

MISSION SUCCESS[®]

BULLETIN

December 15, 2000 MICHOUD OPERATIONS

9/80 Work Schedule Planned for 2001

In order to continue improving the quality of work life at Michoud Operations, a 9/80 Alternate Work Schedule (AWS) option for eligible employees is being considered for implementation in 2001.

Individual employees participating in the 9/80 AWS option would work a two-week schedule of nine-hour days on each Monday through Thursday and an eight-hour day on one Friday with the other Friday a designated day off.

The eligible workforce participating in the 9/80 AWS will be divided approximately in half, with each group working one Friday in order to assure a balanced workforce. Those individuals wishing to remain on the standard 5-day/40-hour workweek may do so.

At this time, personnel whose jobs directly support hardware production, as determined by management, will not be eligible to participate. The current 40-hour week with flexible work schedule will remain for those who prefer that option.

The implementation schedule is tied to a reprogramming of the Electronic Time Card (ETC) system to allow for standard 9-hour days. Michoud is exploring a partial interim solution for salaried-exempt employees that would allow for earlier implementation. Compliance with federal laws precludes NES employees' participation until the ETC system is reprogrammed.

"I believe that this additional work option will be very popular

Continued on Page 5



Commander presents space flight memento to employees
STS-92 Commander Brian Duffy presents a collage depicting the 100th Space Shuttle mission to Michoud Operations employees during a General Assembly. Crew members explained their role on the historic mission and thanked employees for building a safe and reliable External Tank.

Award Fee rating improves on External Tank project

The External Tank project received an overall rating of "Very Good" and a score of 87.51 from NASA for the 5th Buy award fee period from April 1 through September 30, 2000. The Project Performance Evaluation Board noted numerous areas of strength, as well as items identified as 'minor weaknesses' in their written assessment report.

In the area of Quality Performance, items of significant strength included initiation of Lean Manufacturing Kaizen activities and performance on the Intertank

stringer panel/SRB beam at Michoud. The Board also positively noted three ETs delivered ahead of schedule; no launch delays attributable to the ET; a reduction in supplier non conformances; initiation of a comprehensive risk assessment activity; prompt reporting of production and/or flight issues; appropriate control of suppliers; and proactive safety awareness programs.

Areas of minor weakness included an overall increase in non conformance trends; an incident of

Continued on Page 2

Continued from Page 1

Award Fee

increased shakedown items discovered on ET-110; an increase in quality escapes after DD250; and an increase in the lost time injury rate.

In Management Performance, the Board recognized significant strengths for: Friction Stir Weld development and early implementation efforts; completion of operational concepts for a Paperless Manufacturing Execution System; support of the Michoud facility restoration program, systems integration and special development studies; environmental management; and small/small disadvantaged business support.

Strengths of lesser significance included continued evolution of the Strategic Plan initiative; support of Shuttle Infrastructure upgrades; creation of Build Process Teams; facilities programs, including Mission Support Room upgrades;

and Friction Plug Weld certification. Other less significant strengths included responsiveness to KSC processing requirements; accomplishment of unplanned work; and support of environmental issues.

Areas of minor weakness included technical coordination on the ET-113 LH2 pressline PAL ramp and administrative issues.

"This award fee evaluation is a step improvement over the previous period," reported Ron Wetmore, External Tank program manager. "And while am I pleased with progress during this period, we expect and our customer deserves even better performance.

"It is up to each of us to review our customer's comments to see how we can continue to improve our performance during the next period and beyond."

NASA-directed areas of emphasis during the award fee period from October 1, 2000 through March 31, 2001 include the following:

- Deliver all External Tanks on schedule
- Implement a reduced paper flow for contract changes and contract-related changes (degree of success judged by a demonstrated reduction in paper flow)
- Maintain and demonstrate on-schedule progress with Friction Stir Welding
- Maintain and demonstrate on-schedule progress of the implementation of digital x-ray onto a production tool (used in parallel with existing NDE systems)

As negotiated as a part of the 6th Buy, beginning in late 2001, employees will receive a share of the award fee pool. An award fee share-plan for employees is currently under development and should be communicated during the first half of 2001.



Snoopy Award Winners
While visiting Michoud Operations on December 4, STS-92 crew members presented Silver Snoopy Awards to outstanding employees who have contributed to the success of 100 Space Shuttle missions. The Snoopy winners later posed with members of the 100th shuttle crew. Front row from left: Glenda Pates, Rick Ogden, Richard Schneider,

Jerry Burke, Darryl Derbigny and Mark Strain. Middle row: John Golman, Leo Williams, Guillermo Ladut, Rick Spring, Tommy Rose, Eric Leonard, Austin Badon, Judy Bilich, George Wilson, and Lloyd Norton. Back row: Norm Elfer, Terry McKeough, Tony Otero, Phil Knight; astronauts Pam Melroy, Leroy Chiao, Brian Duffy, Michael Lopez-Alegria, Koichi Wakata; Jeffrey Blaum, Richard Crawford and J.J. Moring.

PRESIDENT'S AWARDS

President and General Manager Dennis Deel recently presented six President's Awards to Michoud Operations employees.

Dave Doll, a senior software engineer in Information Technology Systems (ITS), received a President's Award for outstanding support of the Advanced Weld Control System, including production system upgrading and scheduling, system testing and vendor interface.

He organized a training plan to educate welders and weld engineers in the operation of the user interface software.

Doll also performed 12 system upgrades and designed and implemented 22 enhancements to the weld system.

Henry Phillips, staff tool design engineer at MSFC Operations in Huntsville, is cited for his excellent support to the External Tank, X-34, Reusable Launch Vehicle and Productivity Enhancement



Henry Phillips

Center activities.

He plays a vital role in various test programs and equipment designs such as SOFI spray operations, SOFI specimen wind tunnel testing and Friction Stir Welding.

Glynn Adams received a President's Award for outstanding leadership in Friction Stir Weld (FSW) development, recognized as a shuttle upgrade technology.

Dr. Adams served as task lead in Program Management & Technical Operations for two NASA studies to develop FSW for the ET. The technology demonstrations proved successful, and NASA has chosen



Michoud Operations President and General Manager Dennis Deel congratulates Dave Doll (left) on receiving his President's Award.

FSW to be incorporated into ET production on barrel welds.



Glynn Adams

Dennis Lebsack is recognized for exemplary service and performance to the ET project.

As supervisor of ITS Production Operations Systems, he increased mainframe utilization and reduced rework, system anomalies and processing inefficiencies.



Dennis Lebsack

Lebsack also played a key role in the technical design, development and implementation of computer systems including the Paperless Manufacturing architecture.

Marshall Benham, manager of Physical Asset Management for Business Operations, is cited for outstanding performance in property management. Selected to chair the corporate Property

Management Council, he is



Marshall Benham

recognized for helping develop policies and procedures to depreciate NASA property and capitalize assets.

Benham also received praise for his rapid response to Defense

Contract Management Agency property management issues.

Jeffrey Pfrimmer is cited for exceptional support during the investigation of incorrect weld wire use on the ET and Orbiter.

An offsite representative for Materiel Sourcing, Pfrimmer used his knowledge of supplier



Jeffrey Pfrimmer

Arrowhead Products to ensure weld wire information was available to support the analysis to clear ET-101, only days from lift-off.

Following the discovery of suspect welds on the Orbiter, Pfrimmer supported that investigation too, which cleared the Orbiter for flight.

New process develops & selects 1st Line Supervisors of hourly personnel

In response to the Employee Survey and Michoud's recognized need for continuing leadership development, a task force researched and designed an improved process to develop and select 1st Line Supervisors of hourly employees.

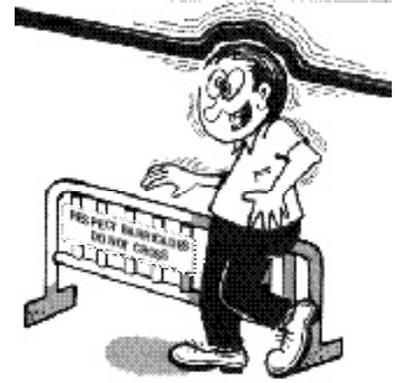
The committee representing each Directorate included managers, supervisors and a senior hourly employee. The group conducted interviews at Michoud and researched data at other Lockheed Martin sites.

Later, the task force presented a prototype of a new 1st Line Supervisor Selection and Development Process to senior management. After the process was accepted, the group finalized a Leadership Development Guide.

Briefings were then held with 42 employees from all three shifts who indicated an interest in supervisory leadership and development.

The new program objectives are two-fold. First, assure that those selected for 1st Line Supervision possess the leadership skills necessary for success. Second, identify developmental resources and provide feedback to candidates, both before and after selection — realizing that employees are responsible for their personal development and career management.

The program is open to all employees interested in future leadership positions. For more information, contact your department administrator.



Please be aware of barricaded areas and restricted zones. Not all safety hazards are obvious. Employees who ignore barricades expose themselves and others to unnecessary risks and could disrupt production.

Hats off to R&A crew for safety streak

Several months ago the Facilities Rearrangement & Alteration (R&A) crew passed a major milestone - working a year without injury or incident - and the string continues.

Unlike most construction crews

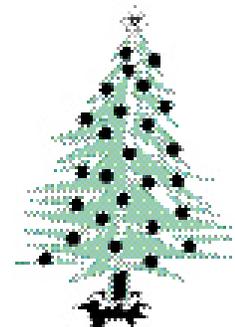
who spend days or even weeks in the same surrounding, the work environment of an R&A crew changes from day to day, according to John Feltman, crew supervisor. From building offices to excavating

and pouring concrete slabs, renovating bathrooms, installing new power circuits or handling large visqueen curtains, assignments are varied and challenging, especially in a safety-conscious environment.

Comprised of carpenters, general maintenance workers, pipefitters and welders, the crew works as a team keeping everyone aware of possible or potential hazards in each new work area. Their goal - improve safety at Michoud Operations while working safely each day.



Facilities R&A crew from left sitting: Austin Badon, Kevin Dolese, Domingo Reyes, Earl Kessling and Buddy Padgett. Back row from left: John Feltman, William Hall, Rodney Lemoine, Danny Giovingo, Felix Pourciau, Bill Ohler and Terry Herrin.



May your holidays be happy and safe!



Autoclave finds new home at Michoud
A 100,000 pound autoclave from Missiles & Space Operations in Sunnyvale, CA has found a new home in the Building 103 technology area. When operational in the third quarter of 2001, the autoclave will cure composite parts up to 10 by 20 feet in dimension. The newly installed autoclave will add significant capabilities to the National Center for Advanced Manufacturing (NCAM) that is currently being developed at Michoud Assembly Facility.

Barber named medical director

Michoud Operations has a new doctor. Marleece S. Barber comes to Michoud from Concentra Medical Centers in New Orleans.



As director of Medical Services, Dr. Barber's responsibilities include diagnosing and treating work-related illnesses and injuries. She also provides counseling on safe workplace habits to employees.

A native of Shreveport, she is a graduate of Dillard University and the University of Rochester School of Medicine & Dentistry in New York.

Dr. Barber is a member of the American College of Occupational and Environmental Medicine.

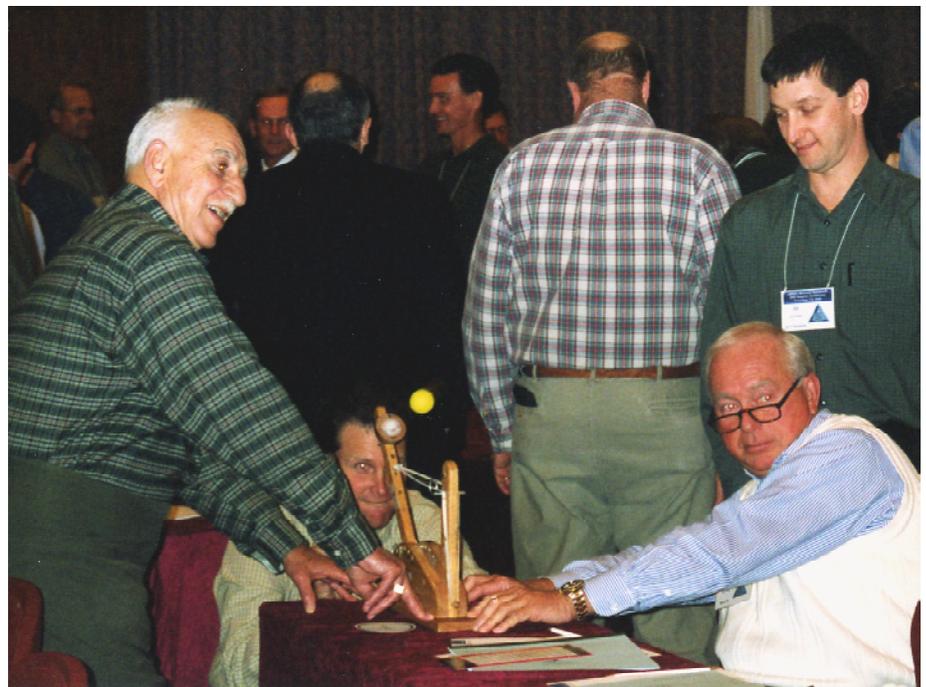
Continued from Page 1

9/80 Plan

with a number of our workforce," said Hugh Farabaugh, director of Human Resources. "It's necessary that we continue to provide full support to all our manufacturing and customer requirements."

Such requirements may make it necessary for some personnel on the 9/80 schedule to work on a designated day off. If an employee were required to work on an off Friday, it would be considered similar to a Saturday workday and be covered by Standard Procedure 2-13-10.

A survey of local companies using the 9/80 schedule indicates that participating employees receive an average of 15-18 Fridays off each year. To familiarize the workforce with details of the plan, managers and chiefs will be briefed on the AWS prior to implementation and additional information and commonly asked questions will be posted to the Michoud Operations Intranet site.



Supplier Conference participants on target
The Michoud Operations 2000 Supplier Conference held earlier this month attracted 120 individuals from 72 different companies on the theme "Partners in Mission Success Through Process Control." During the two-day conference, participants learned the importance of maintaining process control in order to minimize variance in repetitive processes. Above, participants graphically discover with a miniature catapult how easy it is to get 'off the mark' when a process is not controlled.

Please Recycle

Deposit your white paper, mixed paper, aluminum cans and cardboard in recycling bins about the facility. Signs explain which materials can be recycled in each container. For questions, call Jennifer Wall at 7-1018.

Fall Fest funds help sick kids
Director of Communications Marion LaNasa (far right) presents a \$7,000 check on behalf of Michoud employees to Roger Gorman and Lara Patangan of Children's Hospital. About 300 employee volunteers raised \$6,114 by sponsoring 20 game booths at the 2000 Fall Fest.



MILESTONES

Employees celebrating anniversaries with Lockheed Martin in October, November and December:

25 years

Roberto Angarita
Doug Buchholz
Terry Clausing
Carlos Garcia
Joe Harris
Dawn Leggio
Joe Major
Tommy Portis
Selby Yagel

20 years

Bill Arbegast
Coralie Arcement Gonzalez

Russell Baker
Wayne Boyle
Robert Bruce
Lionel Cazenavette
Scott Douglas
John Dunlop
John Dunn
Gordon Dyer
John Faciane
Brian Gorr
Anthony Hanson
Terry Hennessy
Charles Holding
Michael Kelley
Kenneth Killian
Philip Knight
Willie Lee
Betty Lopez
Brian Magendie

George Moore
John Moore
Timothy Murphy
John Palmer
Lamar Robertson
Mark Sexton
James Shepherd
Amolak Singh
Robert Stowell
Frederick Ubas
David Vaughan
John Welborn

15 years

Charles Bergeron
William Bergeron
Jeannette Bilich
Celia Blum
Donald Broussard
Joseph Bucher
Hody Childress

John Desforges
Kevin Dolese
Joyce Fore
Edmund Foster
Gregory Gale
Donald Gilliam
Gerald Green
Carl Hammers
James Hill
Nathan Jones
William Jones
Earl Kessler
Lloyd Labourdette
J.J. Moring
Gary Murden
John Pagano
Burkley Poland
Mark Richard
William Roberts
Benny Robinson
John Scazzafavo

Frederick Schule
Otha Seal
Michael Simpson
Ralph Sykes
Juan Velasquez
Gregory Vinyard
David Waguespack
Ted Wiggins
Andrew Williams

10 years

Myrna Alexis
Robert Bass
John Caillouette
Christian Gardner
Michelle Guillot
Tuan Pham

5 years

Simon Davis

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