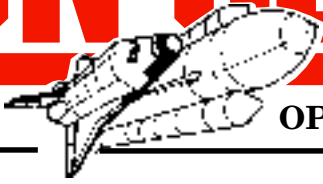


# MISSION SUCCESS<sup>®</sup>

September 15, 2000 MICHOUD



OPERATIONS

BULLETIN

## Employees endorse 9/80 work schedule

The results are in!

An overwhelming majority of salaried and NES employees eligible to participate in a 9/80 work schedule have expressed an interest in this potential option.

Of the 1,475 employees eligible for the 9/80 schedule, 1,018 responded to a recent survey, with 89.3 percent endorsing the plan to allow employees the choice of working 80 hours within a nine-day period with the opportunity of getting every other Friday off.

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.

A few hurdles remain prior to implementation of a 9/80-schedule option. First, corporate headquarters must approve the Michoud plan; and Enterprise Information Systems personnel must complete payroll and other computer programming changes to support the option.

"We are pleased at the interest shown in the 9/80 work schedule," said **Hugh Farabaugh**, director, Human Resources. "This option plus our recent policy changes regarding appropriate casual attire and a flexible daily work schedule, will continue to improve the quality of our employees' work life."

Unlike the 9/80 schedule in Denver and Sunnyvale, the Michoud plan does not include a

*Continued on Page 6*



*Dignitaries at the Propulsion, Thermal and Metrology Center announcement at Stennis (from left): Hancock County Bd. of Supervisors Pres. Rocky Pullman, Mississippi Cong. Gene Taylor, Mississippi Gov. Ronnie Musgrove, U.S. Sen. Trent Lott, Lockheed Martin CEO Vance Coffman and Stennis Space Center Director Roy Estess.*

## Lockheed Martin to build Propulsion, Thermal & Metrology Center at Stennis

Lockheed Martin has announced plans to build a Propulsion, Thermal and Metrology Center at NASA's Stennis Space Center.

The plan represents a partnership between Lockheed Martin's Space Systems and Technology Services companies, NASA, the State of Mississippi, and Hancock County.

Space Systems will operate the propulsion and thermal functions while Technology Services will be responsible for the metrology (the science of measurement) facility at the center.

Work on the 220,000-sq.-ft. center will start soon and operations will begin a year from now. About 270 jobs will be created at the center.

"The new project will allow us to consolidate world class expertise in propulsion, thermal and metrology technologies to serve our corporation and a growing base of customers in government and commercial markets," said **Al Smith**, executive vice president, Space Systems.

The center will produce propulsion systems such as thrusters for satellites and other spacecraft that Space Systems builds. The thermal control systems produced at the facility will protect space vehicles from extreme temperatures in space.

The metrology part of the center will be responsible for the extremely precise calibrations of test equipment and tools.

# LMPeople common systems drive labor grade changes

The Human Resources phase of LMPeople will “GO LIVE” on **October 16** at Michoud Operations.

In moving toward the LMPeople “Vision” of one corporation with common systems and processes, compensation will transition to standard labor grades and descriptions.

The table below shows the typical salary grade conversion. Many new job titles common across Lockheed Martin exist within each new grade structure.

After the initial Human Resources mapping by grade, each department manager played a key role in the specific assignment of job titles. In early October, salaried employees will receive an individual, personalized memo, notifying them of their new grade and classification.

No employee rate reduction will result from the change. This is an across-the-board conversion to provide consistency in grades and classifications throughout the

corporation.

When Michoud implements LMPeople on October 16, employees will have access to their own personal and work-related information. That includes grade, classification assignment and rate range data on the LMPeople Employee Self Service secure web site. All employees will attend a one-hour training demonstration in early October to prepare for the transition.

As a result of LMPeople, Michoud Operations converted 12 Exempt levels into nine, and nine NES levels into four. The table below represents a typical conversion. Some overlap and exceptions may exist based upon a specific employee’s job classification and resulting salary structure.

For additional information, please visit Michoud’s LMPeople website on the Michoud Intranet Home Page or access the site at: <http://gumbo.maf.nasa.gov/308x/lmpeople>

## Salaried Labor Grade Changes

Classification Status	Current Labor Grade	New Compensation System Levels	
		Job Code Indicator	Level
Non Exempt (NES)	30, 31, 32	N	1
	33, 34, 35	N	2
	36, 37	N	3
	38	N	4
Exempt (Salaried)	40	N	4
	41	E	1
	43	E	2
	45	L or E	3
	47	L or E	4
	48, 49	L or E	5
	50, CP	L or E	6
	Director	L or E	7
	Vice President	L	8
	President	L	9

N = Non Exempt

E = Individual Contributor

L = Supervisory/Leader



## Michoud prepares for ISO assessment

Michoud Operations will soon complete its first year as an ISO 9001 registered company. To maintain registration, Michoud undergoes a Continuing Assessment every six months for two years. Auditors return to conduct the second of these assessments on September 26-28.

Being ISO-certified allows Michoud to explore and evaluate new business opportunities that stipulate companies are ISO-registered.

To gear up for this month’s audit, departments are using ISO pre-audit checklists. Areas of special interest include QC TPS Detail, Document Control System, Configuration Data/Change Management, Purchasing-Major Subcontractors, Weld Operations, Large Acreage TPS, Systems Engineering, Technology Labs and Warehousing/Customer Supplied Products.

Michoud’s ISO Team and Internal Audit department are performing pre-assessment “clean sweeps” to identify and correct nonconformance before the audit. ISO refresher video training is available as required for departments and individuals.

For more information, check the ISO 9001 website at [http://gumbo/301x/iso/iso\\_index.html](http://gumbo/301x/iso/iso_index.html)

**Fall Festival**  
**Fontainebleau State Park**  
**October 14, 2000**

# Lockheed Martin Space Systems Company

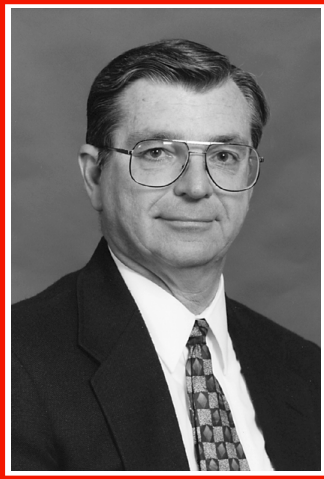
## 2000 United Way Campaign

September 18<sup>th</sup> - October 6<sup>th</sup>



September 15, 2000

**Dennis R. Deel**  
President & General Manager



My Fellow Employees:

It's United Way time again: time to reach out to those in the Greater New Orleans Area in need of help; and time to join with Michoud Operations in renewing our commitment to making the community a better place to live.

The United Way works to improve our community by supporting more than 135 health and human service programs administered by 65 local agencies. These agencies actively address community problems, including food and shelter for those in need, day care, substance abuse, social development for youth, and rehabilitation for the disabled.

Last year, Michoud employees raised over \$400,000 for the United Way campaign. This year, I encourage all of you to meet the need again.

Please support our community's human service agencies and programs. Together, we can improve the lives of individuals and the quality of life in our community.

Sincerely,

Dennis R. Deel



## 2000 Incentives for Participation

### General Drawing Prizes

\$100 cash to each winner  
(Ten prizes awarded each week during campaign)

**Eligibility:** 25¢ per week increase for current participants or 50¢ per week for new contributors or Supportive Level

### Supportive Level Drawing Prizes

One winner drawn each week of the three-week campaign.  
Prize: Two days at Marriott's Grand Hotel in Point Clear, AL  
Includes room, meals and tax each day (valued at \$495)

**Eligibility:** Supportive Level contribution

### Incentive Prizes

Pop-up lantern flashlight (batteries included)

**Eligibility:** 50¢ per week increase for current participants or new contributors or Supportive Level

### 2000 Campaign Kickoff Special Prizes

Eight \$200 cash gifts

**Eligibility:** All-year sustaining participants

# What \$3 a week can do through the United Way

- A battered woman finds safe shelter for a week.
- A hearing-impaired child gets three speech training sessions.
- Three disabled seniors receive a registered nurse home visit.
- Four classes receive self-reliance training for crime prevention.
- Two blood pressure monitoring kits are purchased.
- Two weeks of hot lunches are provided for the elderly.
- A month's supply of formula and diapers are provided to an unwed mother who decides to parent.



2000 Michoud Operations United Way Campaign Team

## United Way Campaign Leads

### Executive Advisor

Feltus Kennedy

### Co-Chairpersons

Chi Chi Williams & Patti Jones

### UPGWA Representative

Gerald Green

### Staff

Rich Jeppesen

### UAW Representative

Ed Peneguy

## Coordinators and Canvassers

### Executive Management

*Bettye Bell*

### Finance

*Linda Williams*

Marie Cousin

Janet Jones

Paula Peres

### Contracts/Estimating/Audit

*Sandra Hindman*

Netsy Wheeler

### Communications

*Brian Peterson*

### Planning & Control

*Bob Bell*

### Human Resources

*Cathy Brawley*

Doretha Brown

Holly Carter

Alan Gusman

Kim Price

John Riley

Denise Younger

### Facilities & Env. Operations

*Delton Rodriguez*

*Coordinators' names are italicized*

Lisa Alexis

John Arseneaux

Marie Barré

Alvin Christophe

Kevin Dolese

Barry Erminger

Jeffery Garth

Danny Howard

Rodney Johnson

Jimmy Jones

Oscar Lewis

Kenneth Mayfield

Robert Pedeaux

James Quirin

Barbara Robinson

Linda Salisbury

Sherrie Sims

Babette Staunton

Sandy Taffaro

Randy Watts

Isaac Williams

### Production Operations

*Nelda Bellinger*

*Betty Lopez*

John Alexander

Marie Alongi

John Anderson

Debbie Benz

Connie Britt

Susan Caillouet

Royce Daniels

Charlene Dauphin

Delores Guillmette

Nancy Harris

Steve Koch

Linda Laborde

Robin Legaux

Margaret Legnon

Judy Martin

Carol McCall

Brenda Miles

Patrick Nikolas

Mark Raia

David Ridgley

Don Saling

Antoinette Sandifer

Daryl Smith

Evelyn Wicker

Ronnie Williams

### Product Assurance

*Cindy Ward*

Rachel Encalarde

Fletcher Harris

Mark Heinsz

Terry Hennessy

Ricky Hinson

### Materiel Sourcing

*Mike Tracey*

Bill Burtch

Jeanne Jean

Anna McCormick

Belinda Randolph

### Huntsville Technical Operations

*Jeff Cornelius*

### KSC Operations

*Lea Cahill*

### Program Mgmt & Technical Operations

*Todd Bologna*

Diana Babin

Lloyd Brinker

Belinda Chaplain

Isolde Dagg

Tammy Douglas

Paula Frazier

Joyce Hunnicutt

Gayle Kastner

Lorri Manning

Earl Pansano

Cindy Pustanio

Sandy Sollberger

Kristie Sparks

Joyce Wyatt

## X-33 management transitions to Space Systems

Responsibility for management of the X-33 reusable launch vehicle design has transferred from Lockheed Martin Aeronautics Company in Palmdale, CA to the Space Systems - Astronautics Operations in Denver.

“The transfer is part of a larger reorganization effort that is ongoing throughout Lockheed Martin,” said **Tom Marsh**, Astronautics Operations president. “This move maximizes the use of the corporation’s skills, resources and customer base to greatly enhance program success.”

The transition will not affect the role that Michoud Operations continues to play on the X-33 program. Vehicle assembly will take place in Palmdale.

The announcement comes several weeks after a team of NASA, Lockheed Martin and independent consultants released the final report of the chain of events, which led to the X-33 composite liquid hydrogen tank failure on November 3. The incident occurred after a series of tests at the Marshall Space Flight Center.

The first of two X-33 LH2 tanks completed the first protoflight and loads test and was being purged when the failure occurred.

The team determined the probable cause of the failure to be a combination of microcracking of the inner facesheet; gaseous hydrogen (GH2) infiltration; cryopumping of exterior nitrogen purge gas; and manufacturing flaws, among other contributing factors.

The report concluded that the investigation does not invalidate using composite material for cryogenic tanks, and that lessons learned from the failure should advance the technology.

In the event the program selects that option, Michoud Operations completed a critical design review for a metal LH2 tank on September 14.



### **Materiel Sourcing receives subcontracting award**

*On behalf of Materiel Sourcing employees, Director Earl McConnell (front right) accepts the Outstanding Small Business Award for the second year in a row from Jim Brown of the Defense Contract Management Agency.*

## Ethics in an electronic age

The following incident recently happened at Michoud Operations:

“Joe” received an email message from a friend outside the company. Joe opened the email attachment and was surprised to find a short, risqué movie. He found the movie funny and invited three colleagues, waiting to meet with him, in to watch the clip.

“Peter” was offended after seeing just a brief portion. “Mack” watched, but said nothing. “Jack” asked Joe to email the movie to him to watch at his desk.

After saving the movie file, Joe forwarded the movie to Jack and four others at Michoud. Then he convened the business meeting with Peter, Mack, and Jack.

Did Joe do anything wrong?

Several violations of policy and examples of unethical conduct are illustrated in this scenario. Corporate Policy Statement (CPS-007) covers the “Personal Use of Lockheed Martin Assets.” While the policy permits the occasional personal use of Lockheed Martin assets, use is limited and controlled by specific guidelines.

These guidelines include paragraph 2.6 that states, the “...Internet and Intranet will not be used to access, view, transmit, copy, post or download messages, information or images that: (a) are

obscene or pornographic or are racially, ethnically, or sexually demeaning or objectionable....”

Each employee is responsible for properly using company and customer property, communications systems, information resources, material, facilities and equipment.

So what should Joe have done?

Joe could have opened the file and deleted it immediately. This would have avoided issues of policy violation and unethical conduct.

By inviting others to view the movie, Joe disrupted work and impacted the job performance of his colleagues. He violated Peter’s right to a work place free of objectionable, obscene materials. He also improperly used communications channels to transmit inappropriate material.

Employees are encouraged to read CPS-007 and IPM-001, Electronic Mail, and to discuss any issues with supervisors. These policies are on the web at <http://policy.global.lmco.com/p3/manned/index2.html>

Michoud’s guidelines for use of company and customer assets are at [http://gumbo.maf.nasa.gov/34xx/acceptable\\_use.html](http://gumbo.maf.nasa.gov/34xx/acceptable_use.html)

Suspected abuse of company or customer resources may be reported to the Ethics Help Line at (504) 257-3842.

# 9/80 work schedule

Continued from Page 1

mandatory plant-wide shutdown. Instead, a percentage of participating employees will take off every other Friday.

Customer requirements and/or production schedules may, however, make it necessary for some personnel on the 9/80 schedule to work on a designated day off.

Farabaugh anticipates the 9/80 plan could take effect by the first of the year.

## "Let's churn some moondust!"

Michoud Operations engineer Harry Nelson (left) and UNO student Khanh Nguyen check out a moonbuggy at the first Lockheed Martin-sponsored Explorer Post meeting on Sept. 7. The Post meets twice a month at UNO and is open to students ages 14-20 interested in engineering.



## MILESTONES

Employees celebrating anniversaries with Lockheed Martin in August & September:

### 25 years

Cyril A. Augustin  
George J. Roberson  
Betty Jane Schlater

### 20 years

Barney E. Brumfield  
Terry L. Coleman  
Ferdinand J. Delery  
Paul V. Dillon  
Jerry B. Dominick  
William M. Fisher

Julie S. Flower  
Karen P. Gares  
Mark A. Goerlitz  
Jack W. Greenway  
Brenda L. Hopkins  
Ronald P. Howard  
Kenneth L. James  
Thomas J. Leahey  
Ameen Y. Sarkees  
Lionel Smooth  
David T. Soden  
Kempe G. Sonnappa  
Roy R. Thomas  
Henry E. Traylor

### 15 years

Andrew B. Barrett

Andrew W. Booth  
James L. Brooks  
Jack E. Brown  
Elizabeth J. Claytor  
Chris L. Clutter  
Dawn M. Diecidue  
James D. Doles  
Daniel P. Galbraith  
Glen S. Gilmore  
Jeffrey F. Gray  
Vernon E. Greene  
Melanie I. Jennings  
Susan N. Jones  
Mark A. Kover  
Timothy A. Mattox  
Robert W. McKenzie  
Paula J. Moore  
Troy T. Ohlsen  
Antonio Otero  
Kim B. Owens  
Paul P. Pareti

Debra D. Pierce  
Karen C. Poy  
Gerard M. Roulé  
Wayne L. Rupp  
Scott J. Sanfilippo  
Richard C. Schmidt  
Rodney D. Spence  
Richard A. Venable  
Nolan T. West  
Nathaniel N. Williams

### 10 years

Anthony J. Baptiste  
Holly M. Carter  
Gregory Daughdrill  
Theresa M. Dowdy

### 5 years

Joseph P. Arves  
Danney C. Massey  
Ryan E. Roberts

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

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