

# FMA CHAPTER 19 NEWSLETTER

April 2020

## FEDERAL MANAGERS ASSOCIATION

### PRESIDENT'S MESSAGE



As I look back over the past year, I realize, with some guilt that I didn't get all the things I wanted or expected to get done this year and started to feel sorry for myself for 30 seconds. But, then I remembered that next year is another opportunity and that I've learned in the past that if I at least write down the goals, they may not happen the year I planned but somehow, magically, I found that most of them get accomplished around two years later. The trick is to not throw-away the goals and to remind oneself of those goals every now and then. So... I'll write them down again and let you know what they are. (And maybe, not next year but by the end of the following year, we'll get there).

But before I get into my goals, I'd like to say a few things about this past year. It has been a hard year, particularly in these last several months.

We lost a good friend and member of FMA in October when Brendan Cravalho passed away unexpectedly. I first was acquainted with Brendan years ago and he looked like a big, tall, gruff, and grumpy-looking guy. I

usually saw him at key events meetings where we reported progress to getting a ship ready. Then one thing caught my attention during a meeting on a ship's readiness that changed my perception of him. His riggers were having trouble moving a component into a tight space on a ship and he had been reporting delays. Then at the next meeting he reported that his riggers would be able to install the component. He mentioned that he had personally checked the rigging path and found a way to move the component into place. This was surprising to all of us at the meeting because we all knew that the space was pretty small and Brendan was a Really BIG guy and all of us were astounded that he actually fit. Brendan must have sensed the surprise that went around the room because he grinned and told us that it was natural that a supervisor should personally check out a job site and, with a chuckle and another grin, he stated if HE could fit the space then his guys could not complain that they couldn't fit. Two important take-aways I had when I reflected on this story was 1) Brendan was thinking about his supervisors when he "mentored" them by crawling into that tight space and showing them how to lead, 2) He had a sense of self-honesty and was able to

laugh at himself. Brendan continued to make many contributions to the Shipyard, FMA and the larger community over his career. As Chairman for the Combined Federal Campaign for the shipyard for over 18 years and was responsible for raising more than 10 million dollars for the cause. He was honored in 2018 with a National FMA award of Federal Manager of the Year for 2017 for his efforts and service over his career. While he was proud of that Manager of the Year award, I believe he was proudest of being a "real" supervisor who took care of his people while getting the job done. For this reason, the Chapter 19 Executive Board approved naming the FMA Supervisor of the Quarter Award to be the "Brendan Cravalho Supervisor of the Quarter Award". It is my hope that we can both honor the memory of a good shipyard leader and encourage the new generation of supervisors with that memory.

On December 4<sup>th</sup>, the Shipyard experienced the first active shooter incident in over 30 years. Tragically, two shipyarders lost their lives and one is still recovering. Many of the details of the shooter and his motives are still unclear and may never be clear. Part of the anxiety of dealing with such a situation is the "what can we do about

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May I suggest two things: First, resolve that in the future "if we see something that strikes us as wrong or odd, we should say something." This is not to say that someone could have stopped the December tragedy but perhaps in the future, if we resolve that we won't walk away from something that bothers us, there will be a higher probability of that something destructive can be stopped early. Second, Let us resolve not to take each other and each moment in our lives for granted. Stop and recognize and appreciate the value and importance of the person next to us, or the family members we see every day. Life is short, let us appreciate what is truly important.

So ... I've been avoiding this: Goals: The key to goals is to start with a vision, even only a rough vision at first but always being refined and defined and then the goals align to us meet that vision.

I have a vision for the future of FMA Chapter 19 as being a key leadership

organization in the shipyard where people freely share their experiences and knowledge and there is no fear or shame for asking another FMA member for help. We have a vibrant community of skilled leaders and new leaders working together to do what is best for this nation, this Navy and this ohana. We are a ready resource of problem solvers who together can take on the small and the big audacious issues that face this shipyard. So how do we get there?

a. One way to build a community of leaders and problem solvers is to give them problems and activities that require them to work together to solve the issue. So... I've noticed that our number of activities and participation in community and shipyard activities has decreased over the years. Perhaps this is a symptom, or perhaps this a cause. I am of the opinion that this is both a cause and a symptom. So... next year, together with the new board, we will be looking at increasing both the number

of community activities as well as the participation in those activities. Additionally, I am asking FMA (all of us) to be a leader particularly in the 2020 Shipyard Ohana Day in the September time frame. It is a great opportunity for people in the shipyard to show off their shipyard to their families. Another potential activity is a scholarship fund raiser. We are looking at a golf tournament in the October timeframe.

b. Another way is to build that trust and sense of community by letting everyone know what is going on. We had basically stopped issuing a newsletter, and were depending on constant contact email and the website. I believe this was a mistake that I need to rectify. We have a new and energized board for 2020 and I and the board will commit to issuing bi-monthly newsletters in the next year. We will continue the every 2 month general meeting format. I believe it is also part of the key to build energy and community.

These are just a couple of areas where I will be focusing on, If you have other ideas, please share them.

Very respectfully,

**Eric Kimura**  
President FMA Chapter 19



## ADOPT-A-HIGHWAY CLEAN UP

Federal Managers Association, chapter 19 conducted "OUR" Adopt-A-Highway clean-up on Saturday February 1st. It was a beautiful and productive day for our OPALA pickers (24 strong) spending 90 minutes in the morning sun collecting numerous bags of trash that littered the doorsteps to "OUR" workplace.

From the Federal Managers Association, chapter 19 and the State of Hawaii Department of Transportation

A big "MAHALO" goes out to everyone who took the time out of their

busy schedules to assist in "OUR" highway clean-up.

We look forward to seeing you at the next Highway Clean Up scheduled for June 6. Contact Director Varney Range for more detailed information if you would like to participate. Other photos can be seen at the following link courtesy of Mr. Jason Okumura.

<https://www.amazon.com/clouddrive/share/o38OZx5G8I5xA0KRK-nEuxYIFuv0nUE7YP1lo67IXZBf>

Pictured: No particular order: Jason Okumura Code 109 with daughters Leeson and Raeson, Eric Kimura C/105.11, Brian Tokunaga C/700 with son, Rylen, Jacob Choo C/700, with son Hunter, and daughter Hailey, Gail Higashi-Takehara C/1130, Erlene Sumile C990 with daughters Destiny and Sophia, Kaipo Kanahele C246, Robert Lopez C/1130, James Andrade C/1181, Kelly Yamashita C/138 with wife Ann and son Gene, Aaron Anderson, C900T, Tanisha Dennie C2309 with children Julian Dennie and Kenneth Wells. Not pictured and taking the photo is Varney Range Code 700.







## **LEGISLATURE ACTION ON THE HILL**

Due to recent events regarding the corona pandemic affecting the country, the annual conference was cancelled. The FMA Chapter 19 board continues to address the following concerns with our state legislative team: the Shipyard Infrastructure Optimization Plan (SIOP), Workers compensation outreach –need to expand the pool of providers, continued support of the Apprenticeship program. We thanked the legislative team for their expression of concern for our shipyard personnel following the active shooter event in December.

Incentive Pay: Six Congressman (including Congressman Ed Case) have authored a letter to the Acting Secretary of the Navy, Mr. James E. McPherson, requesting incentive pay for our essential shipyard workers. The letter was written on behalf of the federal civilian workers of the four Navy shipyards that have continued to report to duty, during this pandemic, to support critical work necessary to support the warships that protect our country. Incentive pay conforms to the guidance provided by the Office of Personnel Management for retention incentives for particular groups of employees.

### **JOB WELL DONE !**

### **“Brendan Cravalho Supervisor of the Quarter Award”.**

Our most recent recipient of this honorary award has been presented to Mr. Travis Yamamoto of Code 730. He is the current maintenance supervisor for mobile truck cranes, the floater crane, and our Heavy Lift Transport Equipment integral to Virginia Class maintenance. He began as an electrician and has progressed to work leader and now is currently the first line supervisor in charge of the maintenance and repair of highly complex and vital shipyard equipment. He was nominated by Mr. Ryan Umamoto of Code 712. When requested to impart some words of wisdom to fellow first line supervisors and future supervisors, he replied, “Don’t give up, things will get better”. Congratulations Travis.

### **Scholarship Recipients.**

The Chapter is proud to award ten (10) recipients scholarship awards totaling \$2000 for the 2019/2020 academic year. Recipients were nominated by members and were very worthy. The Chapter wishes these individuals continued success in pursuit of their academic goals.

### **Financials**

The 2020 budget for Chapter 19 has been submitted and approved. Expected expenses are about \$40,950 with expected income to be about \$42,710. Current checking account balance at BoH is \$14,284 and savings balance at PHFCU is about \$15,087. The Chapter has an Ameritrade account currently valued at about \$40,000.



### 2020 FMA Upcoming Events:

June 6	Adopt a Highway
June 25	General Membership Mtg. GPIS guest speaker
July 11	Fishing Tournament
August 27	General Membership Mtg. Shipyard Commander guest speaker
Sept. 19	Proposed Ohana Day
Oct.	Proposed Golf Tournament

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GPIS is an Employee Benefit Specialist. Come and learn to plan, understand, and maximize your Federal Benefits.

Please calendar in dates and bring a friend. Due to recent epidemic and guidance provided by the state, the April General Membership meeting will not be held.

### Help Needed

Need Mentors for speed mentor events. Future dates to be provided.. Must be willing to invest time to meet with the mentee afterwards and submit a BIO in advance. Please also sign up if YOU wish to have a mentor. Everyone can use a mentor. Contact Eric Kimura for details.



Requesting for volunteers to help out with the Shipyard Ohana day in September. It's a good fun way to say thanks to all the shipyard families that provide so much support to our workforce and membership.

Adopt a Highway Cleanup. Volunteers always welcomed. June 6, from 0730 to 0900 hrs. Meeting place will be at the block arena parking lot, inside of the shipyard. Please KOKUA. Come out get some exercise and help keep the highway to "our" workplace Clean. Clean up will take about 1.5 hours. We will have snacks and refreshments for you at the finish line. Please, dress appropriately to working out in the morning sun with covered shoes (no slippers please). Gloves, vest, and trash bags will be distributed to all the participants.

