource Department (Code 900), Facilities Department (Code 980), Pipefitting Group (Code 960), and the SIOP Program Management Office (PMO) who developed the clear-plastic shields – finalizing assembling of the product and distributing them across the shipyard, as well as to local partners.

"As a team, we were able to take these designs and iron out the printing and assembly process, testing and perfecting it so that we were able to make these masks as quickly as possible," said Code 930 Nuclear Continuous Training and Development (CTD) Coordinator Kyle Cooper. "It's been a learning experience for everyone. We were able to cut down the printing of headbands themselves down to 57 minutes which initially was three and a half hours. It came down to trial and error, sharing our input and working towards making the best product possible."

"This is a true testament to the teamwork here at NNSY, everyone coming together to provide their input and services with a common goal in mind," said NNSY T&I Community of Practice (CoP) Lead and AM Subcommittee Lead Jessica Roberts. "It was a challenge we hadn't really faced before to this degree as this was the first time all the AM labs across the shipyard had come together for a single project. So many departments needed to be aligned and understand each other's abilities and what they would be bringing to the table. It was an evolving process and communication was



**ABOVE: Code 930 Nuclear Continuous Training and Development (CTD) Coordinator Kyle Cooper sets up one of six printers in his department to 3-D print a prototype; BELOW: Additive Manufacturing labs across the shipyard have been working to print PPE to benefit the employees.**

key to ensure everything went as smoothly as possible.”

Code 133 Non-Nuclear Inspection Division’s Adam and Joel Seamster used their large-capacity AM Lab, composed of over 20 desktop printers, to mass-produce headbands and clips. They helped ensure the technical aspect of the job was handled, working with the various labs to optimize the selected design for quicker and more cost effective printing, as well as testing materials for the best quality.

NNSY T&I Lab’s James Keim noted that this was a great experience to be able to work together with others within the shipyard for a common goal – to protect their fellow shipyarders. “While the waterfront was working to adapt to the new constraints created by COVID-19, the Innovation Program wanted to find ways to alleviate that burden and prevent it from getting worse. When it was evident that PPE was becoming scarce, it was clear that it was an immediate action we could take. We did not want to wait for the requests to come in because by then it would be too late. It made more sense to us to be ready with a stockpile for when the need hit. As for starting the process, we looked to what other groups had started. Since Virginia was not hit as hard, as fast as other states, we were able to make use of other’s experience to make ours smoother. The National Institutes of Health (NIH) had actually started a collection of PPE designs that they approved. We chose one as a starting point and adjusted our print parameters and materials until we came up with a print package that worked best for us.”

He added, “This truly was a team effort. There was a ton of eagerness across the board to get started and assist. We have many in the AM community with varied experience. When we were

optimizing our prints, we made sure any improvements we found went out to all the other labs so they could try them. As material shortages hit us, we got together to prioritize where our resources went to make sure we had the highest production possible.”

“Code 361 has been pursuing efforts in AM for quite some time in order to quickly design and prototype tooling required to complete special emphasis work,” said Code 2360.6 Nuclear Engineer Daniel Miller. “When there was a call to action, we were there to assist. Code 361 has been working closely with Code 105.2 and Code 2320, allowing for a multi-organization response to support those on the frontlines of the COVID-19 response. We were able to break down everyone’s role and responsibility and learn from one-another.”

Miller added, “I think I can speak for the whole team when I say that we felt a little helpless at the start of this pandemic. It felt like there was nothing that we could do to stop what was happening in our country and around the world. Therefore, when the 3D Printing COP reached out for help, we all jumped at the opportunity to try to make a difference. We wanted to help ease the worries of our shipyard and of our community in any way we could.”

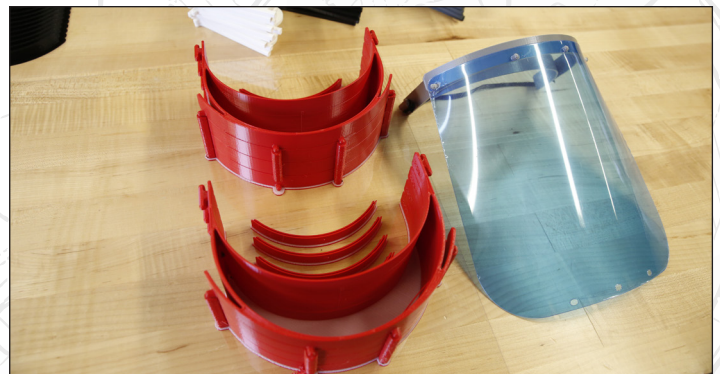
“This was a partnership that provided a resource stream of this vital equipment for our community,” said PMO Program Integrator Jason Markle. “We were able to maintain a flow of fabrication materials, inventory levels, and coordinating storage, distribution, and supply lines. Each code and each team member had a part to play to ensure the success of the mission.”

Keim added, “Ultimately together the printer teams were able to make almost 2,000 shields for our workforce which I see as a win. It helped bridge the gap until the sail loft was able to start producing cloth masks. Through the process, I learned a lot. Most of my previous efforts were limited prototypes that I would normally only have to print a few times. Mass-producing a part added an extra layer of complexity. Normally I would focus on the form, fit, and function of my prints. These shields required me to take a much harder look at ways to reduce time and material costs without taking away from the quality. This is optimization experience that I can take into all of my future prints.”

Markle shared that in addition to providing PPE to the shipyard at large, the team was able to deliver two batches of face shields to the Portsmouth Naval Hospital for testing and use. “This effort readied NNSY to be called upon to lend our aid for equipment supply to those who need it in the community at large,” he said.

Roberts said, “This joint effort directly services the mission of the fleet. It was very powerful and inspiring to this group jump into the effort so enthusiastically. Watching everyone come together, bring their own talents to the table, and grow with this task was incredible to me. I look forward to what this team will accomplish in the future.”

For more information regarding innovation, contact the NNSY T&I Lab at 757-396-7180 or email the REAL Ideas program at [NNSY\\_REALIdeas@navy.mil](mailto:NNSY_REALIdeas@navy.mil).





# EDP HIGHLIGHT:

## Rachel Yarasavich

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

Ever since she was a little girl, Rachel Yarasavich has been an artist. Whether it was drawing, sculpting, or finding her passion in tattoos, Yarasavich admired artistic self-expression and sought a future where her art would be seen and appreciated. Little did she know that she would find a place to do just that at America's Shipyard.

Yarasavich, a General Arrangements Branch (Code 254) Naval Architect, first stepped through the gates of Norfolk Naval Shipyard (NNSY) in 2003. With little knowledge of the shipyard or its mission, she joined the ranks of NNSY's Sheetmetal Shop (Shop 17) as a sheet metal apprentice in the hopes of building her funds to move to Austin, Texas to become a tattoo artist.

"I had never envisioned myself becoming a sheet metal mechanic and had no idea what to expect when I started at NNSY," said Yarasavich. "However, I found that working with sheet metal became like sculpting for me. It was easy for me to grasp because of my love for art and building. I really enjoyed what I was doing. It was a way to show my artistic expression while also becoming part of team that worked to service the Fleet. I found myself being really good at the tasks that I was given, tapping into skills I never knew I had. I continue to surprise myself every day with what skills I gain and what I've found I can accomplish."

Following her graduation from the apprenticeship program, another pathway opened up that she decided to dive into – the Mechanic-to-Engineer Program. "I saw an opportunity to better myself and I decided to take a leap. Five of us from the entire shipyard were chosen for the program and we spent five years going through it. During that time, I worked as a technician in the Structural Engineering and Planning Division's General Arrangements Branch (Code 254). I was

finding my goals were expanding with each new skill I possessed. I was building a career for myself."

Yarasavich is still in Code 254, with her career at NNSY now spanning 17 years and counting. She recently received an email regarding the Employee Development Program (EDP), opening further opportunities for her career. Intrigued with what was being offered, she reached out to her supervisor for an endorsement – both her supervisor and department head were supportive and ready to assist.

"I also reached out to my mentor – Structural Engineering & Planning Division (Code 250Q) Assessment Improvement Coordinator Gregory Coffie – to ask his thoughts on the program and if he thought I would be ready for the challenge," said Yarasavich. "You see, I never thought of myself as someone in a leadership role before. However, he shared with me that many came to me for advice or help daily at the job. He said I was already exhibiting the role of someone who wanted to mentor and help others be the best they could be. Leaders need to be able to have those types of skills in order to be vulnerable with their people and have others be vulnerable with them as well. I then looked back on my career journey so far and found that I personally wanted to do more to expand my knowledge and skills to help my fellow shipyarders. So with Greg's advice and the endorsement of my leaders – I applied for the EDP and I got in."

Yarasavich was recently selected as one of NNSY's four candidates in Cadre 9 of the EDP and is excited to step out of her comfort zone.

"Personal mastery is a big thing I want to accomplish during my time in the EDP," she said. "I want to learn more about myself and learn how I can influence others to stay engaged and be empowered in their careers, just as others have done for me."

The EDP is a six-month program designed to give qualified personnel the opportunity to experience firsthand the leadership competencies and styles, as well as the operational parameters and guidelines, that make up the total picture of successful naval shipyard operations. To learn more about the program, visit <https://webcentral.nnsy.navy.mil/departments/c900/C900CU/leadership%20development/NNSY%20Executive%20Development%20Program.aspx>.

### *Getting to Know Rachel Yarasavich*

#### **Q. Talk a little bit about your family and life outside of work.**

**A.** My wife, Holly, and I are both workaholics – working hard to build our legacies and continuing to better ourselves each and every day. However, when we do get time outside of our jobs, we enjoy collecting and making art.

Together with my wife, we work together on a mutual hobby—semblage art. Specifically robot-themed sculptures. We both conceptualize the designs and I am the main builder. This allows us to combine our love of art with my metalsmithing skills.

We also very much enjoy traveling. Though currently with COVID-19 putting any traveling on hold, we love exploring the outdoors and what awaits us beyond our home here in Virginia. We plan out our destinations, build a vacation binder, and away we go. Some recent destinations include Tokyo, Japan; British Columbia; Vancouver; Washington State; and California. Because we work a lot, we don't get a lot of free time just to ourselves. But when we do, we want to spend that time doing something we enjoy. Whether it be art or traveling; we're doing it together and loving every second of it.

**Q. Talk a little bit about your grandfather.**

A. My grandfather, Lt. Harvey H. Milhorn, was a devoted U.S. Naval Officer and a USS Arizona (include hull number) survivor on the attack at Pearl Harbor on December 7, 1941. Through his experiences, he taught me the importance of integrity, work ethic and human resilience to overcome overwhelming obstacles to be successful at life. His last naval career duty station before retirement was here at NNSY. He was a Code 346 Ship Superintendent from 1967 to 1970. My grandfather passed in 2002 and my family has been holding onto his remains in hopes that someday we would be able to grant his final wishes – to join his fallen shipmates at the USS Arizona Memorial. An incentive of getting into the EDP program is a site tour at Pearl Harbor Naval Shipyard. Unfortunately, with the COVID-19 pandemic, all travel is on hold for our cadre and therefore so is the funeral. We are hoping that funeral plans will only be stunted until this fall.

**Q. What is some advice you'd give to your fellow shipyarders?**

A. A big thing I've picked up over the years is that no one is comfortable stepping out of their comfort zone; however, in order to grow and mature, you have to take that step. I once gave my wife a magnet that stated, "Life begins outside of your comfort zone," and that's something we've both been living by. We've experienced challenges at every turn but we face them and overcome them – becoming better versions of ourselves in the process.

Another thing I wanted to add is that everyone is capable of doing much more than they think – they just have to be willing to put in the time and research to make it happen. There are so many opportunities here at NNSY as well as outside our gates for folks in our industry to build a lifelong career.

**Q. How has COVID-19 affected your time in the program?**

A. As stated previously, all travel is currently on hold for us until the pandemic plays out. We were taken offline for the month of April to drive a shipyard-wide effort to field and distribute COVID-19 PPE requests to all departments and projects. This has given us the invaluable opportunity to network with a lot of people in a short amount of time while making a positive impact on the shipyard workforce. As a team, we were able to shift our focus to make this unpredictable experience work in our favor.

The COVID-19 pandemic has taught me some key organizational leadership concepts:

- Leaders must be adaptive to the ever-changing environment within the organization
- Networking is a vital skill to ensure the success of the organization
- As a leader you must always demonstrate a united front with fellow leaders in the organization

**Q. Are there any mentors you've had who have played a role in your career?**

A. I wish I could speak on every single person who helped mentor me and lead me down the right path. But honestly, there are just too many people to name them all here. The reason I am where I am today is because people saw something

in me, believed in me, and made suggestions or provided advice to me so that I could better myself. There have been many seasoned mechanics, supervisors, mentors, who helped me get to this place and I thank each and every one of them. You've been advocates for me, helped me find my place, and pushed me to go further than I ever thought possible. I've been so blessed to come in contact with people who care for me and believe in me and want to help me succeed. Thank you all.

**The Executive Development Program, or EDP, is an annual program that opens its doors to candidates with a common goal: to learn from senior leadership from across the enterprise.**

**It's a competitive, corporate program across the four public shipyards. It's open to all NNSY civilians who are at a permanent GS-12 or GS-13 level who've been in their position for at least one year.**

**Each candidate is given the opportunity to directly mentor under some of the most influential senior leaders within America's Shipyard. In addition, they get to travel to the other public shipyards as well as Naval Sea Systems Command (NAVSEA) Headquarters.**

**For more information about the program, please contact Danielle Larrew at [danielle.larrew@navy.mil](mailto:danielle.larrew@navy.mil).**



**From Left to Right: Norfolk Naval Shipyard's (NNSY) Executive Development Program (EDP) Cadre 9 - Code 2370 Nuclear Engineering and Planning Department (NEPD) Training Branch Head Matt DeLong, Code 254 Naval Architect Rachel Yarasavich, Code 105.2 Radiological Engineer Sasha Norfleet, and Code 361 Nuclear Zone Manager Robert Jarman.**



# BEHIND THE SCENE: A MESSAGE FROM THE NORFOLK NAVAL SHIPYARD CULTURAL CHANGE TEAM

As a country, we have been adjusting to the impact of COVID-19, in search of our new normal. At Norfolk Naval shipyard, leadership has been challenged to not only figure out how to protect our fellow employees, but also figure out how to continue providing Service to the Fleet and completing work on the national assets that protect our way of life. There have been long days and nights put in to address physical distancing while performing work, how to protect the workforce, and prevent the spread of COVID-19 to other employees if someone tested positive. Some of the actions have been to send those who have come in contact with the individual who tested positive home with pay and to thoroughly clean the travel path of the affected employee. Leadership continued to follow up with each employee to ensure they were safe and if sick recovering from the illness.

This began as a seven day a week and at least three discussions a day to figure out which direction we were going in as a shipyard and how to align with the Navy and the government's plan of action to prevent the spread of the virus. Leadership had to figure out how to continue working at the Kesselring Site in New York, NRMD Norfolk, NFPC, NRMD Kings Bay, NPTU Charleston, and how to execute critical path work evolutions at shipyard.

The dedication and commitment of leadership deserves to be appreciated as well as the many employees who accepted the challenge to continue working throughout this pandemic. While it is expected of leadership to go above and beyond, they still deserve to be appreciated for the excessive amount of time and effort put forth to ensure every employee is taken care of because they are our most valuable asset and at the heart of what we do to accomplish our mission to service the Navy.

Leadership has been very appreciative of the many employees who have stepped up in such a time as this to help the shipyard execute work on the national assets that protect our way of life.

To our military and civilian leaders, thank you for meeting the demand and exceeding expectations for protecting our workforce and their families. As a shipyard, our responsibility does not go away and we must continue to work as a team to protect each other, our families and our country.

R/  
The Cultural Change Team



**"THANK YOU FOR CONTINUOUSLY MEETING THE DEMAND AND EXCEEDING EXPECTATIONS FOR PROTECTING OUR WORKFORCE AND THEIR FAMILIES."**

# Misting Disinfectant Utilized at Norfolk Naval Shipyard to Help in the Fight Against COVID-19

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST | PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

At the early stages of combating the spread of COVID-19 at Norfolk Naval Shipyard (NNSY), many individuals stepped up to provide innovative, safe solutions that would help ensure the safety of employees. One such group was the Facilities Support Branch (Code 985) that was enlisted to help address high traffic and touch areas in need of regular disinfecting.

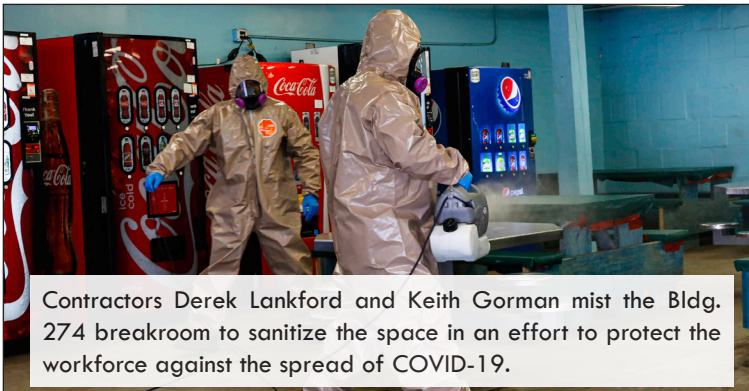
“We have areas like drydock handrails, turnstiles, and breakrooms that are constantly in use,” said Facilities Support Engineer Caleb Steckmann. “At NNSY, the safety of our employees is our number one priority and we wanted to establish something that could directly help those who were continuing to serve our mission and utilizing these high traffic areas.”

In an emergent response to minimize any potential spread of COVID-19, Code 985 employees worked with a local contractor that specializes in environmental cleaning, to begin applying preventative misting and apply disinfectants to these high traffic areas. For four weeks, Code 985 worked diligently with contractor personnel, escorting, scheduling, and collecting pertinent data to work on providing the safest environment possible for NNSY employees.

“The initial response team included those from the contracting company; as well as Code 985 employees-Facilities Support

Engineer Joseph Marousas, Caleb Steckmann, and myself,” said TF-1 Program Manager Bobby Truitt. “We worked as a unit, making sure these areas were continuously addressed and handled so America’s Shipyard could keep moving forward while remaining as safe as possible. Because of our response and the data we collected, we were also able to provide what was needed for Naval Facilities (NAVFAC) to expand our current cleaning contracts to include the preventative disinfecting essential to combat COVID-19. It was a lot of hard work and effort put in to protect our shipyard team. We were just happy to do what we could to assist.”

“At NNSY, we exhibit our C.O.R.E. values—Care, Ownership, Respect, and Excellence—in everything we do here,” said Marousas. “We wanted to help flatten the curve of COVID-19 any way we could. We wanted to help minimize the spread while maximizing the mission. NNSY still needed to continue to serve our Fleet and our country, hence we wanted to do as much as we could to take care of our people. This ensured that America’s Shipyard was as safe as possible for those working each and every day for the U.S. Navy.”



Contractors Derek Lankford and Keith Gorman mist the Bldg. 274 breakroom to sanitize the space in an effort to protect the workforce against the spread of COVID-19.



Contractor Derek Lankford mists the Gate N turnstiles in an effort to sanitize all high traffic areas.



From Left to Right: Contractors Keith Gorman and Derek Lankford; TF-1 Program Manager Bobby Truitt, Facilities Support Engineer Joseph Marousas, and Facilities Support Engineer Caleb Steckmann team up to provide misting and sanitization services in all high traffic areas inside Norfolk Naval Shipyard.



## SHIPYARD SPOTLIGHT: STEPHEN DOUGHERTY

STORY BY HANNAH BONDOC • PUBLIC AFFAIRS SPECIALIST  
PHOTO BY SGT. KIMBERLY MENZIES • KINGS BAY PUBLIC AFFAIRS

Firefighters, first responders, and anyone else on the front lines is familiar with suiting up for protection; but what happens when there is a shortage of protective gear? This was the problem many were faced with throughout the nation when the COVID-19 pandemic began—but it did not stop Norfolk Naval Shipyard (NNSY) Nuclear Operations (Code 300N) Assistant Project Superintendent Stephen Dougherty. He decided to take matters into his own hands and make 100 facemasks for his project team members in Kings Bay, Georgia.

Growing up in a Navy family, Dougherty constantly moved before finally settling in Virginia. He attended the Aviation Institute of Maintenance in Norfolk and went on to work for various contractors assigned to NNSY. In 2006, he transferred as a contractor to Huntington Ingalls-Newport News Shipbuilding for several years, a period that included volunteering to rebuild the company's New Orleans facilities after Hurricane Katrina in 2007.

He applied at NNSY in 2011 and was hired as a sheet metal mechanic in the Structural Department (Code 920). From there, he gradually worked his way up to Assistant Project Superintendent in Code 300N.

As concerns about COVID-19 spread along with the virus, Dougherty was at Naval Submarine Base Kings Bay, and facemasks were hard to come by. "We were faced with the challenge of keeping the work moving, the need to protect our personnel from the virus, and having no commercially available facemasks for our workers,"

said USS Alaska (SSBN 732) Project Superintendent Steve Conn, who worked with Dougherty at the time. With this new need, Dougherty had a will, and he made a way.

The task was not easy; Dougherty had to learn how to do something he did not have experience with, but learned quickly. "I referenced an article written by a Command Master Chief that explained how to make the masks. I got some material, started practicing with a sewing machine, figured out how to make it more efficient for us, and just started making them," he said. "I just wanted to make sure that everyone on the project had one."

Dougherty made about 20 facemasks per night by himself and distributed them the next morning. Conn added that he was not surprised by the initiative because "Dougherty is the type of guy who always maintains a positive attitude and looks for ways to help others."

Because of his efforts and those of many others, the employees on Alaska stayed healthy and were able to accomplish their work efficiently and safely, and the vessel was able to complete testing a week earlier than scheduled.

Not only does he plan to keep making masks, but he also has helped reaffirm NNSY's C.O.R.E. values in these uncertain times. "People look on the news and social media and see that there's no facemasks, no toilet paper, no bread, and no milk," he explained. "People are scared, and that is one of the reasons why we have to do our part in any way we can. Whether we are at home or away on duty, we still have the same responsibility to take care of each other."

## 9 Things You May Not Know About Stephen Dougherty

- 1) He is a Philadelphia sports fan.
- 2) Ever loyal to his favorite sports team, his favorite color is green, the color of the Philadelphia Eagles.
- 3) He has a daughter.
- 4) He has been married for 10 years.
- 5) His favorite dish is chicken parmesan.
- 6) His favorite sport is bowling.
- 7) In addition to bowling, he also likes darts and golf.
- 8) His favorite show is *Ridiculousness*.
- 9) His hero is his grandmother because she always took care of his family.





Norfolk Naval Shipyard's Veteran Employee Readiness Group (VET-ERG) presented 113 U.S. Flags to Sturtevant Funeral Home June 12 in honor of Flag Day. The flags were donated from the workforce and from within the community to be part of Sturtevant's Retire the Flag Program. From left to right: VET-ERG Member Ricky Burroughs, VET-ERG Founding Member Jonathan Echols, Sturtevant Funeral Home Representative Robie Gardner, Shipyard Commander Capt. Kai Torkelson, Command Master Chief Gene Garland, VET-ERG President Nicholas Boyle, and Retired/VET-ERG Founding Member Rick Nelson.

## **NNSY VET-ERG Delivers U.S. Flag Collection Honoring Departed Veterans to Local Funeral Home**

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST | PHOTO BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

A tradition four years in the making, the Norfolk Naval Shipyard (NNSY) Veteran Employee Readiness Group (VET-ERG) once again answered the call honoring veterans of the community with a donation of 113 worn United States flags to Sturtevant Funeral Home Jun. 12.

The VET-ERG began this initiative to deliver U.S. flags to Sturtevant as part of its Retire Your Flag Program in 2016. The flags collected are draped over a fallen veteran at the time of cremation, a tribute to their service and a patriotic way to honor them. Each June, the team invites fellow shipyarders and their families to donate any old or worn flags to the cause, delivering them not only to honor veterans but also commemorate Flag Day—a commemoration of the adoption of the U.S. Flag on June 14, 1777.

“The VET-ERG is always standing ready to help our fellow shipyard team, fellow veterans, and those within the community in any way we can,” said VET-ERG President Nicholas Boyle. “Working with Sturtevant has always been such a unique opportunity for us at NNSY. An opportunity where we can honor our fallen veterans with a piece of ourselves and our own history—flags that served their duty and will be there to accompany those veterans as they come to rest. Additionally, we ensure that the proper disposal and respect is offered to the flags that are collected. I’m so proud of our team and our community as a whole for once again answering the call to action.”

“It’s a tremendous honor to once again present Sturtevant Funeral Home these U.S. flags, that were donated to join our community’s

veterans as they are laid to rest,” said Shipyard Commander Capt. Kai Torkelson in a small ceremony in which he turned over the flags to Robie Gardner who represented Sturtevant. “We’re very blessed to be able to gather these flags and have so many folks responding to the call to action. Even as we continue to face the current climate of COVID-19, America’s Shipyard continues to deliver on its mission—to serve our country, our fleet, and our veterans.”

He continued, “There is a lot of meaning when someone sends a flag off knowing that it’s going to serve an honorable purpose at its end. Wrapping the remains of a veteran is a patriotic way to retire both parties—a fitting role for Old Glory in service to an individual who served during their life to protect our freedoms. Thank you to everyone who participated in this honored tradition.”

“This program is very special to us at Sturtevant and to our community. Norfolk Naval Shipyard continues to go above and beyond to help us in this endeavor and we are very grateful,” said Gardner. “Your support means a lot to me and my family at Sturtevant and I look forward to our continued relationship.”

The NNSY VET-ERG supports members of the NNSY workforce who are military veterans of all five branches of service and other supporters of our nation’s veterans through a system of comprehensive activities and outreach programs. For more information regarding the NNSY VET-ERG, contact the VET-ERG Officers at [NNSY\\_Veterans@navy.mil](mailto:NNSY_Veterans@navy.mil).

Learn more about the Retire Your Flag program at <https://www.sturtevantfuneralhome.com/retire-your-flag/retire-your-flag>.



# Norfolk Naval Shipyard's Engineering and Planning Department Supports USS Essex Availability

STORY BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST | OFFICIAL U.S. NAVY PHOTOGRAPH

From Mayport, Florida to San Diego, California, Norfolk Naval Shipyard's (NNSY) Engineering and Planning Department (Code 200) has been setting the standard for how to support integrated shipchecks while effectively managing concerns about the novel coronavirus (COVID-19).

Having demonstrated how an integrated shipcheck can be performed capitalizing on teleworking and technology in May on USS Iwo Jima (LHD-7) in Mayport, NNSY's Planning Yard personnel applied many of the same lessons to support one last month on USS Essex (LHD-2) at Naval Base San Diego. The new practices in place are saving time, reducing the number of personnel on travel and required to undergo Restriction of Movement (ROM), as well as helping to minimize any potential spread of COVID-19.

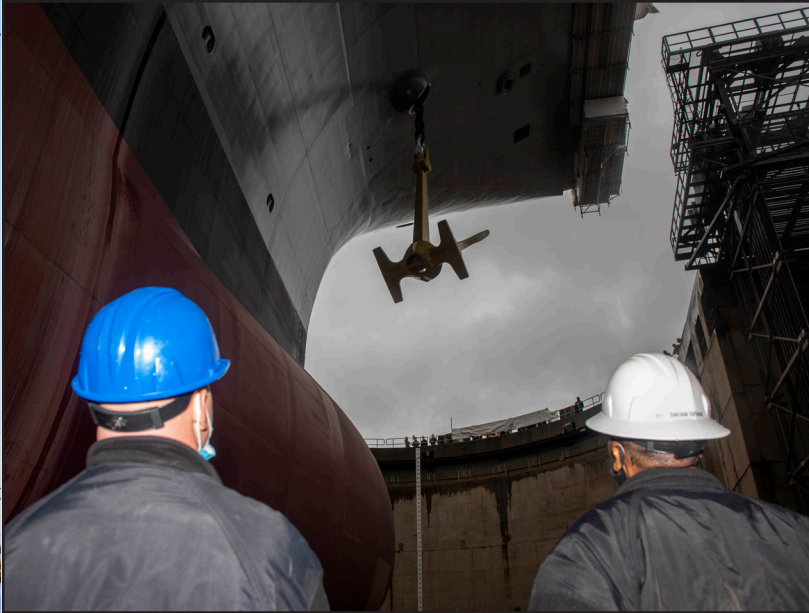
NNSY's Planning Yard supports integrated shipchecks on all existing L-decks. Shipchecks provide vital information for the development of Ship Installation Drawings (SIDs), which in this instance will be supporting ship alterations during Essex's upcoming Drydock Selected Restricted Availability (DSRA). Coordinating this shipcheck required NNSY coordinating with a multitude of naval partners, including NAVSEA's Surface Ship Modernization Program Office (PMS 407), Naval Surface Force Pacific (COMNAVSURPAC), Southwest Regional Maintenance Center (SWRMC), USS Essex and the assigned contractor.

NNSY supported work on Essex using 52 engineers and technicians, some of whom were able to telework during their ROM period. Further reducing the impact of this ROM period on both cost and schedule, NNSY worked with the contractor to leverage the available San Diego workforce, thus reducing the number of NNSY's shipcheck team members needed on site by more than 50 percent. "Teaming between these entities had both a spirit of collaboration and sense of urgency, as coordination and execution of this hybrid approach extended the time period available to perform the shipcheck

and reduced the overall cost," said Gil Vieira, Code 280 Planning Yard Division Head.

To minimize any potential spread of the virus while maximizing the mission of supporting work onboard, NNSY provided the ship with a COVID-19 mitigation plan while adhering to all Navy guidance for personnel on travel and working aboard ships. "Shipcheck team members wear personal protective equipment, have sanitizing stations onboard the ship, follow bubble-to-bubble protocol travelling individually to and from lodging or residence, conduct daily health screening checks and sanitize working areas onboard the ship," said Vieira. "Code 200 is committed to continue to support the fleet while protecting the well-being of its employees, DoD contractors, and ship's force."

NAVSEA Commander Vice Admiral Tom Moore commended the ongoing efforts by NNSY's Planning Yard to ensure personnel safety and health while finding innovative ways to meet the mission when performing integrated shipchecks from coast to coast. "Norfolk Naval Shipyard's Engineering and Planning Department is really taking 'maximize mission, minimize spread' to heart!" he said.



## USS George H.W. Bush Reaches Shipyard Milestone; Installation of 30-Ton Anchor

STORY AND PHOTOS BY MASS COMMUNICATIONS SPECIALIST 3RD CLASS STEVEN EDGAR, USS GEORGE H.W. BUSH (CVN 77 ) PUBLIC AFFAIRS

Deck department aboard the aircraft carrier USS George H. W. Bush (CVN 77) installed one of two 30-ton anchor on the ship's starboard side June 16, bringing the Nimitz-class aircraft carrier one step closer to completing its Docking Planned Incremental Availability (DPIA) at Norfolk Naval Shipyard (NNSY).

Deck department detached the ship's anchors and anchor chain early in its DPIA on Feb. 21, 2019.

"The anchor on load evolution is critical to ensure the ship gets out of the dry dock in a timely fashion," said Boatswain's Mate 2nd Class Darrell Joyner, the Petty Officer in Charge of the evolution, who added that over the last year the links were refurbished and repainted.

Sailors assigned to deck department, with the support of NNSY personnel, worked to re-attach the anchor. There are more than 2,000 feet of chain on an aircraft carrier and each of the links weigh 365 pounds.

"Our deck department has been working hard to bring over 250,000 pounds of chain and 60,000 pounds of anchor back

aboard," said Capt. Robert Aguilar, the commanding officer of USS George H. W. Bush. "Our ship is coming back together every day to look more and more like the fine warfighting ship that it is."

The ship's force completed the project, which began on June 8, in just eight days. Installation of the ship's port side anchor is planned for later this month.

"We've got a great team here," said Lt. Cmdr. Joe Kenworthy, the ship's First Lieutenant. "I couldn't be prouder to be part of the team."

USS George H. W. Bush, which is the last of the Nimitz-class aircraft carriers, is receiving essential life-cycle maintenance and modernization of various systems. These improvements will enable her to return to the fleet in top warfighting condition in support of our national interests.

The ship is more than halfway through its DPIA. This is GHWB's the aircraft carrier's first time in dry dock since her delivery to the fleet in 2009. The ship is expected to return to the fleet in the summer of 2021.



**TOP LEFT:** Seaman Patrick Devoe, left, from Decatur, Alabama, and Chief Boatswain's Mate Eddie Spann, from Chicago, observe as the anchor for the aircraft carrier USS George H. W. Bush (CVN 77) is onloaded. GHWB is currently in Norfolk Naval Shipyard for its Docking Planned Incremental Availability (DPIA). Photo by Mass Communication Specialist 2nd Class Roland John; **TOP RIGHT:** Boatswain's Mate 2nd Class Darrell Joyner, front, from Portsmouth, Virginia, gives a hand signal during the starboard anchor chain onload aboard the aircraft carrier USS George H. W. Bush (CVN 77); **BOTTOM LEFT:** Boatswain's Mate 3rd Class Diondre Aikens, right, from Cleveland, and Boatswain's Mate Seaman Nicholas Newman, from Long Beach, California, pull the chain stopper of the starboard anchor chain aboard the aircraft carrier USS George H. W. Bush (CVN 77).

# 3% Hydrogen Peroxide Spray, 100% Teamwork and Care: Norfolk Naval Shipyard's Newest Solution to Fight COVID-19

STORY BY HANNAH BONDOC • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

In its ongoing fight against COVID-19, Norfolk Naval Shipyard (NNSY) has found a new way to protect its employees with a little common household chemical solution: three percent hydrogen peroxide. Typically found in bleaching agents and even naturally occurring in the human body, NNSY's Reactor Engineering Division (Code 2310) and Nuclear Material Division (Code 2305) have used the diluted chemical combination to make a cleaning solvent that has less restrictions than the current disinfectant being used at the shipyard.

According to Code 2310's Ventilation Support Branch (Code 2310.4) Engineer Cynthia Raines, the hydrogen peroxide initiative began when certain spaces in the shipyard needed better cleaning agents than the ones being used at the time: Strike-1-N and alcohol dampened cloths. "Although the two cleaning solutions being used at the time were effective, the Strike-1-N cleaning solution sometimes caused irritation to the upper respiratory tract upon inhalation," Raines said, "and alcohol dampened cloths posed a flammability hazard."

With the goal to find something that effectively eliminated COVID-19 surface contamination without posing health and safety risks, Code 2310.4 looked in the Naval Sea Systems Command Fleet Advisory's Guidance for Surface Ships Coronavirus Disinfectant Products and Procedures—and found their solution. Raines explained, "This guidance indicated that hydrogen peroxide at a minimum of 0.5 percent has the power to disinfect COVID-19 when sprayed on surfaces." She added that the new disinfectant is more affordable, easier to obtain, and nonhazardous; it also will be powerful enough to kill COVID-19 contaminants on impact, provided that the three percent hydrogen peroxide remains on surfaces to be disinfected for a minimum of ten minutes, without wiping.

As simple as implementing a new cleaning agent might seem, the task did not come without obstacles. "The greatest challenges during this process were determining where three percent hydrogen peroxide was acceptable for use," Raines said, "and who would perform the work necessary to implement it as a cleaning solution for areas potentially exposed to COVID-19."

Thankfully, her team's devoted members were able to overcome this and implement it.

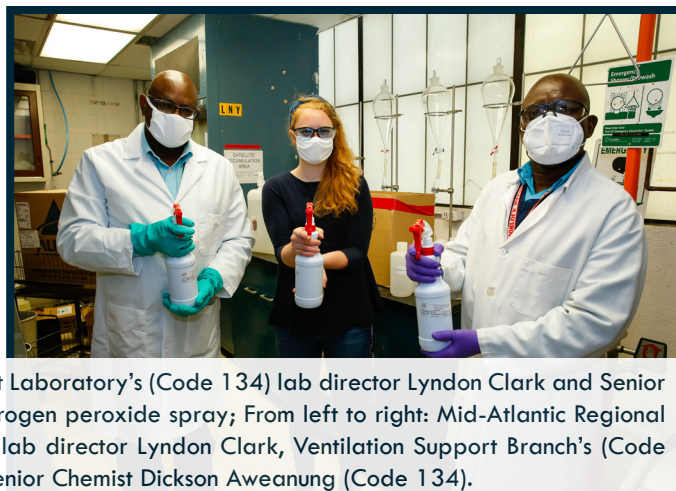
While the Mid-Atlantic Regional Materials Test Laboratory (Code 134) is in the process of diluting and bottling hydrogen peroxide for the new disinfectant, the only thing left in the codes' endeavor to put it into action is the green light. "Once we receive the sign-off, we will issue the change to our procedure and three percent hydrogen peroxide can be implemented for COVID-19 disinfection in work areas," Raines said. "Additionally, the Nuclear Facility Maintenance Branch (Code 2380.5) is in the development stage for their procedure to implement three percent hydrogen peroxide as the primary disinfectant in their work facilities."

Raines stated that the three percent hydrogen peroxide spray initiative would not have been possible without the help of multiple departments. "Code 2310.4 led this initiative," she said, "but between Nuclear Material Analysis Branch (Code 2305) Head Gerry Zaner obtaining hydrogen peroxide and spray bottles from suppliers; Job Readiness Cell (Code 530) lead and COVID-19 Personal Protective Equipment (PPE) Zone Manager Mark Ragsdale maintaining bottles of three percent hydrogen peroxide for general shipyard use; Occupational Safety, Health, Environmental (Code 106) providing safety background knowledge; and Nuclear Engineering and Planning Department's (Code 2300) Department Director Curt Hart, Division Head Mike Kwiatkowski, and Ventilation Support Rob Harrington who propelled the process forward, this was a true product of team effort!"

In working to put the spray into effect, the opportunity to demonstrate the C.O.R.E. value of Care and protect others from the virus was not lost on the team. "We have this virus going around and it is tough because you may not even know if you have it for a two-week period of time," Raines said. "That's why it is important that we have this disinfectant spray because not only is it cheap, safe, and easy to obtain, but also it enables us to effectively prevent the spread of COVID-19." A product of care and teamwork, the new peroxide spray will help keep the virus away and allow employees to stay safe at NNSY!



LEFT: Mid-Atlantic Regional Materials Test Laboratory's (Code 134) lab director Lyndon Clark and Senior Chemist Dickson Aweanung prepare hydrogen peroxide spray; From left to right: Mid-Atlantic Regional Materials Test Laboratory's (Code 134) lab director Lyndon Clark, Ventilation Support Branch's (Code 2310.4) engineer Cynthia Raines, and Senior Chemist Dickson Aweanung (Code 134).



# MEET WILLIAM LEIDEL: NNSY'S NEW COMMAND INFORMATION OFFICER



STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

In 1987, a native of Long Island, New York started his first venture into Norfolk Naval Shipyard (NNSY).

William "Bill" Leidel was a recent graduate of Virginia Polytechnic Institute and State University where he earned a degree in industrial engineering.

"I was assigned to Industrial Engineering (Code 380) and spent most of my time supporting the inside machine shop," said Leidel.

During his stint at NNSY, he became the project manager for the Advanced Industrial Management (AIM) System, which had its initial rollout on Windows in 1999. "AIM is a work planning and execution system," said Leidel. "It is still used today at NNSY."

After 13 years at the shipyard he left to pursue other opportunities elsewhere. His most recent position was the Activity Command Information Officer for Naval Sea Systems Logistics Center, which has a detachment office at NNSY. Now he's back at NNSY as its Command Information Officer (Code 109) and is ready to continue the high quality work that Code 109 has been producing. "Code 109 is in a fantastic position of strength because of the leadership that Bobby McClure, Chip Harrison and the division heads have provided," said Leidel. "My plan is to pick up where they left off and continue to refine processes that will help NNSY to achieve its mission of returning ships back to the fleet on time and at cost."

Leidel feels that one of the strengths that he brings with him to the new position is communication. "I know not everyone speaks

technical jargon when it comes to computers and technology," said Leidel. "I work on speaking to the customer in their language. I come up with analogies that help make things clearer."

Leidel will take a fresh look at the IT process structures to see what he and his new team can do to improve them. One way he plans to do that is by opening the aperture to innovation. "Coming up with new ways of doing things and new tools we can add to our collection is critical if we want to see the success and quality that we've shown in the past," said Leidel. "This is where Code 109 can really make a connection, especially on the waterfront."

In his off time, Leidel is an avid runner. It is one way he keeps in shape and it helps him to clear his mind. He is also a beer enthusiast who enjoys brewing his own beer when he can, and going on beer tastings at local breweries.

Leidel's favorite movie is *Groundhog Day*; but he knows this time at NNSY will be different due to the fact he has a different type of job and responsibilities.

"I'm looking forward to being part of America's Shipyard," said Leidel. "Now I can use the experience I gained working on the waterfront back in the 90s to serve the entire shipyard, the best I can."

# C-FRAM FRAUD SCHEME AWARENESS

## JULY EDITION: FAILURE TO MEET SPECIFICATIONS

Contractors Intentionally Failing to Meet Specifications  
But Indicating That They Have Been Met

### DOD EXAMPLE

In July 2019, Support of Microcomputers Associates (SOMA) agreed to pay \$300,000 to resolve alleged violations of the Trade Agreements Act (TAA). Between 2009 and 2017, SOMA sold printers and other equipment through the General Services Administration's (GSA) Advantage program, which requires companies to certify that their products comply with the TAA.

The Department of Justice alleged that SOMA's equipment was manufactured in China, Vietnam, and other noncompliant countries. These allegations came from a whistleblower suit filed by a former SOMA executive, who will receive a portion of the settlement.

### DON EXAMPLE

In Dec. 2019, LaForge & Budd Construction Company ("LaForge") agreed to pay three million dollars to settle civil claims from allegations that it submitted false claims to the Army. In 2010, LaForge entered into a contract to perform work on a dam on Lake George at the Fort Sill Army Post in Lawton, Oklahoma. The Army alleged LaForge submitted false claims for progress payments for work done on the dam's embankment complied with the specifications of the contract when, according to the Army's allegations, unsatisfactory materials such as pieces of concrete, concrete rubble, and metal rebar were placed in the embankment. In the settlement, LaForge did not admit liability, and the government did not make any concessions about the legitimacy of the claims.

## INDICATORS (RED FLAGS)

Pattern of Failed Tests or Inspections; Low Quality, Poor Performance, or High Volume of User Complaints; Absent or Inadequate Test or Inspection Documentation.



### LEARN MORE TODAY

Check out the C-FRAM site on WebCentral under C100CE for more information.

Need to report fraud? Contact the NNSY Hotline today at 757-396-7971 or [NNSY\\_IG\\_HOTLINE@navy.mil](mailto:NNSY_IG_HOTLINE@navy.mil).

# MANDATORY

## ALL PERSONNEL MUST WEAR A FACE COVERING



### **Requirements for Face Covering use:**

- *At work unless alone in cubicle/workstation, office, or immediate work area.*
- *Masks must be donned at all other times.*
- *Use of a mask does not negate the requirement of six feet of physical distancing.*

Personnel shall maintain this amount of distance whenever possible, even when wearing a mask.

If you have any questions or concerns, please contact your supervisor for the proper guidance.



**HAPPY**

**FOURTH**

**OF JULY**

FROM **AMERICA'S SHIPYARD**