

Sun Ship Log

Volume 14, Number 5 / June, 1980

QUALITY OF WORK LIFE

(See pages 4 and 5)



Groped together are those involved in the Quality of Work Life Program. They are Front Row: M. Pugh (47 Shop), J. Patience (Dept. 10), D. Kuehn (47), T. Darlington (47) J. Leary (47) J. Krok (47), E. Stewart (47), L. Fine (Pres., Local 802), 2nd Row: R. Owen (Gen. Mgr., Production), J. Blenkhorn, (VP-Operations), S. Rubenstein (Pres., Participative Systems), P. Carbonara (47), J. Costello (47), T. DeVitas (47), N. Benson (47), G. Dall'ese (47), M. Orio (Exec. Sec., 802), G. Kinkaid (Former Supt., 47 Shop), Back Row: R. Vincent (47 Shop), L. Mazzoni (47), R. Sands (47), F. Weaver (47), G. Wrenbel (47), D. Campbell (Dept. 92-IE), J. Cox (VP-Human Resources), R. Marley (Int'l. Rep., 802), P. Lazee (Consultant).

\$40 MM CONTRACT SIGNED



The Lurline arrives in Honolulu on her maiden voyage. The trailership, built in 1973 at Sun, will undergo a conversion making her a combination container roll-on/roll-off ship. Plans call for the work to begin in January 1981.

Sun Ship signed a contract with Matson Navigation to convert the **Lurline** (Hull 662) from a trailership to a combination container roll-on/roll-off ship. The value of the contract is \$40 million.

At the signing Joseph J. Kleschick, Vice President — Marketing said, "The signing of this contract is part of our overall marketing plan and will enable us to maintain our current workforce level of 4,300."

Plans call for the 700-ft. vessel to be lengthened 126½ ft. and the forward trailer storage area to be converted to container holds. The conversion will more than double the vessel's present cargo carrying capacity. Construction work on the 14,000 dwt. ship is scheduled to begin in January 1981 and to be completed within a year's time. The **Lurline** is the first trailership to undergo a conversion. The vessel will continue to be used in Matson's U.S. West Coast to Hawaii trade.

Representatives of Sun Ship, Matson Navigation and the U.S. Maritime Administration signed the contract in Washington, D.C. in mid-May. Funds for the conversion are guaranteed by the Maritime Commission's Title XI guarantee program.

Open Door Policy

On various occasions while going through the yard, I have been asked whether the President's office still maintains an Open Door Policy.

Yes, I do. My door continues to be open to all employees who feel that what they want to discuss requires my participation. To meet with me call my office to set up an appointment at a mutually convenient time.

However, I must point out that, in most instances, many of these discussions can and should be held between the employee and his or her supervisor. Simply by working with the employee on a daily basis and having specific, first-hand knowledge of a shared work experience, the supervisor is usually better prepared to handle these discussions to the employee's satisfaction.

In those few instances where these discussions do not proceed to the employee's receiving a satisfactory explanation, then he or she should feel free to contact my office for an appointment.

Robert H. Campbell

John Orem Elected Vice President



John B. Orem was elected Vice President — Engineering. He reports to Spencer L. French, Vice President — Program Support. In his new post he is responsible for all aspects of engineering within the company. Mr. Orem was previously Director of Engineering.

He joined Sun in February 1979 and was Program Manager for the Waterman ships.

Mr. Orem is a 1951 graduate of the U.S. Naval Academy with a B.S. in Marine Engineering and a 1958 graduate of Massachusetts Institute of Technology as a Naval Engineer with a M.S. in Naval Architecture and Marine Engineering.

Orem was naval officer in the U.S. Navy from 1951 to 1978. During his navy career he served in a number of new ship construction-related posts including almost seven years with the Naval Sea Systems Command.

From July 1971 to April 1973 he was Project Technical Director for the FFG7 program. In April 1973 he was Project Manager for the DG/DGN program. He was named Project Manager for the Cruiser Program in May 1974.

In May 1977 Orem was appointed Special Assistant for Ship Acquisition in the Office of the Deputy Secretary of Defense.

Corporate Systems and Computers Providing Company Manual

CS&C is involved with many computer and non-computer systems that affect various departments within Sun Ship. One of the non-computer systems with which CS&C is currently involved is an effort to establish a company-wide administrative policies and procedures manual. The purpose of this project is to provide a guide for performing certain common administrative tasks in a consistent manner. It will answer many questions such as, "How do I hire or transfer an employee?" "What are the parking regulations at the shipyard?" "What should I do if an employee requests a leave of absence?"

While policies and procedures manuals are

primarily a management guide, all employees should be aware that such manuals exist and can be found in the office of their manager. Our expectations is that much of the Human Resources and Finance sections of the manual will be ready for publication within a few months. The manual will be expanded and revised on a continuing basis.

Future CS&C articles which will appear in the Sun Log are:

1. A computerized Time and Attendance System (Data Acquisition) and
2. A computerized Work Order Control System.

SunShipLog

Volume 14, Number 5

Editor
Carol Luttrell

Department of Naval Architecture

by David C. Weong

To some employees in the company, the terminologies, "NAVAL ARCHITECTURE" and "NAVAL ARCHITECT" may be quite strange. It is, therefore, appropriate for me to define them in plain English at the beginning of this article: **NAVAL ARCHITECTURE** is the art, science, and engineering for the design of ships. **A NAVAL ARCHITECT** is an architect who designs ships.

Before the recent reorganization of the company, the Department of Naval Architecture was called the Hull Technical Department. At the present time, we have eight naval architects and three draftsmen. The department is headed by our Chief Naval Architect, Mr. Merville Willis.

The major scope of our work is as follows:

- Design of the hull forms and general arrangements of ships.

- Design of the major hull structure.
- Calculation of weights, cargo capacities, speeds and horsepower, fuel oil consumptions, intact stabilities, damaged stabilities, windheel stabilities, freeboards, drafts, trims, centers of gravities, tonnages, launching, transferring, and the longitudinal strength of ships.

- Design of propellers and rudders.
- Inclining experiments.
- Assistance in the launching, transferring, drydocking, and sea trials.

- Compilation of the booklets of trim, stability, capacity, and loading manual for the operators of each ship.

- Assistance for the Marketing Division on technical matters.

- Technical advice and assistance for the safe operation of the lifting facility of Sun 800.

All of our design work must satisfy the following parties:

- The owner of the ship.
- American Bureau of Shipping.
- U.S. Coast Guard.
- Maritime Administration, if the ship is subsidized with the government fund or under the government loan guarantee.

- Those portions of the IMCO Regulations derived from the international conference for the Safety of Life at Sea (SOLAS) adopted by the U.S. Coast Guard.

It is, therefore, necessary that all of our naval architects and draftsmen must be very competent and extremely dedicated.

Our work area is located next to the "Executive Suite" at the north end of the second floor of the Engineering-Management Building. Because this area is surrounded by windows, curtains and overlooking the parking lot, north yard, trees, streets, and railroad, someone gave our area a nickname — "Penthouse Suite".

Although intelligent thinking still has to be conducted by naval architects, most of our design calculations have been computerized. Recently we obtained a Roscoe computer terminal unit in our work area. It is connected to our computer facilities with a long extension wire and has speeded up our design calculations substantially. For this, we are very grateful to the staff and the facilities of the Corporate Systems Division.

It goes without saying that the Department of Naval Architecture keeps close contacts with the Marketing Division.

We consult with the Swedish consultants and the Planning Department before and during the design process so that we can make sure that our designs are workable, easy to build, and within the capacity of the yard.

After a certain period of design stages, we start to issue our design drawings and information to the detail-oriented engineering departments which will develop our design drawings into detailed working drawings for the yard to build. Of course, there are constant communications so that working drawings will satisfy all parties.

From time to time, we also supply the yard with information, particularly in the technical areas of launching, transferring, and drydocking. Many times, the yard and the Materials Management Division also supply us with the information concerning the materials and facilities in the yard for our design references. We also keep in touch with other departments in the company whenever the occasion arises.

Accordingly, I strongly believe that it is this teamwork spirit that will play an important role for the success of this company. The Department of Naval Architecture and, I believe, many other departments are ready, for this task. From here on, we shall see the bright sunrise toward success as our company trademark clearly indicates. We shall go for it!

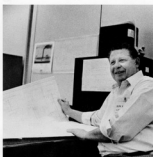
Celebrating Anniversaries



LOGAN
MILLER
47 Dept.
40 Years



WALTER
PRANDESKI
59 Dept.
40 Years



JOHN
MANCHIN
97 Dept.
35 Years



GEORGE
HOFFNER
47 Dept.
30 Years



WALTER
MUNDY
47 Dept.
30 Years



ANN
MOOR
91 Dept.
20 Years



HOWARD
GIBSON
77 Dept.
25 Years

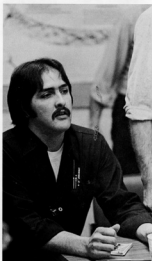


JOE
BLOSSIC
12 Dept.
25 Years



DOMINIC
SIMEO
36 Dept.
20 Years

Quality of Work Life Program



Rick Sands discusses his group's problem, the Conrac Unit in the Fab Shop.



Show here is the Conrac unit's new wire barrel lifter that was installed. The 1,000-pound barrels are now being lifted under safer conditions.

"I think anything involving the worker on his job, asking his help is good", said Shop Steward, Lee McGill. "Getting the worker to participate, making him part of the Company, can only help all the way around. Worker involvement is good for the men", notes Leo Mozzoni, a supervisor. "They want to have a chance to say something about where they work." Involving the worker by asking for his opinion and having him participate in decisions affecting his work area generally is not practiced in industry at large. However, there is a specific program underway at Sun Ship involving the worker. It's the Quality of Work Life Program.

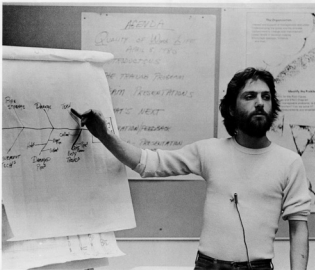
When the term, "Quality of Work Life", is used, it can be misunderstood. One might think it's a happiness program; another might see it as a Human Resources project. Someone else may feel that it is strictly a productivity program. It is none of these. The object of the Quality of Work Life Program is to put quality into human work by making it challenging and involving. (It does not make work undisciplined, fun or easy.) It's not simple, but a system can be devised in such a way that people can contribute to the organization and thus have our Human Resources used better. It is not a new idea. In many countries, worker participation has long been a matter of policy.

Program Is Joint Venture

At Sun, 19 employees from 47 Shop (Fabrication) are part of the program. The program is a pilot program and is a joint venture between shipyard management and the Boilermakers Lodge No. 802 in a system developed by Participative Systems, Inc. Basically, employees from a given area are trained in problem-solving techniques. They then meet on a regular basis to solve problems that come up on the job. The problems can range from an unsafe condition to the inability to maintain an adequate supply of equipment. The significant part of the program is that employees who work the job are participating in identifying those problems that are important to them and finding solutions. The current participants in the QWL Program completed 40 hours of training between January and March and currently meet as three separate teams one day a week for two hours.

The program calls for Company employees as teachers because they are more readily accepted than outsiders. Also, knowing the ins-and-outs of the job is essential. Leo Mozzoni, a 26-year veteran, and Lee McGill, a 15-year veteran are team instructors in the program. They trained the 17 team members in problem-solving techniques, and are currently working directly with the teams as they meet each week.

The basic concept behind the program is that people support what they help to create. People will work to get things done in an organization if they are involved in the problem-solving process. In the program, the worker identifies a problem, determines a solution and then tests it. In the in-



Tom DeVine points out some conditions that resulted in the excessive time required to set up the adjustable pipe jig. The pipe jig was the area Tom's group tackled during the problem solving process.

Started At Sun Ship

tial training program, three teams identified problems and worked at solutions. The problem areas were the Conrac unit, lack of turn-buckles to perform work and poor condition of an adjustable pipe jig.

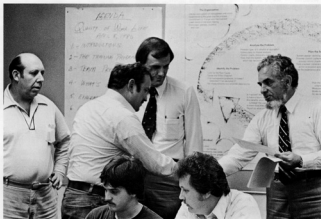
Even prior to completion of the training program, a new wire barrel lifter was designed, produced and put into use in the Conrac area. The lifting of these 1000-pound barrels is now being performed under safer conditions. The prototypes of a new-style turnbuckle were planned for delivery in mid-May.

One problem identified during the training program was the large amount of set-up time required on the No. 4 ways platen pipe jig. It took approximately 112 manhours to set up the jig to support a platen because the equipment was in poor condition and had to be repaired before it could be used. It was estimated that only 24 hours would be needed to set up the unit if it were in working condition. The jig is used in the yard to support shaped pieces of steel. It has pipes on it that are raised or lowered according to the shape. Adjusting the pipes was a problem because there were rusted threads, dirt and grit and debris inside of the pipes, damaged or insufficient parts, inadequate space for set-up and no space to store unused extension pipes. The team took the problem and then worked a solution including a repair plan and maintenance schedule, a procedure to be used after using the jig was developed so that damage can be kept minimal. The solution was accepted by management and a plan was implemented to start work as the pipe jigs become free of production use.

When problems come up, Sun can rely on the expertise of its employees to solve them. The Fab Shop employees participating in this pilot project believe the program is worthwhile. One participant commented, "It gives the men an incentive in working on the problems in the yard." But the things most team members like about the program include the opportunity to work as a group, being able to solve problems and being able to say something about their future. John Patriarca, Department 10, who is overseeing the program, noted, "The greatest strength of the Quality of Work Life system is that problems are solved using the experience of both the employee and the Company for the benefit of both."

First Subsidiary To Participate

The shipyard is the first Sun Company subsidiary to participate in the system. Other subsidiaries have expressed an interest and are following the progress of the program. The current QWL Program at Sun Ship is a pilot program and is presently being evaluated. The Policy Planning Committee, composed of both Company and Union management, will meet in the next few weeks to decide upon the next steps. Anyone desiring more information about the program can call the Organization and Management Development (OMD) office, Department 10, extension 8517.



Joseph Costello receives his certificate of completion from Sidney P. Rubenstein, president of Participative Systems, Inc. Looking on are Leo Fine, President of Lodge 802 and Robert H. Campbell, Sun Ship president.



Frank Weaver speaks about the Quality of Work Life Program.



Leo McGill, Shop Steward from 47 Department, was an instructor in the program.

RE/Mnants

Well, with the onset of nice days and warm weather — we're seeing some interesting lunch-time activities in and around the office parking lot. For instance — it was reported that someone was flying a kite one day last week.

Another group of people at the back door have invented their own brand of horseshoes using a broken twig or two and a small metal ring.

A frisbee or two can be seen floating around the lot but generally it's nice to see everyone enjoying the good weather.

This spring we can congratulate Paula (don't call me crash anymore) Lackner on her engagement. Paula has set a wedding date for October and says she'll even show up at the church. Luckily for the groom though, she has consented not to drive in the wedding party.

Congratulations are due to Larry Truax for getting his band their annual Bowling Banquet gig at the MacDade House next month. When asked for a comment about the apparent lack of work, Larry just shakes his head and says — "...I think I had tonsillitis when I should've had Saturday Night Fever".

One of the Bob Filliben's girl's picture recently appeared in a local newspaper for her outstanding achievements at the Penn Relays. Bob says that around his house all one does is say "...DINNER'S ON" and all the kids are track stars.

Bobby Cormier recently had the nerve to wear a "Property of Montreal Canadiens" sweatshirt out on the ship one day. When he returned to the office not wearing it — his only comment was "...It's hot out there, so I took it off." (THANK YOU FLYERS FANS.)

I talked with Coach "Skip" White about this year's hopes for the Sun softball team. Skip feels that he has a good mixture of talent this year and he's fairly confident of a playoff berth this season. I asked him if he felt that they were off to a slow start. Skip replied that with roughly half of his lineup returning from last year combined with some new talent it might take a game or so to get into the swing of things. We all hope to see them in the I.V.S.L. Playoffs.

J. Opdenaker and D. Schaefer

Retiring

Well — My friend retired today.
They gave him a golden hat.
I watched as he shook hands with
his friends.
I wondered was he glad or sad?

After many years of toil and sweat.
The time has come to go.
You, old man, with faltering step,
Do you really want to go?

You look at the mighty ships you built,
At the friendships that you have made.
The toil and sweat was thus repaid,
For the sacrifices that you have made.

Now, my friend, enjoy your leisure,
Use all your spare time well.
Think of us now and then
As we all wish you well.

When the Sun rises tomorrow
And the alarm clock doesn't ring,
You lay cozy between sheets and say,
"Well, I won't get a Pinsky,
If I stay home today."

Edmond Catania
55-53

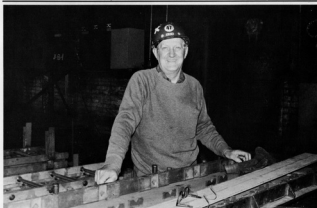


12-year-old John Gallagher gets a chance to understand "the place where Dad works" a bit better as his father, John, Sr., shows him the shipyard's capabilities outlined in a company exhibit. The youngster and his Dad, a shipyard budget analyst, are pictured at the "Salute to Industry Fair," held last

March at the Granite Run Mall in Media, where the exhibit was displayed. Young John was one of the many people who stopped by the exhibit and got a chance to appreciate Sun Ship's role in the industrial life of the Delaware Valley.



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The Sun Ship Log is published every month for shipyard employees such as Emil Fisher. Emil works in the Fab Shop (47 Department) and has over 35 years of service.