

QUEST No.1 Winners Announced



QUEST contest #1 winners display their checks. From left to right they are D. Stewart (66-438), E. Simpson (84-126), L.

Dixon (36-66), G. Diggins (47-459), J. News (60-487), E. Mackey (69-189), J. Petchel (12-102), H. Seth (13-232), N.

Mulner (76-259), F. McCracken (34-260), A. Giomboni (48-46), J. Killen (31-91), D. Pitzer (90-63) and D. Sweeney (89-1635).

15 shipyard employees were awarded \$100 checks for their winning suggestions in the first of Sun Ship's QUEST contests. Their suggestions were selected as the winners of the campaign which was kicked off at Sun Ship on November 22. The theme of the campaign is the search for ways to improve the shipyard in the areas of quality, efficiency, safety and teamwork. The winning suggestions were chosen by a committee of shipyard employees on the basis of the suggestion's originality, benefit to Sun Ship in the areas of savings in man-hours or material, safety, higher quality, better morale, improvement in communications and practicality.

84 suggestions were submitted for the first contest which closed in mid-December. The suggestions encompassed all four areas of the QUEST theme and were submitted by all levels of shipyard employees.

Although there were 21 prizes available, only 16 were awarded. There were no suggestions submitted by some shipyard groups. In other cases the suggestions did not fit the theme or standards of the program. Abe Dixon (36-66) received two checks for \$100 because two of his ideas were judged winners. Employees may enter the contest as many times as they wish. There are no holdovers from previous contests. If a suggestion is not picked as a winner for a particular contest it must be re-submitted in another contest to be

considered again.

The QUEST winners and their suggestions are as follows: E. Mackey (69-189), establish a specialty trained maintenance crew to repair and maintain equipment. W. Stollsteimer (76-111), modify clamps on dry dock cranes 183 and 282. N. Mulner (76-259), modify grit box lids to reduce handling. G. Diggins (47-459), install additional safety features on fab shop personnel doors. J. News (60-47), make cinders or salt available on the shipways during the winter to reduce ice hazard. L. Dixon (36-66), (1) build a pump test tank for testing overhauled equipment, (2) use teflon guides to insure proper installation of tailshaft. E. Simpson (84-146), place pipe guards around propane hookups. J. Killen (31-91), modernize shipyard telephone system. J. Petchel (12-102), fit SUN 800 with thruster units. D. Sweeney (89-1635), ask potential operators of new equipment to evaluate it before purchase. D. Pitzer (90-63), relocate records store room. F. McCracken (34-260), develop a device for installing hatch gasket material. A. Giomboni (48-46), make unit drawings of all assemblies. H. Seth (13-232), implement a simple, secure way to label valves in the yard. D. Stewart (66-438), weld propane and oxygen manifolds to frames over walkways to reduce tripping hazard.



The remaining QUEST suggestion contests are being rescheduled. Suggestions already received will be held over for inclusion in the first monthly contest following resumption of the QUEST suggestion program.

United Way Drive Closes —

Sun Ship's 1979 United Way campaign goal was exceeded by 11% it was announced at the campaign's closing on December 8. The total shipyard contribution to the campaign came to \$162,338 representing \$124,838 in employee contributions and a corporate contribution of \$37,500. "The success of this year's campaign is the result of the generosity of Sun Ship employees," said Robert Galloway, Executive Vice President, who was present at the closing of the campaign. "It is encouraging to see our employees remembering others less fortunate especially in these times of inflation."

At the United Way closing the awards were presented. The principal award, the Liberty Award, was presented this year to 88 Department (Security).

This shipyard award, established in 1977 is presented annually to the department having the highest number of points in five categories. The categories include highest percentage of employee participation, highest percentage of Fair Share givers, highest percentage of increase in Fair Share givers, highest per capita per person and highest degree of increased participation. Runners up for the award were 67 Department (Surface Preparation) followed by 79 Department (Coatings).

67 Department received the Fair Share award for having the highest percentage of Fair Share givers in the company. 42% of the 67 Department employees contributing to the United Way are Fair Share givers. The captains for this department who were presented

Goal Exceeded

engraved plates of their work during the campaign include Carrie Johnson, Beverly Barton, Alameda Owens, Gerald Ryan and Joseph Pinto. Joseph Dwyer (13-105) was presented the Outstanding Achievement Award for the Department with the highest contribution per capita. Joseph Osifant was presented the Outstanding Achievement award for the Department having the most increased participation over the previous year. United Way certificates of merit were presented to W. Cleland (Outfitting Drafting), L. Hauslein (Electrical Design), J. Gallo (Sun 800 and Garage), N. Marich (Program Management), C. Gorbey (Management Systems), B. Ferrell (Chemists and Commissary), W. Price (Industrial Engineering) and T. Moore (Heating).

QUEST Committee Selected



From left to right Roger Tamayo (92-37), Sal Grasso (76-99), Karl Witter, QUEST secretary, Ray Barnes (69-45) and Mike Tolbert (68-249) determine the winners for the first QUEST contest. The 16 winners were selected by this committee on the basis of the suggestion's originality, benefit to Sun Ship and practicality. The selection panel

was drawn at random. The six-month QUEST campaign will have three five-member committees. Each committee monitors two contests. The committee pictured above will determine the winners for the second QUEST contest as well. Absent from the photo is committee member Ed Donnelly (59-1199).

areas.

The selection process was structured in this fashion in order to achieve a broad representation of labor and management. There are three awards committees for the entire campaign; each committee judges two contests. The selection process is the same for each committee.

In order to be as fair as possible, the following four rules were established. No two members of a single department may be on the awards committee at the same time. For example, if two names of 59 Department employees were pulled at the same drawing, the second employee would not be eligible to serve on the committee. Another name would have to be drawn. Each committee member selected must have been on the shipyard payroll for at least one year at the time of the selection. No employee may serve on the awards committee more than once. Finally, should an employee wish to decline a spot on the awards committee, the employee has the freedom to do so.

The five member committee that selected the winning suggestions for the first of the six QUEST contests was composed of Roger Tamayo (92-37), Sal Grasso (76-99), Ray Barnes (69-45), Mike Tolbert (68-249) and Ed Donnelly (59-1199). The committee was chosen by lottery. All Sun Ship employees, with the exception of those on the executive payroll, were divided into three groups from which names were pulled. The first group, from which three names were drawn, included non-supervisory members of departments 1 through 80 as well as the office and clerical personnel and the drafting departments. The second group, from which one name was drawn, included hourly supervision and semi-monthly employees. Group three, consisting of Industrial Engineering (92 Department) had one name chosen. Industrial Engineering has a representative on each committee because this department's prime responsibility is to monitor shipyard productivity and any engineering changes relating to operations. QUEST suggestions have an impact on these two

Long Term Employees Honored

Three employees with 45 years of service and ten employees with 40 years were honored at the annual service awards luncheon held on December 12, 1978 in the Engineering/Management Building cafeteria. At the conclusion of the luncheon Robert Galloway, Executive Vice President, presented Davenport Nelson (67-656), Rolland Peet (33-516) and Herbert Rosenberg (76-37) with their 45-year service pin. The 40-year pin and a Hamilton Gladwyn clock were presented to Leroy Dixon (36-66), Raymond J. Reimers (47-409), Henry D. Shea (59-376), Lawrence J. Natale (60-51), Norman Fisher (35-55), Tomas Aucott (36-647), Stanley Richle (34-493), Charles Worlrow, 3rd (35-59), John Martin, Jr. (59-1783) and Anne Mae Sulger (91-25).

The 13 members of this group represented 535 years of service totaling over a million hours worked at the shipyard. Working at Sun is a family tradition for some employees in this group. Charles Worlrow, Norman Fisher and Anne Mae Sulger had fathers who worked here before them. Miss Sulger's brother, Jack (12-306), has 40 years of service with the shipyard.

Frank Hartman, Vice President - Operations, noted that it is the long-time service employees to whom we are most indebted as a company. He offered congratulations to the employees and thanked them for their help over the years.

Strike Over Work Resumed

Work resumed at Sun Ship following the ratification of contracts between the company and Lodges 802, 804 and 806 of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers. Operations began again when members of Lodge 802, representing the production workforce, returned to work on Wednesday, February 7, 1979, following a tentative agreement reached between Sun Ship and the negotiating teams for Lodges 804 and 806. 802 had ratified its contract with the shipyard on February 1, but honored the picket lines maintained by the other two locals when they rejected contracts offered on the same date.

The strike, which began on January 4, 1979, following expiration of the previous three year contract, lasted five months. The current contracts run through January 8, 1982.

Tom Flynn - A Sportsman Over The Years



Tom Flynn (34-198) looks up from a blue print outlining the piping involved in the installation of the infra-ray heaters in the Fab Shop. Tom had put in so much overtime on the installation of the heaters that he almost missed the banquet honoring him as "Sportsman of the Year" for his work with Little League Baseball.

Tom Flynn (34-198) has spent 22 years in Little League baseball. He's a coach and manager, not a player, of course. During those years he's worked with hundreds of boys ranging from 10 to 12 years of age, coaching, advising and watching them grow into manhood. He uses the former Little Leaguers come back to visit the present players, and in time it is possible that some of his grown-up players will be coached by him. Having been involved for a generation, there are few things about being a Little League sportsman that surprise him. But Tom Flynn, who is seldom at a loss for words, was almost speechless when he was named "Sportsman of the Year" by the Media Old Timers Association last November. This was the second award that the shipyard pipe installation supervisor received in as many months. Earlier he was named "Man of the Year" by the Media Soft Ball Association for his work with youngsters.

Tom became involved in Little League when his brother Jim, who is "many years" younger than he, played on a team. His own children never played in the Little League, but that's because they're girls. Dianne, Joyce and Bev, who range from 18 to 25 years of age, are happy with their father's involvement in the League. "They're always kidding me about having girls on the team," he laughs. There are girls in the Little League now, but Tom doesn't have any on his team. "I'm not against having girls in the League by the way," he said. "If they're interested in playing - great! Some of the girls can play better than some of the boys."

What's happened to the players he's coached over a generation? "I've seen them mature and go their ways through life. One of my players went to West Point," said Tom. "Other kids have gone to college and some

work locally. A few of them have gotten jobs here at the shipyard. I see them in the yard."

There have been some changes over the years, he notes. "Years ago all a kid would do would be play ball, play ball. Today's kids play ball, but they have other 'outside' interests as well," he said. "The Little League might be a swimmer, an actor in a high school play or a member of a marching band." There are negative changes, too. "You wouldn't believe the number of kids who are hooked on drugs and who are alcoholics, pure alcoholics. These are kids aged 10 to 12 remember," Tom said. "One of the problems is that while parents are aware of the potential problems and are interested, they still think 'well that can't happen to my child.' It's unfortunate, but it can."

Tom's been at Sun Ship for 22 years. Most recently he's been working on the Fab Shop modernization, installing infra-ray gas heaters to warm the shop and ventilators to remove smoke. He and his group have installed 5,500 feet of piping for the heaters in the shop and 3,000 feet of piping for the ventilators. "We went up and down the length of the Fab Shop three times," he said. "My men have put in over 3,000 hours of hard work into the project." Tom himself had worked so much overtime that he almost didn't go to the Awards dinner this year. "My wife knew that I was going to get the award, so she talked me into going," he said with a smile.

Tom is a Little League coach because he likes people and enjoys working with kids. One of the things he likes best about coaching is the lifetime friends he's made throughout the years. The other reward Tom gets out of devoting the many hours to Little League is watching his players grow up, knowing he's made a positive contribution to so many lives.

The Human Resources Division —

It's More Than Just Personnel!



BILL RUSSO

Manager
Hourly Employment



WARREN C. BAKER

EEO Coordinator



SHIRLEY MASON

Manager
Workmen's Compensation



DONNA PEDRICK

Manager
Compensation and Benefits



PAUL KNETTER

Manager,
Non-exempt Training
and Development

The Human Resources Division was established in December 1977 when Robert H. Campbell was elected Vice President of the division. This division replaces and expands the services formerly provided by the Industrial Relations Department. The Human Resources Division's primary function is to implement and maintain a healthy working environment for all levels of employment that is conducive both to the employees' personal development and the economic success of the shipyard. The division has been restructured to become more effective and productive in enabling members of all areas of shipyard employment to meet their goals.

The Human Resources Division is divided into five major areas. These departments are outlined on the organization chart illustrated below. They include Security, Safety and Health, Labor Relations, Human Resources Services and Communications. Each area exists to fulfill specific aspects of the division's primary functions.

Security (88 Department) under the direction of Joe Baldwin has the mandate to provide adequate plant security and fire protection geared to the work the shipyard does and the needs of its employees and customers.

Safety and Health includes the Safety (87 Department), Medical (86 Department), Chemo (49 Department) and Workmen's Compensation (98 Department). These departments are charged with ensuring a safe and healthful working environment in the shipyard by employing qualified safety and industrial hygiene professionals and working with line supervisors to establish and maintain an active and effective program for on-the-job safety and accident prevention. A manager for this area has just recently been named. He is Mark Powell, an Industrial Hygienist who currently performs this function at the Sun Company Refinery in Corpus Christi, Texas. Mark will join Sun Ship in early February.

Labor Relations (98 Department) under the direction of Bill Miller is responsible for the contract negotiations with the three bargaining units and administers the resulting labor agreements.

Human Resources Services (98 Department) under the direction of Dick Cirkhill is responsible for employing and training qualified workers who are representative of the local community. This group is also charged with developing and maintaining a system of employee compensation and benefits that is open, equitable, fair and readily understood. Additionally, the Human Resources Services group has established and implemented a policy of Affirmative Action for the hiring and promotion of minorities, women, veterans and the handicapped.

Finally, Communications (50 Department) under the direction of John Jordan establishes and maintains good communications with the employees of the company, the community at large, the media and governmental representatives.

Recent Appointments

To help meet these goals, the Human Resources Division has made several recent appointments. In order to acquaint the employees at large with the services the Human Resources Division offers, the

most recent appointees and their backgrounds are presented.

Bill Russo, Manager, Hourly Employment has responsibility for hiring, employee recalls, and filling requisitions for hourly employees throughout the company. He selects and approves all new hourly employees and supervises and maintains employee records. Bill takes this post after 27 years of experience at Sun Ship. Most recently he was Lead Supervisor in 61 Department (Administrative Services). Prior to this he had served as an administrative assistant in various shipyard departments including outfitting, ship repair, guarantee and engineering.

Warren C. Baker, who is also known by the nickname "Jackie", is the Sun Ship EEO Coordinator. Jackie coordinates Sun's EEO (Equal Employment Opportunity) activities to ensure the shipyard is meeting its affirmative action goals in the hiring and promotion of minorities, women, veterans and the handicapped. Additionally, Jackie acts as ombudsman to the shipyard community and represents the shipyard in a wide range of community activities. Jackie came to his present post from 67 Department (Surface Preparation) where he had been a supervisor. Prior to this he had been in Production Planning (97 Department). Before joining Sun Ship in 1977, Jackie was a counselor with the OIC (Opportunities Industrialization Center) in Chester. Previously he had been director of the Iron Bound Recreational Center in Newark, New Jersey.

Shirley Mason, Manager, Workmen's Compensation, administers and coordinates the shipyard's workmen's compensation program which includes investigating and reviewing lost-time injury cases to determine and individual's eligibility for workmen's compensation. Shirley comes to Sun Ship after three years as a chemist at the Sun Company's Toledo, Ohio refinery.

Donna Pedrick, Manager, Compensation and Benefits, administers the employee benefits program for the entire shipyard. She is also responsible for the wage program for all salaried employees including job description and evaluation and merit pay programs. Additionally, she administers the company pension, life insurance, hospitalization, dental and sickness and accident programs for the company. She also provides counseling in each of these three areas. Donna joined Sun Ship from Harleco, a division of American Hospital. During her five years there she held posts as a personnel assistant and market analyst.

Paul Knetter, Manager, Non-exempt Training and Development initiates and directs all training programs related to non-exempt (hourly) employees. In this post he analyzes manpower forecasts and trends to identify specific skill requirements within the shipyard. Paul is also responsible for administering the shipyard's apprentice program. He develops and reviews the curriculum and evaluation for each skill training program. Paul joined Sun in 1977 and is a graduate of Sun's shipfitter school. He worked as a first class shipfitter in 45 Department. Most recently he was an instructor of shipfitting. Paul, who was born in the People's Republic of China of missionary parents, speaks fluent Mandarin Chinese. He served two years as an officer in the U.S. Army.

Maritime Industry News . . .

Sun Ship . . .

Hull 669, the S.S. KENAI, was delivered to SPC Shipping, Inc., a subsidiary of the Standard Oil Company of Ohio on January 9, 1979. The 869-foot "ecology" class tanker is the second ship built for SOHIO by Sun. The KENAI, capable of carrying 845,000 barrels of oil, will transport North Slope crude oil.

Two Sun Ship employees presented technical papers before the Society of Naval Architects and Marine Engineers (SNAM). Douglas Peel, Outfitting Superintendent, presented a paper entitled "Predicting the Fit-up of Ships Built in Halves" to the Philadelphia chapter of this society. Richard Bicchi (41 Department) presented a paper "Hull Experiments on a 24-knot Ro-Ro Vessel Directed Toward Fuel Saving Application of Copper Nickel" at the society's

annual meeting in New York. This last paper discussed the capability of a copper-nickel alloy to provide a smooth ship hull that would enable the vessel to go through water easier and faster.

The Industry at Large . . .

The Soviet Union has designed and will build an experimental oil tanker intended to be "the cleanest least-polluting tanker afloat" according to the Communist Party daily newspaper *Pravda*. The vessel is strikingly similar to the "ecology" tankers which Sun Ship designed in the earlier part of this decade. Three vessels of this type, the PRINCE WILLIAM SOUND, TONSINA and KENAI have been constructed in this shipyard.

Pravda said the Soviet tanker will be double-hulled with two meters (66") of space between the inner and outer hulls. Sun's tankers have 76" between the inner and outer hulls. When underway, in a ballast

condition, the Soviet tanker's space between the inner and outer hulls, rather than the oil tanks, will be filled with sea water to stabilize the empty ship. This is similar to the Sun-built tankers. The Soviet vessel will have 16 separate tanks and will be capable of simultaneously carrying four different types of petroleum products. The Sun-built "ecology" tankers have 18 cargo tanks, 12 ballast tanks and are designed to carry one product at a time.

SUN SHIP LOG

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Celebrating Anniversaries



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33-1062
35 Years



J. BRYCK
58-231
35 Years



J. PIETRAS
30-99
35 Years



D. CADMAN
12-109
30 Years



P. WATSON
59-186
30 Years



J. KJEWSKI
47-258
25 Years



J. OSTRANDER
97-31
20 Years



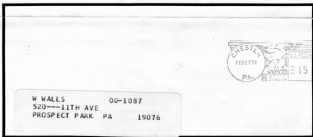
W. MOLET
67-250
20 Years

Tools For Sale Through Company Offer

Need a wrench? How about some pry bars or drive sockets? If you didn't get all the tools you needed this past holiday season, you might consider buying them through the shipyard's tool room (74 Department). Since September, Sun Ship has offered employees not on probation the opportunity to purchase hand tools. The tools are manufactured by Easco, are of high quality and carry lifetime guarantees. They are discounted below retail prices to ensure savings. Order forms and catalogs are available at the individual department offices.

Although any purchase can be paid for in cash at the time the tool is received, the company offers a payroll deduction plan as an alternative to cash payments. The minimum purchase that can be made through payroll deduction is \$12.50. Minimum payroll purchase that can be spread over two pay periods is \$25.00. The maximum deduction is limited to \$50 per week. For payments extending over a long period of time, no interest is charged. For example, if an employee buys \$300 worth of tools he may have an amount deducted from his salary each week to pay for the tools without being charged interest. While the maximum dollar value of tools purchased under this plan is \$300 per year, special tool sets over that amount may be obtained by receiving authorization from the employee's division head (superintendent level).

Order forms must be completed and signed by the employee and submitted to the department head. The 6% Pennsylvania sales tax will be included in the purchase price at this time. Employees' tool orders are sent to the main tool room; the employee will retain the "employee copy" of the order form. When the tool room receives the goods the employee will be notified. First and second shift employees may pick them up at the tool room on Mondays and Fridays during lunch time. Third shift may pick them up between 11:15 and 11:35 PM on those same days. Delivery of the tools will take place approximately three weeks after the employee places the order. For additional information about the program employees should contact their supervisor.



Gerald Ryan, Carrie Johnson, Joe Pinto and Alameda Owens, all members of 67 Department (Surface Preparation) hold the awards presented to them for their outstanding achievement during the 1979 United Way

campaign. Thanks to their efforts, 67 Department had the highest percentage of fair share given in the company. Absent from the photo is Bev Burton (67-59) who also received an award for outstanding achievement.

For Details of The United Way Campaign See Story on Page 1.