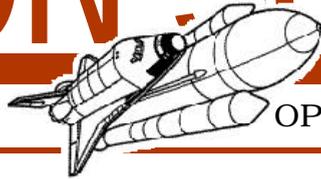


# MISSION SUCCESS<sup>®</sup>

June 6, 2002

MICHLOUD



OPERATIONS

BULLETIN

## Award Fee Scores

Period Ending -- March 31, 2002

Composite Score .....		92.60 %
6th Buy - Production	Excellent	93.82 %
6th Buy - MAF Oper. & Maintenance	Excellent	98.00 %
6th Buy - Friction Stir Weld	Very Good	89.28 %
5th Buy	Very Good	84.50 %

## Michoud & UAW agree on new labor contract

Michoud Operations and the United Aerospace Workers, Local 1921 have reached agreement on a new four-year labor contract for Michoud's hourly workforce.

The most visible change in the new agreement will be the conversion to the 9/80 alternate work schedule later this year for hourly personnel.

"It's good for employees as they now will have 26 additional days off, and the company also benefits by further aligning itself with Space Systems' 'One Company' goal," points out Al Labat, manager, Labor Relations.

The negotiations took several weeks of discussion with all parties before coming to an agreement. The complex, comprehensive labor agreement covers a wide range of issues from management/worker relations and work rules to economic topics such as wages and benefits.

## Award Fee ratings strong on 6th Buy and MAF Operations

"Congratulations to all Michoud Operations employees on a successful Award Fee period," said Ron Wetmore, vice president, External Tank Project.

"Our performance during this period has been exceptional. All contract requirements were met. We continued our record of 100 percent Mission Success with no launch or processing delays. Additionally, we satisfied all the customer's areas of emphasis and exceeded our goals on Award Fee metrics with improving trends in all areas."

Two of three categories – Production and MAF Operations & Maintenance – moved significantly higher in the most recent 6th Buy Award Fee scores that Michoud received from NASA Marshall Space Flight Center (see table above).

Also, the Composite score that weighs dollars earned from dollars

available calculated to a respectable 92.6 percentage. The Award Fee report contained several significant strengths and no significant weaknesses for 6th Buy.

"On 6th Buy, we've been quite successful to date, and the Award Fee scores bear that out," Wetmore said.

For 6th Buy Production, the report noted a significant strength in that the build process and welding milestones for ET-122 through ET-133 are all on or ahead of schedule. The report also noted the development of a second supplier for the thrust panel.

Other significant strengths included the return to and implementation of 2219 material for domes and ogives that resulted in reduced man-hours and Non Conformance Documents, and upgrading of the Local Area

*Continued on Page 2*

### MAF Safety & Health Fair

Fifty vendors sharing health and lifestyle information to improve your life

June 11 - 14, 2002

For more info, go to <http://gumbo/>

## Award Fee

Continued from Page 1

Network to prepare for paperless manufacturing. Another strength included implementing Digital X-Ray for subassembly T-rings for production.

On 6th Buy Operations and Maintenance, the report noted the effective management of MAF's construction of facilities projects, the efficient use of Reliability Centered Maintenance, no environmental fines or penalties and Michoud's involvement on a NASA team that received the President's award for energy management.

"The improved award fee score is a credit to all who have worked so hard to contribute to the successful operation and maintenance of MAF," said Rey Abadie, director, Facilities & Environmental

Operations. "We must ensure site and systems readiness to support NASA, ET Production and tenants in a safe, reliable, and environmentally responsible manner."

For 5th Buy, significant accomplishments included the Kaizen/Lean initiatives that resulted in reduced build hours, flow time and rework; Michoud's quick response to the terrorist attacks of September 11 and the Emergency Operating Center's coordination with MSFC throughout MAF's shutdown and re-opening; and exceeding contract goals for small and small disadvantaged businesses.

"On 5th Buy, we had some significant processing issues, and that's reflected in our score and identifies opportunities to continue our improvement by eliminating these processing issues," Wetmore

said. Significant weaknesses included the rib cracks on ET-117 Liquid Hydrogen Tank discovered last June and unbonded foam on ET-118 feedlines and component lines.

"For the next period, our 5th Buy focus will be to successfully complete and deliver the final two tanks on the contract," Wetmore said.

"For 6th Buy, we want to continue getting measurable results from efficiency improvements and Lean manufacturing, meet schedule on software development for paperless manufacturing and install and activate Friction Stir Weld production tooling.

"My thanks and appreciation go to all our employees for delivering quality hardware on time while always being mindful of flight safety."

## ASAP group scouts Michoud

The Aerospace Safety Advisory Panel (ASAP) stopped in at Michoud Operations recently to check on the overall health of the External Tank Project.

The independent group, which reports directly to NASA headquarters, heard presentations on ET program performance, Friction Stir Welding (FSW)

implementation, Thermal Protection Systems and the ET-117 cracked rib scenario.

Concerns among panel members included maintaining critical skill levels since workforce reductions have been announced and keeping a quality supplier base.

Members praised Michoud for Non-Conformance Documents trending downward and for factory cleanliness.

The group also noted the number of well-informed employees with positive attitudes about the hardware and their work, and ET advances such as FSW and Digital X-Ray.



Inspecting the new composite Intertank access platform are ASAP members Ulf Goranson (from left); Terry Greenwood, NASA deputy manager, ET Project; and Otto Goetz.

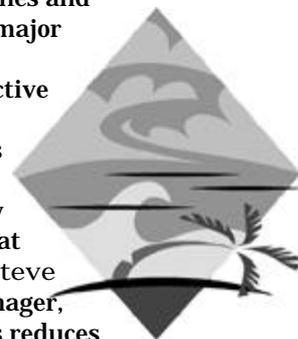
## Hurricane season is here... are you ready?

Each year Atlantic and Gulf coast residents face the possibility of hurricanes and tropical storms from June through November.

Forecasters predict nine to 13 named storms this year, with six to eight hurricanes and two to three major hurricanes.

"With an active storm season predicted, it's important to prepare early at home and at work," said Steve Turner, manager, Safety. "This reduces evacuation time and lessens the chance of injury or property damage." Hurricane information is available at [www.mafstatus.com](http://www.mafstatus.com).

To check work status during a storm, dial 257-1MAF or 1-800-611-3116. Also, tune to WWL-AM or WWL-TV for announcements.



## Ethics training to examine "Perspectives"

This year's ethics awareness training has a new slant or perspective. The focus of the training recognizes that individuals sometimes have different views on a given situation. Those perspectives often will influence how best to resolve the situation.

While individuals may reach different decisions on how to resolve a situation, those differences do not necessarily imply that the decision is unethical.

As in prior years, the case scenarios that comprise the training are based on real-life issues that Lockheed Martin employees have faced.

Michoud Operations employees will take the training in June and July.

Employees can visit the Perspectives website at: [www.lockheedmartin.com/about/ethics/perspectives.html](http://www.lockheedmartin.com/about/ethics/perspectives.html)



Space Flight Awareness Honorees visit Kennedy Space Center. Being named a Launch Honoree is one of Michoud Operations' highest forms of recognition in the SFA program. Honored for their contributions to the safe flight of the astronauts, these Michoud honorees toured KSC, including the mammoth Vertical Assembly Building. Front row from left: Johnny Moore, Eddie Goelz, Lisa Buller, Melanie Powell, Ed Harrington, Bryan Revere and Glen Argabright. Back row: Joel Copeland, Al Green, Ken Braxton, Bob Campbell, Leon Ruther (Senior Aerospace SSP) and David Branch (Pacific Contours). Not pictured is Dan Callan.

## Knowledge is key attribute in how we see others

Our Diversity Council recently completed an exercise entitled *Discovering Diversity Profile*.

The profile helped us measure our present attitudes and comfort levels related to workforce diversity by quantifying our knowledge, understanding, acceptance and behaviors associated with cultural diversity. These four attributes influence how we respond to workforce diversity.

The first attribute, knowledge, refers to the information we have about people from diverse cultures

and backgrounds. With limited data, people tend to generalize based on stereotypes. The word stereotype means "set image," derived from the process of making metal plates in printing.

When applied to people, stereotype refers to forming an instant or fixed picture of a group of people, usually based on false or incomplete information and assumptions. Stereotypes are often negative and can lead to prejudicial behavior. These stereotypes become our reality and do not take into consideration the diversity of people within a group.

In our training we discussed actions we could take ourselves to improve our knowledge of diverse groups and dispel stereotypes.

These included reviewing factual information about and interacting with people different from us.

This will help us focus on people as individuals, get us into the habit of looking at things from the other person's perspective and give us

the courage to neutralize stereotypes when we hear them.

In the future we will explore the other three areas – understanding, acceptance, and behaviors – that influence how we react to diversity in the workforce. Remember, diversity is inclusive and about all of us. It is not about getting "them" into our corporate culture.

Diversity is about creating a culture where each individual can thrive and contribute to the organization.

**DIVERSITY COUNCIL**

Space Day Art Contest winners with dads  
*Six young artists whose dads work at Michoud Operations took home honors in the Space Day Art Contest sponsored by Lockheed Martin Space Systems. Front row from left are Danielle Moses, 1st Place, Age 14-18; Christopher Saunders, 2nd Place, Age 6-9; Abbey Brown, 1st Place, Age 6-9; Cody Livengood, 2nd Place, Age 10-13; Brooke Zibilich, 2nd Place, Age 14-18; and Kelly Ryan, 3rd Place, Age 14-18. Second row fathers are Alfred Moses, David Saunders, Jack Brown, Tim Livengood, Ray Zibilich and Mark Ryan.*



## MILESTONES

Employees celebrating anniversaries with Lockheed Martin in May and June:

25 years

Debra Berkman  
 Kenneth Borchers  
 John Bowers  
 Randall Champagne  
 Curtis Craig  
 Keith Faciane  
 Michael Javery  
 Claudia Kiper  
 Lorri Manning  
 Michael Newbold  
 Lydia Roper  
 Dennis Spencer

20 years

John Adams  
 Janet Bouby  
 Louis Brady  
 John Dobson  
 James Ernestine  
 John Ezell  
 Alonzo Faciane  
 John Fisher  
 Eddie Goelz  
 Jeffery Hall  
 Clifford Jiles  
 Mark Leleck  
 Joel Lobue  
 Stanley Major  
 Mike Moreau

Jannette Morrow  
 Kenneth Nicosia  
 Lloyd Norton  
 Ronald O'Donley  
 Richard Oramous  
 William Pollard  
 Graham Rashleigh  
 Martin Rowland  
 Willie Smith  
 Brian Sollberger  
 Steven Streetman  
 David Turnage  
 Vickie Verzier  
 David Wells  
 Malcolm Wood

15 years

Gregg Ferrell  
 Roger Myers  
 James Underwood  
 Janet Vega

10 years

Rodney Ashcraft  
 Alvin Kurtz

5 years

Eric Aldrich  
 Sandra Campbell  
 Mark Cantrell  
 Sheri Delaup  
 Gregory Farve

William Hale  
 Mark Javery  
 Darren Kearney  
 William Koster  
 Zhixian Li  
 P. A. Paseur  
 Chad Purser  
 Pamela Reilly  
 Edgart Velarde  
 John Washington  
 Daniel Willis

## MISSION SUCCESS<sup>®</sup> BULLETIN

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