



FEDERAL MANAGERS ASSOCIATION

Chapter 19

VOL 8-03

NEWSLETTER

AUGUST 2003

In this issue:

*Apprentice Graduation
ERO Review
September Birthdays
PAC Report
Bits and Pieces
Fishing Results
President's Message
ZoNews
Next General Meeting
Board Members
Newsletter Contact*

Reminders:

- ❖ *PHNSY & IMF
Annual Picnic will
be held on
6 September 2003
at Bellows*
- ❖ *2003 FMA Chapter
19 Scholarship
applications are due
31 August 2003 –
remember to include
last two years of
transcripts*
- ❖ *The 2004 Mid-
Year Conference
will be held in
Hawaii*
- ❖ *Contact any Board
Member if you would
like to contribute to
FMA-PAC*
- ❖ *The new Chapter
19 website is up
and running. To
check it out, goto
<http://fmachapter19.org>*

Congratulations Journeymen!



Shop 64 Plastic Fabricator Journeyman Stan Tengan is flanked by his father, daughter and wife after graduation

On 15 August 2003 the results of efforts that began six years ago bore fruit with the graduation of 114 Apprentices. Keynote Speaker Senator Daniel K. Inouye, Representative Neil Abercrombie, and Representative Ed Case noted how important this day was to the future of Pearl Harbor Naval Shipyard and Industrial Maintenance Facility (PHNSY & IMF). Apprentices now make up approximately 30 percent of the workforce and without them PHNSY & IMF would not be able to meet its mission of keeping the fleet "Fit To Fight."

In 1997 a small group of civilians, representing the Hawaii Federal Employees Metal Trades Council, the National Association of Superintendents and the Federal Managers Association put their differences aside and got together to look at the future of the Shipyard. The future looked grim with a workforce average age of almost 50 years, no Apprentice Program, and little hiring. As one individual noted, the organization was heading towards "death by attrition." The way out was through revitalization of the workforce. Discussions with the Congressional delegation brought out the need to work with counterparts at the other Naval shipyards. Eventually, a line item was inserted in the Department of Defense budget that provided the money to restart the Apprentice Program and to hire a significant number of engineers for the first time in a generation.

(continued on page 2)

(continued from page 1)

Senator Daniel K. Akaka, along with Senator George Voinovich, is so impressed with the PHNSY & IMF Apprentice Program that he intends to use it as an example of how to solve the "human capital crisis" which the rest of the federal government is facing.

Special thanks to the many people responsible for the establishment and continued growth and improvement of the Apprentice Program, and congratulations to all the graduates for a job well done!



A new journeyman receives a congratulatory handshake from a receiving line that included U.S. Senator Daniel Inouye, U.S. Representative Neil Abercrombie, and U.S. Representative Ed Case



(l to r) FMA Chapter 19 Vice President Wayne Wilcox greet July guest speaker Mr. Veradie Ore, NAVSEA PMS 392C

ERO REVIEW

By Wayne Wilcox

Mr. Veradie Ore of the NAVSEA PMS 392C program office was the featured guest speaker at the July General Membership Meeting. Mr. Ore and his staff were in town to perform a review of USS BREMERTON ERO planning (A-2) and do a preliminary review of PHNSY & IMF's request of additional funds for the USS BUFFALO ERO. Mr. Ore discussed the situation with BREMERTON's late planning start and the fact that the ship's operational requirements were affecting the project planning activities. A "slow start for BREMERTON appears eminent," and the project team must be flexible and innovative in its approach for this overhaul.

Mr. Ore explained the issues surrounding the USS BUFFALO's ERO difficulty. He noted that although the BUFFALO got off to an excellent start, at about 8 months into the overhaul deviation started to occur in its performance data. It is now apparent that the project will need additional Ship's New Construction (SCN) funding to complete and the prospect of his office going back to Congress to secure it will be difficult. PHNSY & IMF currently has tasking to accurately forecast how much money is required, how long it will take, and how additional controls will be implemented to prevent further deviation. All concerned need to take prompt action because the BUFFALO has the potential to affect the BREMERTON and other future overhauls.

Happy Birthday

Happy Birthday to all those born
in September!

- 9/1 Stephen Oki
- 9/5 Garry Dixon
- 9/5 Wayne Gushikuma
- 9/6 Edward Han
- 9/6 Wayne Hirota
- 9/7 Franz Dietz
- 9/7 Aaron Gooman
- 9/8 Darryl Lee
- 9/8 Ralph Pate
- 9/8 Gordon Toyama
- 9/10 Joe Lee
- 9/10 Henry Matsuoka, Jr.
- 9/12 Douglas Dang
- 9/14 Shelley Kaya
- 9/21 Nelson Morales
- 9/21 Walter Stietzel
- 9/23 Losalia Sialega
- 9/24 Mark Ortogero
- 9/25 Robert Sonoda
- 9/27 George Royce
- 9/28 Gary Miyashiro
- 9/29 Roy Seu
- 9/30 Wilfred Castro



FMA-PAC

FMA-PAC is the political arm of our organization.
Contributions as of 1 August 2003:

CONTRIBUTOR	TOTAL
John Priolo	\$510
Eric Kimura	\$325
Wayne Wilcox	\$325
Ron Obrey	\$250
Mike Pia	\$250
Frank Dietz	\$250
Shelley Kaya	\$175
Bill Gould	\$175
Ed Lum	\$150
Barbara Angelo	\$50
Freeman Correa	\$50
Owen Okumura	\$50
Mike Hahn	\$47
G. Cummings	\$37
A. Anonymous	\$31
B. Paris	\$25
W. Anonymous	\$25
K. Galang	\$7
TOTAL	\$2,732

Bits and Pieces

Shipyard picnic is Saturday, 6 September at Bellows. You can't beat the deal for a mere \$3. Join the fun! Volunteers are needed to help with parking in the morning -- contact Ed Lum at 473-8000 x3057.



Speaker for the September meeting will be a speaker on retirement planning from the firm of Sterling and Tucker. This is a worthwhile session, even if retirement is years away.

Adopt a Highway clean up is Saturday, 13 September. The event begins at the Nimitz Gate Pass & I.D. office parking lot at 0800. Refreshments will be provided. Contact Wayne Wilcox or Eric Kimura for details.



Pearl Harbor Fishing Tournament Official Results

Largest Fish Category

First Place	Ahi	201.8 lbs	Poki Boy	Capt Hastings Yee Hoy III
Second Place	Ahi	196.8 lbs	Vangie	Capt Rodney Nono
Third Place	Ahi	195.8 lbs	Tiffany-Ann	Capt Sonny Morales
Fourth Place	Ahi	193.4 lbs	Ka'ohu Too	Capt John Cazinha
Fifth Place	Ahi	186.2 lbs	Blue Magic	Capt Sean Moromisato
Sixth Place	Ahi	173.2 lbs	Lana H	Capt Glenn Kuwabara
Seventh Place	Ahi	171.0 lbs	Huki Pau	Capt Bobby Nakamitsu
Eight Place	Ahi	168.0 lbs	Lianne S	Capt Thomas Sim
Ninth Place	Au	166.2 lbs	Hoopono	Capt Stanley Abrazado
Tenth Place	Au	165.0 lbs	Shrina T	Capt Eric Todoroki

Captain's Sidepot Categories

Largest Mahi	30.2 lbs	Betty I	Capt Stanley Ikeda
Largest Ono	49.2 lbs	KTS-1	Capt Randy Silva
Largest Aku	25.4 lbs	Miyuchi	Capt Wayne Fujino
Largest Ahi	201.8 lbs	Poki Boy	Capt Hastings Yee Hoy III
Largest Au	166.2	Hoopono	Capt Stanley Abrazado

CAPTAIN'S LOG (POKI BOY)

By Capt Hastings Yee Hoy

We left Waianae Boat Harbor at 5:00 in the morning to a calm ocean that looked ripe for some action. We aimed the Poki Boy for the pinnacle outside Kaena Point and bumped the throttle up. Several miles from the pinnacle, we had our first blind strike. I checked my watch; it was 09:00 a.m. While clearing lines I watched the spool dump line in a continuous run and thought to myself, "Gotta be ahi!" After a hard fight, we had boated our first big "yellow guy" of the day. With the fish on ice, my crew and I decided to head back to the same area and go for number two. After trolling for a few minutes, we got another blind strike, and we boated a small sized ono at about 9:45. A half an hour later we hooked up to yet another blind strike. This fish turned out to be a large sized aku.

At 2:00, we got our fourth blind strike as yet another fish crossed our path. We had hooked an ahi, and he wasn't going to go down without a fight. After

30 minutes of fighting, the Poki Boy crew had caught another big ahi. We were soon to be shocked by our last minute catch. The morning ahi came in at 180 pounds, but the second ahi was being weighed, it tipped the scale at 201 pounds. That ahi ended up winning the prize as the tournament's largest fish.

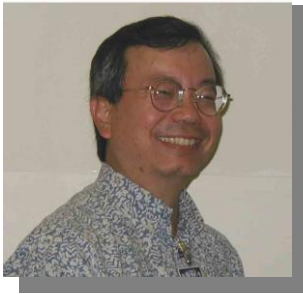
I would like to thank my crew, my dad, Hastings Jr., Grandpa, Hastings Sr., my brother Jason, my brother-in-law Kaipo, and the Pearl Harbor Fishing Tournament for another fun day of fishing.



President's Message

ZoNews

By John Priolo



By Eric Kimura



Normally, in the President's column, I try to discuss broad issues and focus on looking ahead. This month however, I feel the need to speak to all of you in the Shipyard family about rallying around the USS BUFFALO.

BUFFALO is the first Refueling Overhaul we've done at Pearl Harbor in over 20 years. Getting the BUFFALO refueling overhaul assigned to Pearl was a combination of local political action and a recognition that this nation could not afford to further dismantle its undersea superiority. Additionally, there was a realization that all four public shipyards were needed to keep that undersea capability viable until the new VIRGINIA class submarines take their place on the line. BUFFALO gave us the reason to press for hiring new workers to both handle the work and replace that generation of workers that will retire in the next five years. BUFFALO allowed us to keep the refueling skills alive that will enable us to compete for the work past 2010.

BUFFALO may be headed for trouble. We have had two outside groups look at BUFFALO within the past month. The analysis has been that given the current rate of spending, we will run out of the Ship Conversion and New Construction (SCN) money before the scheduled completion date. One of the outside groups has suggested we follow a low risk of failure recovery plan that will extend out the date and significantly increase costs.

We can do better than that low risk plan, and I ask that each of you think about how we can turn this situation around. If you know a way to save money, let someone know. Is there is a way we can do the job faster and without overtime? We need to do things differently. If you have any suggestions, I will be more than happy to raise any viable suggestion to the level of the Shipyard Commander and the responsible department head.

We all need to think hard, take action, and pitch in for USS BUFFALO.

An Army of One

Many years ago then Pearl Harbor Naval Shipyard Commander Captain Chuck Swanson stressed the need for employees to "take individual responsibility for the group effort." This explains the meaning of the current Army logo "An Army of One." All of us need to take responsibility in order to assure that our group is a success. We do this as members of a team, as parents, and as federal employees. Here are three examples:

Locality Pay Zone Changes

In June OPM announced a plan to redraw boundaries around the nation's urban centers (metropolitan statistical areas or MSAs) that are used to assign locality pay rates for federal employees in the 48 contiguous states (this does not apply to Alaska, Hawaii and territories). This could affect the locality pay of about 1.4 million white-collar employees and determine pay adjustments for more than 211,000 blue-collar workers. Gary Dent, President of Chapter 308 quickly alerted his membership and contacted his U.S. Representative, a U.S. Senator, and the FMA National Office. As a result, Gary had an appointment to meet with his Representative and a promise from the National Office that an Action Letter would be generated. He had also gotten a positive response from the U.S. Senator.

50 State Quarters

As a Zone President I serve with Zone 4 President Pat Spade on the FMA Magazine Editorial Board and periodically ask Zone 7 Chapters for articles. During the past National Convention Dennis Haberstumpf and Percy Ryan from Chapter 128 and I discussed the 50 State Quarters. I asked Dennis and Percy to go back to their agency (U.S. Mint) and see if they could get an article on the topic for the magazine. Last week I received a call from the U.S. Mint Press Office in Washington, D.C. We are now planning an article with the Director of the U.S. Mint as well as a side article on the 50 States Quarters.

Nominee for FMA Manager of the Year

The Zone 7 nominee for FMA Manager of the Year is an individual who embodies the principle of taking "individual responsibility for the group effort". We need to recognize our outstanding members and when you hear who this individual is at the Mid-Year Conference or read about him in the September ZoNews you will be pleased.

The Bottom Line

Whether answering a request for Action Letters from the National Office, providing real life examples, testifying on behalf of FMA, donating to PAC, participating in political action in addition to providing service on a daily basis to the American public I am continually amazed at what we accomplish.

Next General Meeting

Date: Thursday, 28 August 2003

Time: Doors open at 1530 hours

Place: Bldg 2 Room 106

Cost: Food and refreshments are available for \$3



Goto <http://fmachapter19.org>
to check out the new FMA
Chapter 19 website!

FEDERAL MANAGERS ASSOCIATION
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Address correction requested

BOARD MEMBERS

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Owen Okumura	2 nd VP	577-0808 pager
Yvonne Ajimura	Treasurer	488-0613
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John Priolo	Director	474-8477

NEWSLETTER CONTACT

The FMA Newsletter is published monthly. Articles are due by close of business at the General Meeting. Please send them to Eric Kimura (kimuraey@phnsy.navy.mil). Your comments are always welcome.

Pamela Dittrick.....Editor (541-2296)