



# FEDERAL MANAGERS ASSOCIATION

## Chapter 19

VOL 10-03

NEWSLETTER

OCTOBER 2003

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### Reminders:

- ❖ *The 2004 Mid-Year Conference will be held in Hawaii in March at the Sheraton Hotel*
- ❖ *Contact any Board Member if you would like to contribute to FMA-PAC*
- ❖ *The new Chapter 19 website is up and running. For the latest information go to <http://fmachapter19.org>*
- ❖ *The next Adopt-A-Highway will be held on Saturday, 15 November. Meet at the Nimitz Pass & ID at 0800 hours.*



*(l to r) Dave Stock, Operations Planning Manager; Mike Desjardins, Portsmouth; Garry Dixon, Buffalo Project Superintendent*



*Michelle Tucker presents information on estate planning*

## September Speakers: Estate Planning and EROs

### Estate Planning

Michelle Tucker of Sterling & Tucker, Attorneys at Law presented an Estate Planning Seminar for the Chapter 19 membership. Proper estate planning helps individuals face the financial and emotional realities of death beforehand and take proper measures to minimize the effects on their families.

Three recurring themes arise in estate planning. First, people want their estate to be distributed to the persons they chose in accordance with their wishes. Second, it is desirable to minimize attorney's fees, court costs, and delays in the passing on of property. And third, people wish to avoid or minimize the payment of state and federal death taxes. Tucker and Sterling have programs that meet estate planning needs and are willing to explain the specifics of probate, death taxes, wills, living trusts, and estate planning portfolios. If interested please call Sterling and Tucker at 531-5391 or go to their website at <http://www.sterlingandtucker.com>

### USS BUFFALO and USS BREMERTON EROs

Operations Planning Manager Dave Stock provided an overview of the recently implemented USS BUFFALO Matrix. Dave explained how the matrix was developed in response to performance issues that have surfaced on the BUFFALO ERO. Matrix actions have challenged Pearl Harbor Naval Shipyard & IMF to improve in multiple areas with the expectation that Pearl Harbor will perform better on the next ERO, USS BREMERTON.

# ZoNews and Legislative Action Alerts

*By John Priolo*



There is a Native American saying: "If we don't turn around now, we just may get where we're going." The greatest challenge to success is not a lack of well thought-out strategies, but a lack of disciplined strategy execution.

In my own activity, we have been provided many excellent road maps for success. When we were unsuccessful, it was not due to a lack of a plan, but a failure to follow the road map. This may sound surprising coming from me as someone who has spent a good deal of time teaching people how to survive and thrive in constant white water in an era of constant change. After all continuous change does not always equate to continuous improvement. We still need to successfully execute. A popular quote attributed to Aristotle says, "We are what we repeatedly do. Excellence, then, is not an act but a habit."

To fulfill our purpose as members of the Federal Managers Association as an advocate of excellence in public service, we must continue to act at all times in a manner which forwards the objectives of the Association to:

- Position the Federal Managers Association to meet the future.
- Identify key governmental policy concerns/trends and provide a voice of advocacy for our members.
- Ensure best value return for our membership.
- Provide continuous professional development for our membership.
- Establish mutual understanding, respect and working relationships with responsible representatives of the community, city, county, state and Federal Government.
- Promote, support and defend legislation clearly beneficial to the membership and to the nation.
- Vigorously oppose legislation clearly detrimental to the welfare of the membership and the nation's security.

Chapter 19 uses the following plan to get information concerning legislative action alerts to its members:

## Legislative Action Alerts

Three of the objectives of the Federal Managers Association, as found in the National Bylaws, are to:

- ❑ Identify key governmental policy concerns/trends and provide a voice of advocacy for our members.
- ❑ Promote, support and defend legislation clearly beneficial to the membership and to the nation.
- ❑ Vigorously oppose legislation clearly detrimental to the welfare of the membership and the nation's security.

In order to meet these objectives members are occasionally asked to contact members of Congress to inform them of FMA's position on an issue. This brings up a potential conflict as Title 18, Part 1, Chapter 93 of the Code of Federal Regulations (18CFR93) forbids use of any money appropriated by any enactment of Congress to influence in any manner any member of Congress. In other words, while there are provisions for communicating with Congress through proper official channels, you cannot use government equipment such as a fax machine, a computer or a telephone to lobby a member of Congress.

So how can we meet the FMA objectives noted above while remaining in compliance with the anti-lobbying prohibition of 18CFR93? Chapter 19 will use the following process whenever an issue arises which requires your notification and request for action:

1. An "Action Alert" will be sent via e-mail sent to all Chapter members on the "PHNS FMA Members" global address list. You will be asked to check the Chapter Website at [www.fmachapter19.org](http://www.fmachapter19.org) during non-working hours.
2. The Chapter Website will contain a copy of the appropriate information for your review and action.
3. You will be asked to e-mail or fax the letter to your member of Congress using non-government equipment during non-work hours. The Chapter has a fax for this purpose and can also provide a non-government computer for your use. In certain situations a hard copy of the letter will be provided for your signature and will be hand delivered to the appropriate congressional office.

While we, as FMA members, have a responsibility to advocate excellence in government, which often involves communicating with our elected officials, we need to do so in a responsible manner in compliance with applicable regulations and policies. The key is that as long as we use our own time, money and resources, we can lobby and discuss issues with elected officials.

# Happy Birthday

# FMA-PAC

Happy Birthday to all those born in November!

- 11/1 John Cardenas
- 11/2 Clayton Nehei
- 11/3 James Taniguchi
- 11/4 Brian Jim On
- 11/5 Phillip Medina
- 11/5 Robert Torricer
- 11/6 Dwayne Hue
- 11/7 Freeman Correa Jr.
- 11/7 Stephen Murakami
- 11/7 Carl Ogawa
- 11/8 Greg Umiamaka
- 11/9 Michael Plowman
- 11/11 Marc Furukawa
- 11/12 Eric Kimura
- 11/12 Bradley Mayural
- 11/12 Ileen Wong
- 11/13 Nolan Chang
- 11/13 Ronald Sobrado
- 11/16 Thomas Blasque Jr.
- 11/16 Ronald Enos
- 11/18 Alan Miyashiro
- 11/19 Lowell Tong
- 11/20 Dominador Cayabyab Jr
- 11/20 Alfred Medrano
- 11/20 Antone Tavares III
- 11/22 William Gould
- 11/22 Joseph Silva
- 11/24 James Phillip
- 11/25 Clifford Chang
- 11/25 James McClellan
- 11/26 Walter Miske Jr.
- 11/27 Patrick Hose
- 11/29 Chazz Ragraola
- 11/30 James Takemoto
- 11/30 Randall Yuen



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

CONTRIBUTOR	TOTAL
John Priolo	\$580
Eric Kimura	\$375
Wayne Wilcox	\$325
Ron Obrey	\$250
Mike Pia	\$290
Frank Dietz	\$290
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	\$29
K. Galang	\$11
<b>TOTAL</b>	<b>\$2,940</b>

## Adopt-A-Highway

Saturday, 15 November, will be our quarterly Adopt-A Highway clean up of the stretch of Nimitz Highway leading to the Nimitz Gate. Clean up will last about an hour and a half.

If you'd like to participate, meet at 0800 at the Nimitz Gate Pass & ID parking lot. Wear covered shoes and bring a hat. Gloves, trash bags, and safety vests will be provided as well as some refreshments.

There will be a limited number of free "Litter Bugs Me" T-shirts, courtesy of the State of Hawaii. For more information, contact Wayne Wilcox at 473-8000 x3372.

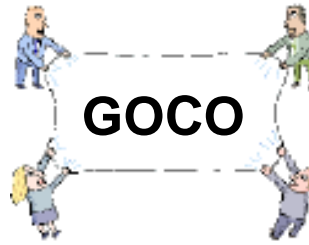


*(l to r) Nolan Chang receives a plaque as Zone 7's nominee for FMA Manager of The Year from Chapter 19 President Eric Kimura*

# President's Message



*By Eric Kimura*



## Government Owned, Contractor Operated

Privatization is being discussed at all levels of federal government, and Naval shipyards are not exempt. The question is: "What happens if the Naval shipyards are privatized?" Answer: a private company would take over operation of the Naval shipyards and their employees. The government would continue to own the property, but the employees would no longer be government workers. Uncle Sam would get out of the business of personnel management, training, facilities management, etc.

The competitive market forces will cause the taxpayer to get a product at a cheaper cost -- well, not quite. Unlike industries where workers in assembly areas can be trained in a few weeks to handle specific designated tasks, shipbuilding and ship repair require the coordinated efforts of skilled artisans and craftsmen. To reach this level of craftsmanship requires years of training and experience as well as money to maintain the proficiency level needed. In the late 1960s and early 1970s, both Electric Boat (EB) and Newport News downsized their workforce to adjust to the workload. As the Navy's building program expanded in the mid-1970s, both companies tried to hire back skilled workers to meet the demand. Unfortunately, most of the laid off workers had either retired or moved away. Both companies were forced to invest in massive training programs. The new workers were not able to consistently meet the quality standards and both shipyards had huge productivity and quality issues. One submarine by EB was delayed one year to have major hull welds redone. The lesson learned was that the skilled artisan base is a resource that needs to be maintained in order to handle the surges in the maintenance requirements. Whether the organization is private or public, the maintenance of the artisan workforce to handle surges will cost money.

What about competitive market forces that will drive costs down? In the 1960s, the Navy got out of the shipbuilding business entirely and left the field to the private shipbuilders. In the 1970s, the productivity and quality issues came home to haunt Newport News and EB. Instead of competitive prices, the Navy was faced with over 900 million dollars in cost overrun claims. Because the Navy had no alternative builder, the taxpayers ended up footing the whole bill. We needed the ships, the builders needed to make their profit. (EB alone asked for \$544 million, we gave them \$639 million in cash and almost \$350 million in tax credits and interest)<sup>2</sup> If there will be only one or two big repair companies as is the trend, the nation will have to pay whatever is requested in order to get ships back.

The current mix of both public and private shipyards offers the best value to taxpayers for both cost and capability. Public shipyards allow the nation to have an alternative to the private shipyards to help hold costs down. We are the market competition that holds costs down and we are very competitive due to cost cutting and productivity improvements over the last several years. If the nation has to pay for maintaining a skilled artisan base, why not invest some of it in the strike free workforce at the public shipyards? We're always available.

So, if the call goes out to send letters of support for keeping public shipyards, let your voice be heard. Maintaining public shipyards is important not only for jobs, but also to keep the costs competitive so that we can afford the new ships and preserve the capability to "keep them fit to fight."

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In the most egregious claim, EB filed for 100 million dollars in Shipbuilder's insurance to pay for the bad workmanship. As the government is self insured, the Navy was basically being asked to pay the insurance claim to EB to pay for the cost of rework. page 287, RUNNING CRITICAL, Patrick Tyler, Harper & Row Publishers, NY, NY, 1986.

<sup>2</sup> Ibid, page 248.

## General Meeting

**Date:** Thursday, 30 October 2003

**Time:** Doors open at 1530 hours

**Place:** Ho'aloaha Room, Shipyard Cafeteria

**Cost:** Food and refreshments are available for \$3



## BOARD MEMBERS

Eric Kimura	President	473-8000 X2883
Wayne Wilcox	1 <sup>st</sup> VP	473-8000 X3372
Owen Okumura	2 <sup>nd</sup> VP	577-0808 pager
Yvonne Ajimura	Treasurer	488-0613
Wil Castro	Recording Sec	671-1562
Edmund Lum	Corresp Sec	473-8000 X3057
Clem Lopez	Sgt-at-Arms	473-8000 X9250
Shelley Kaya	Director	473-8000 X2939
Michael Pia	Director	577-0322 pager
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)

## FEDERAL MANAGERS ASSOCIATION

Chapter 19

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*Address correction requested*