ENVIRONMENTAL
DIFFERENTIAL
PAY

DISAPPROVED

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DESCRIPTION:

Asbestos (D)

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Confidential Records Management, Inc.
New Bern, NC
1-888-622-4425
9/08

Asbestos (D)

Class

12532
CPD
29 JAN 1986

From: Commanding General, Marine Corps Base, Camp Lejeune
To: Base Maintenance Officer, Marine Corps Base, Camp Lejeune
Via: Assistant Chief of Staff, Facilities, Marine Corps Base, Camp Lejeune

Subj: ENVIRONMENTAL DIFFERENTIAL PAY

Ref: (a) BMaint Ofc memo MAIN over 12550 of 15 Jan 86
(b) FPM Supplement 532-1 Appendix J
(c) General Industry OSHA 2206
(d) FPM Supplement 532-1, 5-8a

1. The request for payment of an environmental differential for "asbestos" contained in reference (a) has been reviewed in light of reference (b). Reference (b) states the environmental differential for asbestos is payable "when in an area where airborne concentrations of asbestos fiber may expose employees to potential illness or injury, and protective devices of safety measures have not practically eliminated the potential for such personal illness or injury."

2. A work situation involving removal of asbestos in building A-2, Boat Basin, Courthouse Bay, was reviewed with the Pipefitter Foreman on 25 January 1986. The foreman stated on all removal situations the Industrial Hygienist visited the work site with the foreman and recommended the appropriate safety measures to ensure that employees were not improperly exposed to asbestos fibers. In addition he stated that the work site was monitored at the beginning and end of each work day by the personnel of the Preventive Medicine Unit to ensure personnel were not exposed to excessive amounts of asbestos fibers. While it is recognized that employees could possibly be exposed to asbestos fibers due to a respirator malfunction, tear in coveralls, or malfunction of other safety equipment, the precautions taken when removing asbestos are considered to "practically eliminate" the potential for exposure to asbestos fibers. Therefore, the payment of an environmental differential is not warranted.

3. Another situation discussed with the Pipefitter Foreman was the assignment of personnel to work in steam pits aboard the Base. He stated that personnel were regularly assigned to work in steam pits where asbestos was present in various states of repair, such as loose and hanging or workers loosening asbestos accidentally on another area of pipes not being repaired. He also stated that employees were not regularly issued safety gear when making these repairs and these work sites were not monitored by Preventive Medicine Unit. It appears that to expose employees to any unknown amounts of asbestos fibers without providing appropriate safety equipment would be a clear violation of reference (c).

Please return to Cen Pers Dev

Subj: ENVIRONMENTAL DIFFERENTIAL PAY

4. Reference (d) states "each agency should have as its objective the elimination or reduction to the lowest level possible of all hazards, physical hardships, and working conditions of an unusually severe nature. When the agency does not overcome the unusually severe nature of the hazard, physical hardship or working conditions, an environmental differential is warranted...The existence of environmental differentials is not intended to condone work practices which circumvent Federal safety laws, rules, and regulations." It appears that, by working closely with industrial hygiene personnel of the Preventive Medicine Unit, the Base Maintenance Officer would be able to "practically eliminate" the potential of personal illness or injury from exposure to asbestos fibers and thereby eliminate the requirement for payment of an environmental differential. If the Preventive Medicine Unit is unable to practically eliminate the hazard, your request for payment of the environmental differential should be resubmitted to the Civilian Personnel Officer.

J. B. AIROLA
By direction

WRITER: D. T. BROWN CPD X1532
TYPIST: M. PIERCE 28 Jan 86

OPNAV 5216/144A (Rev. 8-81)
S/N 0107-LF-052-2320

DEPARTMENT OF THE NAVY

Memorandum

12550
MAIN

DATE: 15 JAN 1986

FROM: Base Maintenance Officer

TO: Civilian Personnel Officer
Via: Assistant Chief of Staff, Facilities: [signature] 1/16/86

SUBJ: ENVIRONMENTAL DIFFERENTIAL PAY

Ref: (a) BO 12532.1R

1. In accordance with the reference, it is requested that environmental differential pay be approved for the duties described below:

Asbestos (8%) - Employees of the Pipefitting and Plumbing Shops are required to repair water, condensate and steam lines which are covered with asbestos insulation. In performing the duties, employees are exposed to dust created by ragged edges or fibers from cutting the asbestos away from pipes during repair.

2. Personnel required to perform the above duties are Plumber WG-4206-09, Plumber Worker WG-4206-07, Plumber Helper WG-4206-05, Pipefitter WG-4204-10, Pipefitter Worker WG-4204-08 and Pipefitter Helper WG-4204-05.

3. Responsible position authorized to approve payment of the differential pay will be the Pipefitter Foreman WS-10, Plumber Foreman WS-09 and Pipefitter General Foremen WS-13.

4. Upon approval, it is requested that the Pipefitting and Plumbing Shops be included in the reference to receive this differential pay.

W. M. RICE

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DESCRIPTION:

Cold Work (D)

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Confidential Records Management, Inc.
New Bern, NC
1-888-622-4425
9/08

COLD Work (0)

BASE SAFETY OFFICE
Marine Corps Base
Camp Lejeune, North Carolina 28542

SAFD/RJA/mrh
6240
14 Feb 1984

From: Base Safety Manager
To: Civilian Personnel Division (Classification Section)
(Attn: Mr. Brown)

Subj: Asbestos Work

Ref: (a) Phonecon btwn Mr. D. Brown, Classification, CPD and Mr. Andrews, Base Safety Manager
(b) BMaint ltr MAIN/FMD/fmd 12530 dtd 6 Feb 1984
(c) General Industry OSHA 2206

Encl: (1) Excerpt from OSHA 29 CFR 1910.1001, Chapter 17

1. As requested during reference (a), the following information/ comments are provided.

a. Reference (b) identifies certain groups of Base Maintenance personnel by trade that work in areas known to contain concentrations of asbestos fibers. Reference (b) further suggests that currently used safety practices and equipment may not be protecting employees from the safety and health hazards associated with asbestos fibers exposure.

b. Reference (c) establishes permissible exposures to airborne concentrations of asbestos fibers and perscribes methods by which asbestos fibers are to be controlled. Employees may not be exposed to more than two asbestos fibers longer than 5 micrometers per cubic centimeters of air using the 8-hour time-weighted average. Exposures in excess of the permissible exposure limit established by reference (c) would be in violation of federal law and is cause for great concern. All determinations of airborne concentrations of asbestos fibers are to be made by the membrane filter method at 400-450 X (magnification) (4 millimeter objective) with phase contract illumination. Work site sampling and asbestos fiber counting services can be obtained by contacting the Preventive Medicine Unit, Naval Hospital.

2. Recommendation. That the Base Maintenance Officer consult the Base Industrial Hygienist and arrange for a comprehensive survey/ review of the procedures currently utilized by Base Maintenance in asbestos work operations to determine compliance/non-compliance with requirements set forth in reference (c). Enclosure (1) is submitted for information and review in support of the above recommendation. If additional information is desired, please advise.

R. J. Andrews
R. J. ANDREWS

Copy to:
BMaintO
AC/S, Manpower

NOTE: Conversion factors—
mppcf × 35.3 = million particles per cubic meter
= particles per c.c.

[a] Millions of particles per cubic foot of air, based on impinger samples counted by light-field technics.

[b] The percentage of crystalline silica in the formula is the amount determined from air-borne samples, except in those instances in which other methods have been shown to be applicable.

[c] Both concentration and percent quartz for the application of this limit are to be determined from the fraction passing a size-selector with the following characteristics:

[d] Containing <1% quartz; if 1% quartz, use quartz limit.

Aerodynamic diameter (unit density sphere)	Percent passing selector
2	90
2.5	75
3.5	50
5.0	25
10	0

[e] The measurements under this note refer to the use of an AEC instrument. The respirable fraction of coal dust is determined with a MRE; the figure corresponding to that of 2.4 Mg/M^3 in the table for coal dust is 4.5 Mg/M^3.

(Secretary of Labor's Order No. 8-76 (41 CFR Part 25059); 29 CFR Part 1911)

[39 FR 23502, June 27, 1974. Redesignated and amended at 40 FR 23073, May 28, 1975; 42 FR 22525, May 3, 1977; 43 FR 2600, Jan. 17, 1978; 43 FR 5963, Feb. 10, 1978; 43 FR 13563, Mar. 31, 1978; 43 FR 19624, May 5, 1978; 43 FR 27394, June 23, 1978; 43 FR 45809, Oct. 3, 1978; 43 FR 53007, Nov. 14, 1978; 43 FR 57602, Dec. 8, 1978]

§ 1910.1001 Asbestos.

(a) *Definitions.* For the purpose of this section, (1) "Asbestos" includes chrysotile, amosite, crocidolite, tremolite, anthophyllite, and actinolite.

(2) "Asbestos fibers" means asbestos fibers longer than 5 micrometers.

(b) *Permissible exposure to airborne concentrations of asbestos fibers*—(1) *Standard effective July 7, 1972.* The 8-hour time-weighted average airborne concentrations of asbestos fibers to which any employee may be exposed shall not exceed five fibers, longer than 5 micrometers, per cubic centimeter of air, as determined by the method prescribed in paragraph (e) of this section.

(2) *Standard effective July 1, 1976.* The 8-hour time-weighted average airborne concentrations of asbestos fibers to which any employee may be exposed shall not exceed two fibers, longer than 5 micrometers, per cubic centimeter of air, as determined by the method prescribed in paragraph (e) of this section.

(3) *Ceiling concentration.* No employee shall be exposed at any time to airborne concentrations of asbestos fibers in excess of 10 fibers, longer than 5 micrometers, per cubic centimeter of air, as determined by the method prescribed in paragraph (e) of this section.

(c) *Methods of compliance*—(1) *Engineering methods.* (i) *Engineering controls.* Engineering controls, such as, but not limited to, isolation, enclosure, exhaust ventilation, and dust collection, shall be used to meet the exposure limits prescribed in paragraph (b) of this section.

(ii) *Local exhaust ventilation.* (a) Local exhaust ventilation and dust collection systems shall be designed, constructed, installed, and maintained in accordance with the American National Standard Fundamentals Governing the Design and Operation of Local Exhaust Systems, ANSI Z9.2-1971, which is incorporated by reference herein.

(b) See § 1910.6 concerning the availability of ANSI Z9.2-1971, and the maintenance of a historic file in connection therewith. The address of the American National Standards Institute is given in § 1910.100.

(iii) *Particular tools.* All hand-operated and power-operated tools which may produce or release asbestos fibers in excess of the exposure limits prescribed in paragraph (b) of this section, such as, but not limited to, saws, scorers, abrasive wheels, and drills, shall be provided with local exhaust ventilation systems in accordance with subdivision (ii) of this subparagraph.

(2) *Work practices*—(i) *Wet methods.* Insofar as practicable, asbestos shall be handled, mixed, applied, removed, cut, scored, or otherwise worked in a wet state sufficient to prevent the emission of airborne fibers in excess of the exposure limits prescribed in paragraph (b) of this section, unless the usefulness of the product would be diminished thereby.

(ii) *Particular products and operations.* No asbestos cement, mortar, coating, grout, plaster, or similar material containing asbestos shall be removed from bags, cartons, or other

containers in which they are shipped, without being either wetted, or enclosed, or ventilated so as to prevent effectively the release of airborne asbestos fibers in excess of the limits prescribed in paragraph (b) of this section.

(iii) *Spraying, demolition, or removal.* Employees engaged in the spraying of asbestos, the removal, or demolition of pipes, structures, or equipment covered or insulated with asbestos, and in the removal or demolition of asbestos insulation or coverings shall be provided with respiratory equipment in accordance with paragraph (d)(2)(iii) of this section and with special clothing in accordance with paragraph (d)(3) of this section.

(d) *Personal protective equipment*—(1) Compliance with the exposure limits prescribed by paragraph (b) of this section may not be achieved by the use of respirators or shift rotation of employees, except:

(i) During the time period necessary to install the engineering controls and to institute the work practices required by paragraph (c) of this section;

(ii) In work situations in which the methods prescribed in paragraph (c) of this section are either technically not feasible or feasible to an extent insufficient to reduce the airborne concentrations of asbestos fibers below the limits prescribed by paragraph (b) of this section; or

(iii) In emergencies.

(iv) Where both respirators and personnel rotation are allowed by paragraphs (d)(1) (i), (ii), or (iii) of this section, and both are practicable, personnel rotation shall be preferred and used.

(2) Where a respirator is permitted by paragraph (d)(1) of this section, it shall be selected from among those approved by the Bureau of Mines, Department of the Interior, or the National Institute for Occupational Safety and Health, Department of Health, Education, and Welfare, under the provisions of 30 CFR Part 11 (37 F.R. 6244, Mar. 25, 1972), and shall be used in accordance with subdivisions (i), (ii), (iii), and (iv) of this subparagraph.

(i) *Air purifying respirators.* A reusable or single use air purifying respirator, or a respirator described in paragraphs (d)(2) (ii) or (iii) of this section, shall be used to reduce the concentrations of airborne asbestos fibers in the respirator below the exposure limits prescribed in paragraph (b) of this section, when the ceiling or the 8-hour time-weighted average airborne concentrations of asbestos fibers are reasonably expected to exceed no more than 10 times those limits.

(ii) *Powered air purifying respirators.* A full facepiece powered air purifying respirator, or a powered air purifying respirator, or a respirator described in paragraph (d)(2)(iii) of this section, shall be used to reduce the concentrations of airborne asbestos fibers in the respirator below the exposure limits prescribed in paragraph (b) of this section, when the ceiling or the 8-hour time-weighted average concentrations of asbestos fibers are reasonably expected to exceed 10 times, but not 100 times, those limits.

(iii) *Type "C" supplied-air respirators, continuous flow or pressure-demand class.* A type "C" continuous flow or pressure-demand, supplied-air respirator shall be used to reduce the concentrations of airborne asbestos fibers in the respirator below the exposure limits prescribed in paragraph (b) of this section, when the ceiling or the 8-hour time-weighted average airborne concentrations of asbestos fibers are reasonably expected to exceed 100 times those limits.

(iv) *Establishment of a respirator program.* (*a*) The employer shall establish a respirator program in accordance with the requirements of the American National Standards Practices for Respiratory Protection, ANSI Z88.2-1969, which is incorporated by reference herein.

(*b*) See § 1910.6 concerning the availability of ANSI Z88.2-1969 and the maintenance of a historic file in connection therewith. The address of the American National Standards Institute is given in § 1910.100.

(*c*) No employee shall be assigned to tasks requiring the use of respirators if, based upon his most recent examination, an examining physician determines that the employee will be

unable to function normally wearing a respirator, or that the safety or health of the employee or other employees will be impaired by his use of a respirator. Such employee shall be rotated to another job or given the opportunity to transfer to a different position whose duties he is able to perform with the same employer, in the same geographical area and with the same seniority, status, and rate of pay he had just prior to such transfer, if such a different position is available.

(3) Special clothing: The employer shall provide, and require the use of, special clothing, such as coveralls or similar whole body clothing, head coverings, gloves, and foot coverings for any employee exposed to airborne concentrations of asbestos fibers, which exceed the ceiling level prescribed in paragraph (b) of this section.

(4) Change rooms: (i) At any fixed place of employment exposed to airborne concentrations of asbestos fibers in excess of the exposure limits prescribed in paragraph (b) of this section, the employer shall provide change rooms for employees working regularly at the place.

(ii) Clothes lockers: The employer shall provide two separate lockers or containers for each employee, so separated or isolated as to prevent contamination of the employee's street clothes from his work clothes.

(iii) Laundering: (*a*) Laundering of asbestos contaminated clothing shall be done so as to prevent the release of air-borne asbestos fibers in excess of the exposure limits prescribed in paragraph (b) of this section.

(*b*) Any employer who gives asbestos-contaminated clothing to another person for laundering shall inform such person of the requirement in paragraph (d)(4)(iii)(*a*) of this section to effectively prevent the release of airborne asbestos fibers in excess of the exposure limits prescribed in paragraph (b) of this section.

(*c*) Contaminated clothing shall be transported in sealed impermeable bags, or other closed, impermeable containers, and labeled in accordance with paragraph (g) of this section.

(e) *Method of measurement.* All determinations of airborne concentrations of asbestos fibers shall be made by the membrane filter method at 400–450 × (magnification) (4 millimeter objective) with phase contrast illumination.

(f) *Monitoring*—(1) *Initial determinations.* Within 6 months of the publication of this section, every employer shall cause every place of employment where asbestos fibers are released to be monitored in such a way as to determine whether every employee's exposure to asbestos fibers is below the limits prescribed in paragraph (b) of this section. If the limits are exceeded, the employer shall immediately undertake a compliance program in accordance with paragraph (c) of this section.

(2) *Personal monitoring*—(i) Samples shall be collected from within the breathing zone of the employees, on membrane filters of 0.8 micrometer porosity mounted in an open-face filter holder. Samples shall be taken for the determination of the 8-hour time-weighted average airborne concentrations and of the ceiling concentrations of asbestos fibers.

(ii) Sampling frequency and patterns. After the initial determinations required by paragraph (f)(1) of this section, samples shall be of such frequency and pattern as to represent with reasonable accuracy the levels of exposure of employees. In no case shall the sampling be done at intervals greater than 6 months for employees whose exposure to asbestos may reasonably be foreseen to exceed the limits prescribed by paragraph (b) of this section.

(3) *Environmental monitoring*—(i) Samples shall be collected from areas of a work environment which are representative of the airborne concentrations of asbestos fibers which may reach the breathing zone of employees. Samples shall be collected on a membrane filter of 0.8 micrometer porosity mounted in an open-face filter holder. Samples shall be taken for the determination of the 8-hour time-weighted average airborne concentrations and of the ceiling concentrations of asbestos fibers.

(ii) *Sampling frequency and patterns.* After the initial determinations required by paragraph (f)(1) of this section, samples shall be of such fre-

quency and pattern as to represent with reasonable accuracy the levels of exposure of the employees. In no case shall sampling be at intervals greater than 6 months for employees whose exposures to asbestos may reasonably be foreseen to exceed the exposure limits prescribed in paragraph (b) of this section.

(4) *Employee observation of monitoring.* Affected employees, or their representatives, shall be given a reasonable opportunity to observe any monitoring required by this paragraph and shall have access to the records thereof.

(g) *Caution signs and labels.* (1) *Caution signs.* (i) *Posting.* Caution signs shall be provided and displayed at each location where airborne concentrations of asbestos fibers may be in excess of the exposure limits prescribed in paragraph (b) of this section. Signs shall be posted at such a distance from such a location so that an employee may read the signs and take necessary protective steps before entering the area marked by the signs. Signs shall be posted at all approaches to areas containing excessive concentrations of airborne asbestos fibers.

(ii) *Sign specifications.* The warning signs required by paragraph (g)(1)(i) of this section shall conform to the requirements of 20" × 14" vertical format signs specified in § 1910.145(d)(4), and to this subdivision. The signs shall display the following legend in the lower panel, with letter sizes and styles of a visibility at least equal to that specified in this subdivision.

Legend	*Notation*
Asbestos	1" Sans Serif, Gothic or Block.
Dust Hazard	¾" Sans Serif, Gothic or Block.
Avoid Breathing Dust	¼" Gothic.
Wear Assigned Protective Equipment.	¼" Gothic.
Do Not Remain In Area Unless Your Work Requires It.	¼" Gothic.
Breathing Asbestos Dust May Be Hazardous To Your Health.	14 point Gothic.

Spacing between lines shall be at least equal to the height of the upper of any two lines.

(2) *Caution labels*—(i) *Labeling.* Caution labels shall be affixed to all raw materials, mixtures, scrap, waste, debris, and other products containing asbestos fibers, or to their containers except that no label is required where asbestos fibers have been modified by a bonding agent, coating, binder, or other material so that during any reasonably foreseeable use, handling, storage, disposal, processing, or transportation, no airborne concentrations of asbestos fibers in excess of the exposure limits prescribed in paragraph (b) of this section will be released.

(ii) *Label specifications.* The caution labels required by paragraph (g)(2)(i) of this section shall be printed in letters of sufficient size and contrast as to be readily visible and legible. The label shall state:

CAUTION

Contains Asbestos Fibers

Avoid Creating Dust

Breathing Asbestos Dust May Cause Serious Bodily Harm

(h) *Housekeeping*—(1) *Cleaning.* All external surfaces in any place of employment shall be maintained free of accumulations of asbestos fibers if, with their dispersion, there would be an excessive concentration.

(2) *Waste disposal.* Asbestos waste, scrap, debris, bags, containers, equipment, and asbestos-contaminated clothing, consigned for disposal, which may produce in any reasonably foreseeable use, handling, storage, processing, disposal, or transportation airborne concentrations of asbestos fibers in excess of the exposure limits prescribed in paragraph (b) of this section shall be collected and disposed of in sealed impermeable bags, or other closed, impermeable containers.

(i) *Recordkeeping*—(1) *Exposure records.* Every employer shall maintain records of any personal or environmental monitoring required by this section. Records shall be maintained for a period of at least 20 years and shall be made available upon request to the Assistant Secretary of Labor for Occupational Safety and Health, the Director of the National Institute for Occupational Safety and Health, and to authorized representatives of either.

(2) *Access.* Employee exposure records required by this paragraph shall be provided upon request to employ-

ees, designated representatives, and the Assistant Secretary in accordance with 29 CFR 1910.20 (a)–(e) and (g)–(l).

(3) *Employee notification.* Any employee found to have been exposed at any time to airborne concentrations of asbestos fibers in excess of the limits prescribed in paragraph (b) of this section shall be notified in writing of the exposure as soon as practicable but not later than 5 days of the finding. The employee shall also be timely notified of the corrective action being taken.

(j) *Medical examinations*—(1) *General.* The employer shall provide or make available at his cost, medical examinations relative to exposure to asbestos required by this paragraph.

(2) *Preplacement.* The employer shall provide or make available to each of his employees, within 30 calendar days following his first employment in an occupation exposed to airborne concentrations of asbestos fibers, a comprehensive medical examination, which shall include, as a minimum, a chest roentgenogram (posterior-anterior 14 × 17 inches), a history to elicit symptomatology of respiratory disease, and pulmonary function tests to include forced vital capacity (FVC) and forced expiratory volume at 1 second ($FEV_{1.0}$).

(3) *Annual examinations.* On or before January 31, 1973, and at least annually thereafter, every employer shall provide, or make available, comprehensive medical examinations to each of his employees engaged in occupations exposed to airborne concentrations of asbestos fibers. Such annual examination shall include, as a minimum, a chest roentgenogram (posterior-anterior 14 × 17 inches), a history to elicit symptomatology of respiratory disease, and pulmonary function tests to include forced vital capacity (FVC) and forced expiratory volume at 1 second ($FEV_{1.0}$).

(4) *Termination of employment.* The employer shall provide, or make available, within 30 calendar days before or after the termination of employment of any employee engaged in an occupation exposed to airborne concentrations of asbestos fibers, a comprehensive medical examination which shall include, as a minimum, a chest roentgenogram (posterior-anterior 14 × 17 inches), a history to elicit symptomatology of respiratory disease, and pulmonary function tests to include forced vital capacity (FVC) and forced expiratory volume at 1 second ($FEV_{1.0}$).

(5) *Recent examinations.* No medical examination is required of any employee, if adequate records show that the employee has been examined in accordance with this paragraph within the past 1-year period.

(6) *Medical records*—(i) *Maintenance.* Employers of employees examined pursuant to this paragraph shall cause to be maintained complete and accurate records of all such medical examinations. Records shall be retained by employers for at least 20 years.

(ii) *Access.* Records of the medical examinations required by this paragraph shall be provided upon request to employees, designated representatives, and the Assistant Secretary in accordance with 29 CFR 1910.20 (a)–(e) and (g)–(i). These records shall also be provided upon the request to the Director of NIOSH. Any physician who conducts a medical examination required by this paragraph shall furnish to the employer of the examined employee all the information specifically required by this paragraph, and any other medical information related to occupational exposure to asbestos fibers.

(Secs. 6(b), 8(c) and 8(g) (84 Stat. 1593, 1599, 1600; 29 U.S.C. 655, 657), the Secretary of Labor's Order 8–76 (41 FR 25059) and 29 CFR Part 1911, Ch. XVII of Title 29)

[39 FR 23502, June 27, 1974. Redesignated at 40 FR 27073, May 28, 1975, and amended at 41 FR 11505, Mar. 19, 1976; 45 FR 35281, May 23, 1980]

EFFECTIVE DATE NOTE: At 45 FR 35281, May 23, 1980, paragraphs (i)(2) and (j)(6)(ii) of § 1910.1001 were revised, effective August 21, 1980. For the convenience of the user, the superseded text appears below.

§ 1910.1001 Asbestos.

* * * * * *

(i) * * *

(2) *Employee access.* Every employee and former employee shall have reasonable

access to any record required to be maintained by paragraph (i)(1) of this section, which indicates the employee's own exposure to asbestos fibers.

* * * * *

(j) * * *

(6) * * *

(ii) *Access.* The contents of the records of the medical examinations required by this paragraph shall be made available, for inspection and copying, to the Assistant Secretary of Labor for Occupational Safety and Health, the Director of NIOSH, to authorized physicians and medical consultants of either of them, and, upon the request of an employee or former employee, to his physician. Any physician who conducts a medical examination required by this paragraph shall furnish to the employer of the examined employee all the information specifically required by this paragraph, and any other medical information related to occupational exposure to asbestos fibers.

CPO 1
Class —

UNITED STATES MARINE CORPS
Base Maintenance Division
Marine Corps Base
Camp Lejeune, North Carolina 28542

IN REPLY REFER TO

MAIN/KMD/kmd
12530
6 February 1984

From: Director, Maintenance and Repair Branch
To: Civilian Personnel Officer (Attn: Classification Section)
Via: (1) Base Maintenance Officer 5

Subj: Environmental Differential Pay

Ref: (a) BO 12532.1P

1. In accordance with the reference, it is requested that the Plumbing and Pipefitting Shops be added to the reference to receive differential pay (8%) for the duties described:

Asbestos Work: Employees are required to work in areas where there is a high concentration of asbestos fibers. These airborne fibers may expose employees to potential illness or injury due to protective devices and safety measures not capable of completely eliminating personal illness/injury. Employees are exposed to asbestos fiber dust which is created by removing asbestos insulation on boilers, steam lines, water lines, steam tunnels and pits throughout Marine Corps Base and MCAS(H), New River. Employees required to perform these duties are Plumbers WG-9, Plumber Worker WG-7, Plumber Helper WG-5, Pipefitter WG-10, Pipefitter Worker WG-8 and Pipefitter Helper WG-5.

2. Responsible supervisors authorized to approve payment will be Pipefitter General Foreman WS-12, Pipefitter Foreman WS-10, Plumber Foreman WS-9 and WS-8.

R. E. Avant

R. E. AVANT

49/WRM/dm
13 March 1973

: Civilian Personnel Officer

: Commanding Officer, Base Materiel Battalion

: Request for additional pay; review of

Ref: (a) CO, BMB ltr CP/MM/ln over 12532 dtd 8 March 1973
(b) FPM Supplement 532-1

1. As requested by reference (a) the working conditions in the Cold Storage area, Building 1300 were reviewed on 12 March 1973 by members of the Wage and Classification staff and supervisory personnel of the Subsistence Branch.

2. Reference (b) provides for the payment of environmental differentials for certain categories of exposure to hazards, physical hardships, and working conditions of an unusually severe nature. No authorized category of exposure as defined in reference (b) covers the type of working condition or hazards present at Building 1300. While some degree of hazard is involved, dictating the use of hard hats, it is not believed to be of an unusually severe nature.

3. Accordingly, additional pay is not authorized.

A. I. PAGE

BOOK

HEADQUARTERS
Base Materiel Battalion
Marine Corps Base
Camp Lejeune, North Carolina 28542

CP/MM/ln
12532
8 March 1973

From: Commanding Officer
To: Commanding General, Marine Corps Base, Camp Lejeune, North Carolina 28542 (Attn: Civilian Personnel Officer)

Subj: Additional pay assignment; request for

Ref: (a) BO 12532.1A

1. In accordance with reference (a), it is requested that the duties of employees working in the Subsistence Branch, Cold Storage Area, be evaluated to determine if they rate additional pay for hazardous working conditions. Employees have been issued hardhats due to structural cracks in the passageway and adjoining freeze lockers. Employees are presently drawing additional pay for working in the Cold Storage Area.

D. J. Maysilles

D. J. MAYSILLES

W+C

1C/WRM/eaw
12531/8
16 November 1966

FIRST ENDORSEMENT on Base Supply Officer's ltr 8B/REJ/nmc 7000 of 4 Nov 1966

From: Industrial Relations Officer
To: Base Supply Officer

Subj: Additional Pay for Refrigeration Work; request for

Ref: (b) NCPI 531 Encl 2, Part 2

1. Returned.

2. Reference (b) requires that in order to warrant additional pay for refrigeration plant work, temperatures must be maintained generally at or below freezing. Therefore, the additional pay requested in basic letter cannot be authorized.

R. H. PIPER

Copy to:
DirCommAct

mailed 11-17-66

OFFICE OF THE BASE SUPPLY OFFICER
Marine Corps Base
Camp Lejeune, North Carolina 28542

8B/REJ/nmc
7000
4 Nov 1966

From: Base Supply Officer
To: Industrial Relations Officer

Subj: Additional pay for refrigeration work, request for

Ref: (a) BO 12531.5F and Ch 1

1. Additional pay is requested for Mr. Roscoe MILLS, Jr., Payroll Number 01390, retroactive to 25 October 1966. Mr. MILLS is employed in the Commissary Division of the Base Supply Department.

2. This employee is working within a 62-foot walk-in milk reefer, temperature range from +36 to +40 degrees Fahrenheit, for an average of seven (7) hours daily. He is responsible for proper storage of merchandise, consisting of an average of 600 6-pak cartons of milk and 12 items of by-products daily within this cooler. Additionally, he is required to manually merchandise 6-pak milk on two converyors in order to meet customer requirements. He is also required to stock various by-products within the twenty-foot Air Screen Display Cooler.

3. As indicated by reference (a), this additional pay will be 4 percent or .13 per hour, for actual hours of work under the above conditions. Funds are available within the present authorization.

H. W. EVANS, JR.

Copy to:
DirCommAct

CPO
W&C

p
m
t

COMMISSARY DIVISION
ASSISTANT CHIEF OF STAFF, SUPPLY SERVICES
Marine Corps Base
Camp Lejeune, North Carolina 28542

12531

21B/JIL/gbg
~~12000~~
3 Aug 1972

From: Commissary Officer
To: Assistant Chief of Staff, Supply Services

Subj: Environmental Differential for work in refrigerated areas

Ref: (a) First Endorsement on Civilian Personnel Officer's ltr, 49/WRM/smb over 12532/2 of 10 July 1972

1. A review of the work performed by Commissary Division employees in refrigerated areas was made on 25, 26 and 30 May 1972.

2. As a result of this review, employees originally receiving three hours cold pay per day will now receive eight hours per day with the exception of Mr. Freeman LISANE, a groceryman at the MCAS (H) Store.

a. Mr. LISANE assists Mr. CLAYTON in the storage of merchandise in walk-in freeze reefers and stocks special items needed after Mr. CLAYTON secures at 1530. For this reason, he does not spend the time in the reefer that other employees do and his cold pay has been retained at three hours per day.

b. The cold pay which Mr. Andrew ELMORE was receiving for his work in the milk storage reefer has been discontinued as discussed in reference (a).

Very respectfully,

C. SMITH

Copy to:
Civilian Personnel Officer
Civilian Payroll

W + C

OSF/eaw
12531/8
28 February 1967

FIRST ENDORSEMENT on AsstBSupplyO ltr 8B/AB/lp 7000 of 17 Feb 1967

From: Industrial Relations Officer
To: Assistant Base Supply Officer

Not now authorized
See ltr 10 July 72
Cancels

Subj: Additional Pay for Refrigeration Work; request for

1. Returned.

2. The request for additional pay for refrigeration work as described in the basic correspondence is approved subject to the following conditions:

a. The employee will be paid for the time actually involved in performing the specified work except that when an employee is required to perform the specified work for over 60 hours during three consecutive workweeks, he is considered to be regularly assigned, and therefore, is entitled to additional pay on a full-time basis.

b. The additional pay for an employee on a regularly assigned basis will terminate at the beginning of the first workweek not preceded by three consecutive workweeks during which he is required to perform the specified work for more than 60 hours.

c. Additional pay assignments do not begin until an official determination is made to authorize additional pay for a particular assignment or working condition. For this reason, such pay may not be made retroactively.

R. H. PIPER

Copy to:
DirCommAct
Civil Payroll

OPTIONAL FORM NO. 10 0106 600 0600
5010-104

UNITED STATES GOVERNMENT

Memorandum

8B/AB/lp
7000

TO : Industrial Relations Officer DATE: FEB 17 1967

FROM : Assistant Base Supply Officer

SUBJECT: Additional Pay for Refrigeration Work, request for

Ref: (a) BSupO ltr 8B/REJ/nmc 7000 of 4 Nov 1966
(b) First End 1C/WRM/eaw 12531/8 of 16 Nov 1966 on BSupO ltr 8B/REJ/nmc 7000 of 4 Nov 1966

Encl: (1) Blueprint of Cooler-Air Curtain Display Cases

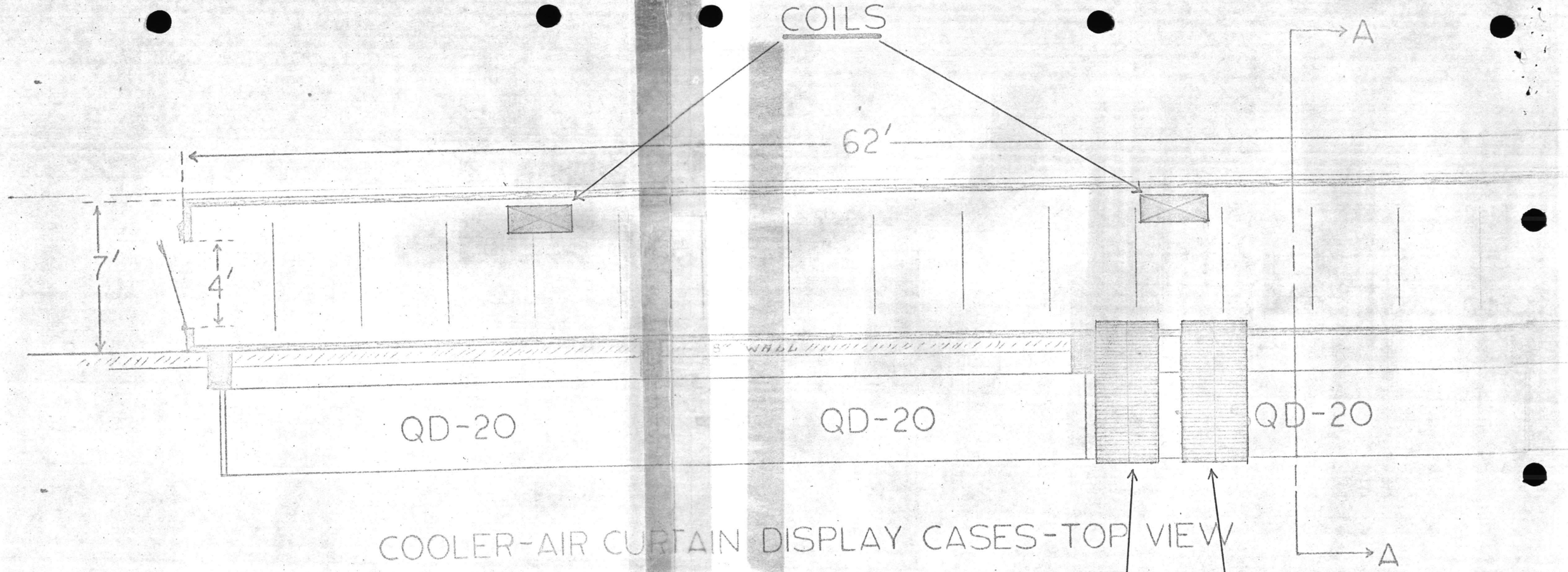
1. Reference (a) requested additional pay for work in a refrigeration plant for Mr. Roscoe MILLS, Junior, Payroll Number 01390, retroactive to 25 October 1966. It also stated that this employee was working in a reefer with a temperature range of +36 to +40 degrees Fahrenheit for approximately seven hours a day. Reference (b) stated that this additional pay could not be authorized citing NCPI 531, enclosure (2), part 2, which states, in part, that temperatures are generally maintained at or below freezing to warrant additional pay for refrigeration plant work.

2. A subsequent investigation has been conducted, and it has been determined by the installation of a thermometer in the blower area, illustrated in enclosure (1), that the temperature ranges from +28 to +30 degrees. This employee is engaged in merchandising milk within a 62-foot walk-in reefer with a temperature range of +28 to +36 degrees Fahrenheit. Approximately 80 per cent of his working day is spent in the area located below the blower. The remainder of Mr. MILLS' working day is spent stocking various by-product items within the 20-foot air screen display cooler and maintaining his area of responsibility in proper sanitary condition.

3. In view of the most recent findings, it is requested that additional pay for work in a refrigeration plant be authorized for Mr. MILLS retroactive to 25 October 1966. Funds are available within the present authorization.

J. R. WUTHRICH

Copy to:
DirCommAct



COOLER-AIR CURTAIN DISPLAY CASES-TOP VIEW

Enclosure (1)

TAB PLACEMENT HERE

DESCRIPTION:

Dirty work (D)

☒ Tab page did not contain hand written information

☐ Tab page contained hand written information
*Scanned as next image

Confidential Records Management, Inc.
New Bern, NC
1-888-622-4425
9/08

Dirty Work (D)

Disapproved

Subj: REQUEST FOR PAYMENT OF ENVIRONMENTAL DIFFERENTIAL PAY

9. Basic pay for the School Maintenance Mechanic is administratively determined. Therefore, payment for this exposure should be determined in the same manner.

10. For further assistance you may contact Margaret E. Brown, Classification Branch, extension 1532.

BOB CLARK

Copy To:
Civ Payroll

MAY 5 10 53 AM '92

Camp Lejeune Dependents' Schools
Marine Corps Base
Camp Lejeune, North Carolina 28542-5005

4 May 1992

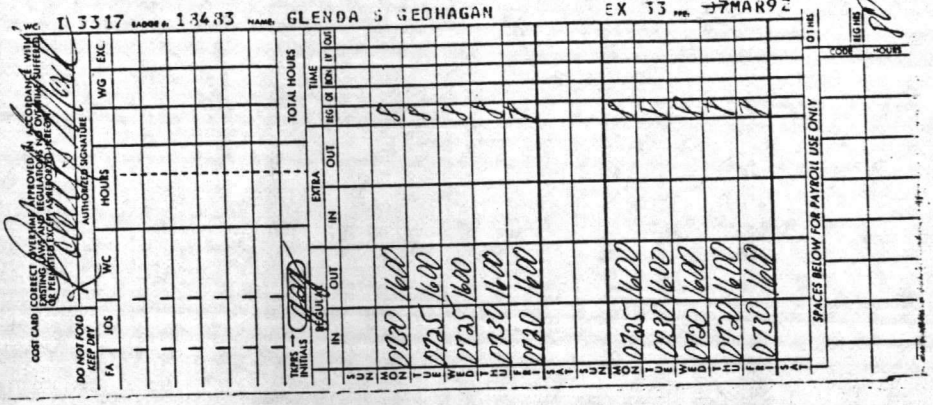
From: Maintenance Supervisor, Camp Lejeune Dependents' Schools, Marine Corps Base, Camp Lejeune

To: Mrs. Margaret Brown, Classification Superintendent, Civilian Pernsonnel Division

During the clean up and repair of plumber pipes under Building 855 the men wore boots, coverall uniforms, and gloves, but still could not avoid the contact with 8 inches deep of raw sewage, heavily roach invested, fleas, and other crawling varmints, grease, and the intense smells.

Robert S Monk

Robert S. Monk



WC I 3317 BADGE # 13483 NAME GLENDA S GEOHAGAN EX 33 PR. 21 07MAR92

COST CARD | CORRECT OVERTIME APPROVED IN ACCORDANCE WITH EXISTING LAWS AND REGULATIONS NO OVERTIME SUFFERED OR PERMITTED EXCEPT AS REPORTED HEREON

DO NOT FOLD KEEP DRY | AUTHORIZED SIGNATURE

FA | JOS | WC | HOURS | WG | EXC

TYPES — INITIALS | TOTAL HOURS

	REGULAR IN	REGULAR OUT	EXTRA IN	EXTRA OUT	TIME REG	TIME OT	TIME HOL	TIME LV	TIME OUT
SUN									
MON	0730	1600			8				
TUE	0725	1600			8				
WED	0725	1600			8				
THU	0730	1600			8				
FRI	0720	1600			8				
SAT									
SUN									
MON	0735	1600			8				
TUE	0730	1600			8				
WED	0730	1600			8				
THU	0730	1600			8				
FRI	0720	1600			8				
SAT									

SPACES BELOW FOR PAYROLL USE ONLY | OTHRS | CODE | HOURS

COST CARD | CORRECT OVERTIME APPROVED IN ACCORDANCE WITH EXISTING LAWS AND REGULATIONS NO OVERTIME SUFFERED OR PERMITTED EXCEPT AS REPORTED HEREON

DO NOT FOLD KEEP DRY | AUTHORIZED SIGNATURE

FA | JOS | WC | HOURS | WG | EXC

TYPES — INITIALS | TOTAL HOURS

	REGULAR IN	REGULAR OUT	EXTRA IN	EXTRA OUT	TIME REG	TIME OT	TIME HOL	TIME LV	TIME OUT
SUN									
MON	0700	1600			8				
TUE	0650	1600			8				
WED				Sick				S	
THU	0700	1600			8				
FRI	0645	1600			8				
SAT									
SUN									
MON	0650	1600			8				
TUE	0700	1600			8				
WED	0655	1600			8				
THU	0700	1130		Sick	4			LV	
FRI	0700	1600			8				
SAT									

SPACES BELOW FOR PAYROLL USE ONLY | OTHRS | CODE | HOURS

WC R 3317 BADGE # 21534 NAME JAMES M HODGES

23 33 PR. 21 07MAR92

COST CARD | CORRECT OVERTIME APPROVED IN ACCORDANCE WITH EXISTING LAWS AND REGULATIONS NO OVERTIME SUFFERED OR PERMITTED EXCEPT AS REPORTED HEREON

DO NOT FOLD KEEP DRY | AUTHORIZED SIGNATURE

FA | JOS | WC | HOURS | WG | EXC

TYPES — INITIALS | TOTAL HOURS

	REGULAR IN	REGULAR OUT	EXTRA IN	EXTRA OUT	TIME REG	TIME OT	TIME HOL	TIME LV	TIME OUT
SUN									
MON	0730	1600			8				
TUE	0730	1600			8				
WED	0730	1600			8				
THU	0730	1600			8				
FRI				HOB				S	
SAT									
SUN									
MON	0730	1600			8				
TUE	0730	1600			8				
WED	0730	1600			8				
THU	0725	1600			8				
FRI	0730	1600			8				
SAT									

SPACES BELOW FOR PAYROLL USE ONLY | OTHRS | CODE | HOURS

WC R 3317 BADGE # 19719 NAME HENRY O BROOKS SR

FX 33 PR. 21 07MAR92

COST CARD | CORRECT OVERTIME APPROVED IN ACCORDANCE WITH EXISTING LAWS AND REGULATIONS NO OVERTIME SUFFERED OR PERMITTED EXCEPT AS REPORTED HEREON

DO NOT FOLD KEEP DRY | AUTHORIZED SIGNATURE

FA | JOS | WC | HOURS | WG | EXC

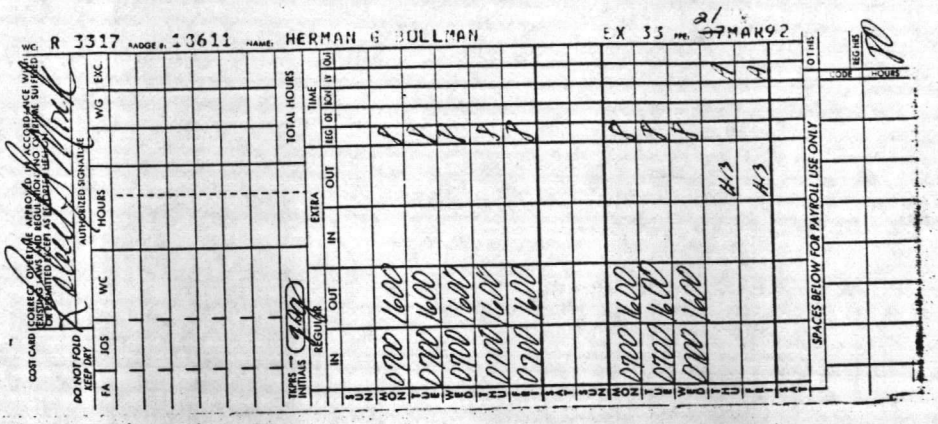
TYPES — INITIALS | TOTAL HOURS

	REGULAR IN	REGULAR OUT	EXTRA IN	EXTRA OUT	TIME REG	TIME OT	TIME HOL	TIME LV	TIME OUT
SUN	0725	1600			8				
MON	0720	1600			8				
TUE	0730	1600			8				
WED	0720	1600			8				
THU	0715	1600			8				
FRI	0720	1500			7			LV	
SAT									
SUN									
MON	0720	1600			8				
TUE	0720	1600			8				
WED	0730	1600			8				
THU	0710	1600			8				
FRI	0720	1600			8				
SAT									

SPACES BELOW FOR PAYROLL USE ONLY | OTHRS | CODE | HOURS

WC R 3317 BADGE # 18979 NAME TOMMY J JACOBS

FX 33 PR. 21 07MAR92



WC R 3317 BADGE # 13611 NAME: HERMAN G BULLMAN EX 33 PPE 21 07MAR92

COST CARD | CORRECT OVERTIME APPROVED IN ACCORDANCE WITH EXISTING LAWS AND REGULATIONS NO OVERTIME SUFFERED OR PERMITTED EXCEPT AS REPORTED HEREON.

DO NOT FOLD KEEP DRY | AUTHORIZED SIGNATURE

FA | JOS | WC | HOURS | WG | EXC

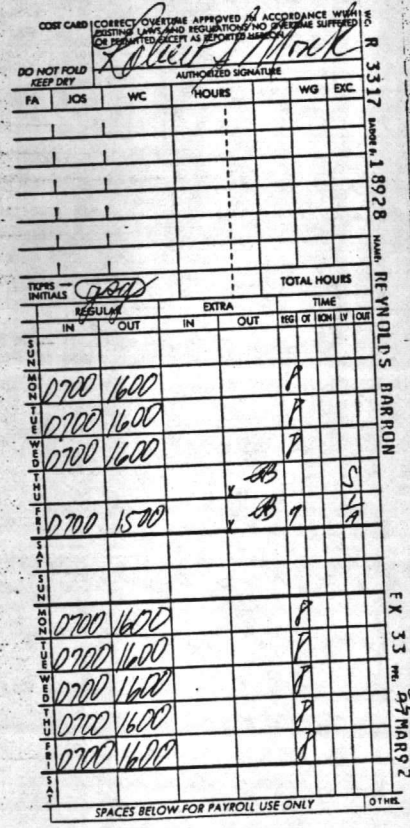
TOTAL HOURS

TIMES — INITIALS

REGULAR IN | REGULAR OUT | EXTRA IN | EXTRA OUT | TIME REG | OT | HOL | LV | OUT

SUN 1600 | MON 0700 1600 | TUE 0700 1600 | WED 0700 1600 | THU 0700 1600 | FRI 0700 1600 | SAT

SPACES BELOW FOR PAYROLL USE ONLY | OT HRS | REG HRS | HOURS



WC R 3317 BADGE # 18928 NAME: REYNOLDS BARRON EX 33 PPE 21 07MAR92

COST CARD | CORRECT OVERTIME APPROVED IN ACCORDANCE WITH EXISTING LAWS AND REGULATIONS NO OVERTIME SUFFERED OR PERMITTED EXCEPT AS REPORTED HEREON.

DO NOT FOLD KEEP DRY | AUTHORIZED SIGNATURE

FA | JOS | WC | HOURS | WG | EXC

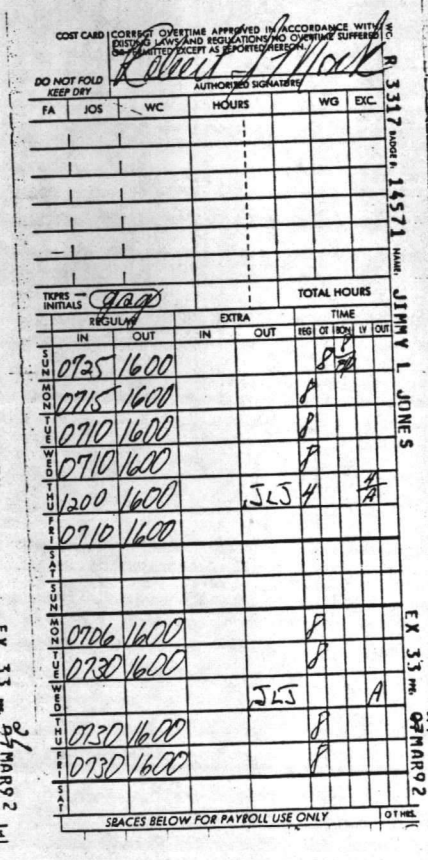
TOTAL HOURS

TIMES — INITIALS

REGULAR IN | REGULAR OUT | EXTRA IN | EXTRA OUT | TIME REG | OT | HOL | LV | OUT

SUN | MON 0700 1600 | TUE 0700 1600 | WED 0700 1600 | THU | FRI 0700 1500 | SAT | SUN | MON 0700 1600 | TUE 0700 1600 | WED 0700 1600 | THU 0700 1600 | FRI 0700 1600 | SAT

SPACES BELOW FOR PAYROLL USE ONLY | OT HRS



WC R 3317 BADGE # 14571 NAME: JIMMY L JONES EX 33 PPE 21 07MAR92

COST CARD | CORRECT OVERTIME APPROVED IN ACCORDANCE WITH EXISTING LAWS AND REGULATIONS NO OVERTIME SUFFERED OR PERMITTED EXCEPT AS REPORTED HEREON.

DO NOT FOLD KEEP DRY | AUTHORIZED SIGNATURE

FA | JOS | WC | HOURS | WG | EXC

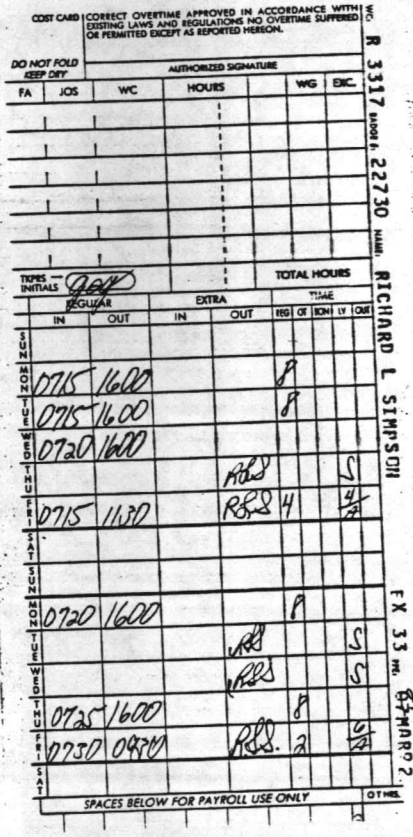
TOTAL HOURS

TIMES — INITIALS

REGULAR IN | REGULAR OUT | EXTRA IN | EXTRA OUT | TIME REG | OT | HOL | LV | OUT

SUN 0725 1600 | MON 0715 1600 | TUE 0710 1600 | WED 0710 1600 | THU 1200 1600 JLJ | FRI 0710 1600 | SAT | SUN | MON 0706 1600 | TUE 0730 1600 | WED JLJ | THU 0730 1600 | FRI 0730 1600 | SAT

SPACES BELOW FOR PAYROLL USE ONLY | OT HRS



WC R 3317 BADGE # 22730 NAME: RICHARD L SIMPSON EX 33 PPE 21 07MAR92

COST CARD | CORRECT OVERTIME APPROVED IN ACCORDANCE WITH EXISTING LAWS AND REGULATIONS NO OVERTIME SUFFERED OR PERMITTED EXCEPT AS REPORTED HEREON.

DO NOT FOLD KEEP DRY | AUTHORIZED SIGNATURE

FA | JOS | WC | HOURS | WG | EXC

TOTAL HOURS

TIMES — INITIALS

REGULAR IN | REGULAR OUT | EXTRA IN | EXTRA OUT | TIME REG | OT | HOL | LV | OUT

SUN | MON 0715 1600 | TUE 0715 1600 | WED 0720 1600 | THU | FRI 0715 1130 RSS | SAT | SUN | MON 0720 1600 | TUE | WED | THU 0725 1600 | FRI 0730 0930 RSS | SAT

SPACES BELOW FOR PAYROLL USE ONLY | OT HRS

INSTRUCTIONS

PART I - To be completed by the individual having first hand knowledge of the hazard, physical hardship, and/or condition of an unusual nature. This is normally the first-level supervisor.

PART II - To be completed by the organization commander or chief. If approval is recommended, forward to Civilian Personnel. CPO will forward to Safety and/or Industrial Hygienist, as required, for analysis.

PART III - To be completed by Safety Office.

PART IV - To be completed by Industrial Hygienist.

Glenn Brown
Badge #23598

☐ Initial Request for Review ☐ Request for Reconsideration

Part I REQUEST FOR EDP EVALUATION

1. Request the following situation be reviewed for EDP: Dirty Work

a. Description of Work Situation: Upon inspection it was determined that a section of sewer pipe had ruptured and sewer and grease had been going under the kitchen area crawl space under the building for weeks. The pipe had to be cut and re-routed under the building to the outside. The sewer under the building where the work had to be done was from 6 inches to 18 inches deep and workers had to work in the sewer. The smell would take your breathe and cockroaches were in the millions everywhere. It was the worst condition I have ever seen. (Picture enclosed)

b. Actions Taken to Reduce or Practically Eliminate Condition:

The previous condition has been repaired, but due to the old plumbing pipes under the building, I cannot guarantee that other sections of the old sewer lines will not rupture.

c. Recommended Category
Dirty Work

2. Position(s) Affected (official title, series, grade, UNIT/SECTION) 50/40 ff

Requested by (name, organization, position title)	Signature	Date
Robert S Monk CLDS Maintenance Supervisor	Robert S Monk	4/23/92

ENCLOSURE (1)

Part II DIRECTOR RECOMMENDATION

Situation outlined in Part I has been thoroughly reviewed and approval is

Director ☐ Recommended ☐ Not Recommended _____ Signature

Director's Comments:

Part III SAFETY OFFICE REVIEW

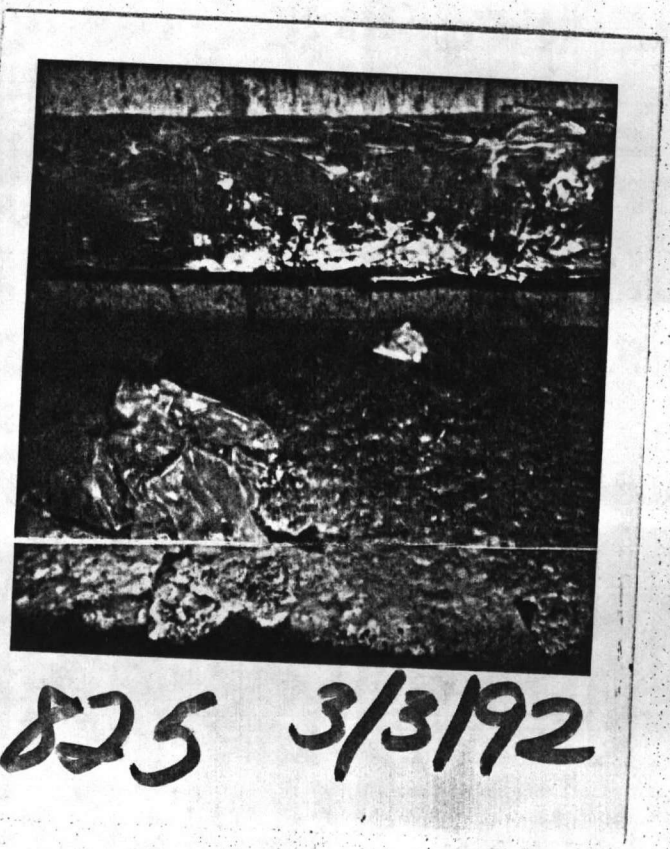
☐ Concur ☐ Nonconcur Comments:

Name, Organization, Title Signature

Part IV INDUSTRIAL HYGIENE OFFICE REVIEW

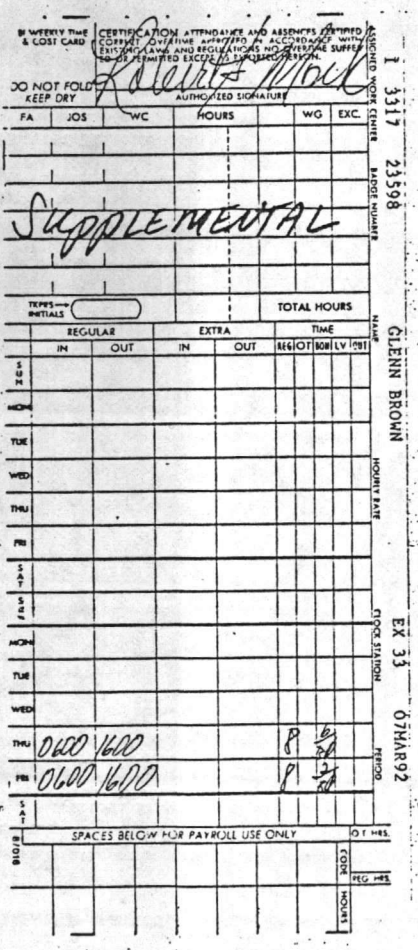
☐ Concur ☐ Nonconcur Comments:

Name, Organization, Title Signature

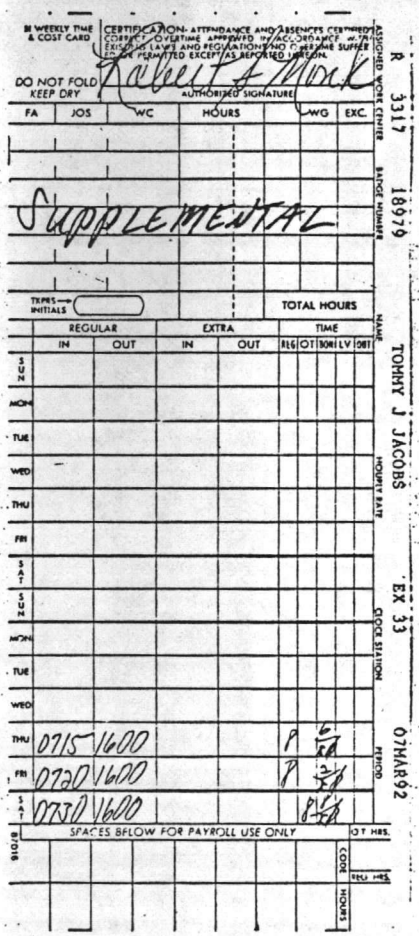


825 3/3/92

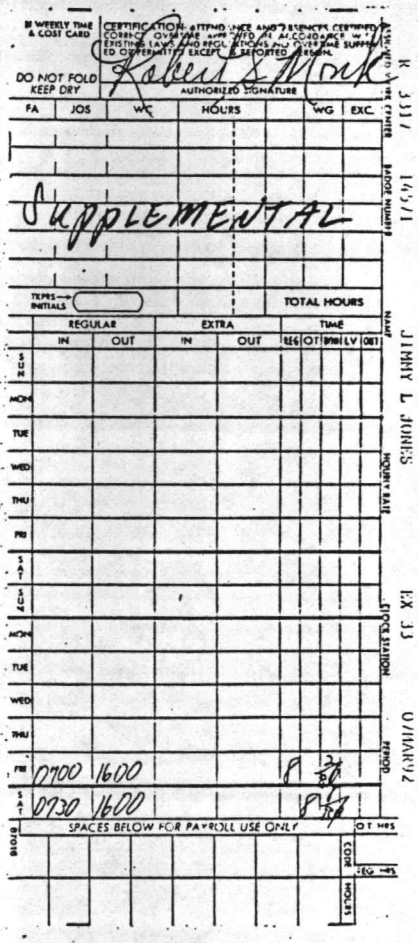
Supplementals for pay period 07 mar 92



0930 - 1600
09:30 11:30



0930 - 1600
0930 - 1130



0930 - 1130

MAR92- 2 HRS DIRTY PAY
MAR92- 8 HRS DIRTY PAY

05MAR92- 6 HRS DIRTY PAY
06MAR92- 2 HRS DIRTY PAY
07MAR92- 8 HRS DIRTY PAY

05MAR92- 6 HRS - DIRTY PAY
06MAR92- 2 HRS - DIRTY PAY

825 3/3/92

INSTRUCTIONS

PART I - To be completed by the individual having first hand knowledge of the hazard, physical hardship, and/or condition of an unusual nature. This is normally the first-level supervisor.

PART II - To be completed by the organization commander or chief. If approval is recommended, forward to Civilian Personnel. CPO will forward to Safety and/or Industrial Hygienist, as required, for analysis.

PART III - To be completed by Safety Office.

PART IV - To be completed by Industrial Hygienist.

APR 27 9 53 AM '92

Jimmy L. Jones
Badge #14571

☐ Initial Request for Review ☐ Request for Reconsideration

Part I REQUEST FOR EDP EVALUATION

1. Request the following situation be reviewed for EDP: Dirty Work

a. Description of Work Situation: Upon inspection it was determined that a section of sewer pipe had ruptured and sewer and grease had been going under the kitchen area crawl space under the building for weeks. The pipe had to be cut and re-routed under the building to the outside. The sewer under the building where the work had to be done was from 6 inches to 18 inches deep and workers had to work in the sewer. The smell would take your breathe and cockroaches were in the millions everywhere. It was the worst condition I have ever seen. (Picture enclosed)

b. Actions Taken to Reduce or Practically Eliminate Condition:
The previous condition has been repaired, but due to the old plumbing pipes under the building, I cannot guarantee that other sections of the old sewer lines will not rupture.

c. Recommended Category
Dirty Work

2. Position(s) Affected (official title, series, grade, UNIT/SEC TWR) 5010 #

Requested by (name, organization, position title)	Signature	Date
Robert S. Monk CLDS Maintenance Supervisor	Robert S Monk	4/23/92

ENCLOSURE (1)

Part III DIRECTOR RECOMMENDATION

Situation outlined in Part I has been thoroughly reviewed and approval is

Director ☐ Recommended ☐ Not Recommended _____ Signature

Director's Comments:

Part III SAFETY OFFICE REVIEW

☐ Concur ☐ Nonconcur Comments:

Name, Organization, Title Signature

Part IV INDUSTRIAL HYGIENE OFFICE REVIEW

☐ Concur ☐ Nonconcur Comments:

Name, Organization, Title Signature

OVERTIME REPORT
MCBCL 7420/1

APR 2 10 07 AM '92

NOTE: REQUIRED FIRST MONDAY FOLLOWING PAY PERIOD APPROVED WORK IS PERFORMED

From: CAMP LEJEUNE DEPENDENTS' SCHOOLS
To: Assistant Chief of Staff, Comptroller (Attn: Civilian Payroll)
Via: CIVILIAN PERSONNEL DIVISION

DATE OF REQUEST: 04/01-92

Employee Name	Date(s) Worked	No. Hours Worked	Type Work Overtime / Compensatory Time / Holiday Time	(1) Purpose for overtime. (2) Reason work cannot be performed during nor working hours if other than emergency.
I 3317 - 23598	5 Mar 92	5	HAZARDOUS PAY	These employees worked at Brewster Middle School in unsanitary conditions repairing damage pipes in the cafeteria. This require them to work outside of their assigned positions.
	6 Mar 92	6		
R 3317 - 14571	6 Mar 92	2	SAME AS ABOVE	" " "
	7 Mar 92	8	" "	" " "
	8 Mar 92	8	" "	" " "
R 3317 - 18979	5 Mar 92	6	SAME AS ABOVE	" " "
	6 Mar 92	2	" "	" " "
	7 Mar 92	8	" "	" " "
	8 Mar 92	8	" "	" " "

Approving Official (See EO 7420.2 for Those Authorized to approve)
E. CONRAD SLOAN, SUPERINTENDENT E. Conrad Sloan

Date of Approval: 4/1/92

Figure 10.--Overtime Report

23 MAR 92

MEMORANDUM

From: Maintenance Supervisor, CLDS
To: Classification Superintendent, CPD
Via: Superintendent, CLDS

Subj: HAZARDOUS DUTY PAY

1. The below list of employees worked in extremely "dirty" conditions when they had to conduct repairs at Brewster Middle School, Building 825. Therefore, it is requested that they receive Hazardous Duty pay.

2. The repair work at Brewster consisted of repairing broken sewer lines and broken grease lines. The material from these broken lines had flooded the crawl space below the main building. In addition, the work space was coach roach infested.

3. The following information is provided:

NAME	DATE	No. OF HOURS
Tommy J. Jacobs	5 MAR 92	6
	6 MAR 92	2
	7 MAR 92	8
	8 MAR 92	8
Jimmy L. Jones	6 MAR 92	2
	7 MAR 92	8
	8 MAR 92	8
Glenn Brown	5 MAR 92	6
	6 MAR 92	2

Robert S Monk

R. S. MONK

Disapproved ?

12550
CPD
8 Nov 88

From: Civilian Personnel Director, Marine Corps Base, Camp Lejeune
To: Motor Transport Officer, Marine Corps Base, Camp Lejeune
Via: Assistant Chief of Staff, Logistics, Marine Corps Base, Camp Lejeune

Subj: HAZARD/ENVIRONMENTAL PAY

Ref: (a) Your request 12000, BMT, 10/12/88
(b) FPM Supplement 532-1, Appendix J

1. Reference (a) requested an on-site review of certain working conditions/situations to determine if employees might be entitled to environmental differential pay.

2. On 31 October 1988, members of my classification staff visited the Motor Transport area. Interviews were conducted with the OIC, Major Anzaldua and the General Foreman, Mr. Carter. A tour of the work site was also conducted. The purpose of the on-site visit was to determine the nature of the exposure, the degree to which the employee is exposed, the period of time during which the exposure might exist, and the degree to which control may be exercised over the physical hardship, hazard or working condition of an unusually severe nature. The below is the result of that visit and the review conducted in light of reference (b) which outlines the criteria for the payment of environmental differentials for exposure to various degrees of hazards, physical hardships, and working conditions of an unusually severe nature.

a. Upholstery Worker - This employee works in a battery room that is considered a hazardous storage area. He is involved with storing batteries, replacing caps that are missing, emptying battery acids into a hazardous waste container if batteries are found cracked, and banding and preparing batteries for pickup by the contractor. The employee's job description has the following remark under Hazards: "This position requires the use of protective clothing while working in the Battery Room." The key to awarding this type of environmental differential pay is "exposure". It is not considered that mere entry into the battery room would expose the employee to any type of hazard. When actually handling the batteries, proper utilization of protective clothing indicated in the job description and by safety regulations when handling hazardous waste is considered to practically eliminate any hazard to the employee. For these reasons, it is considered that the work situation described in reference (a) would not meet the criteria established in reference (b) for payment of environmental differential.

b. Mobile Equipment Metal Worker/Automotive Worker/Automotive Mechanics - The work situation described as hazardous is when workers are replacing/repairing the air bag system on vehicles. Management states "this air bag system is considered hazardous while working on it." On the manufacturer's label the following statement is made "Undamaged unit is non-hazardous". This indicates if the Air Bag Module Assembly is properly packaged and handled the hazard is practically eliminated and would not meet the criteria for payment of environmental differential.

c. Automotive Mechanics/Automotive Workers - The work situation described here is employees being exposed to "liquid filth" or other debris in or on dumpmasters while repairs are being made on the subject vehicle while loaded with this debris. Reference (b) states that payment of environmental differential is authorized when performing work which subjects the employee to soil of body or clothing beyond that normally to be expected in performing the duties of classification. Therefore, the working conditions of the employees in arriving at an opinion must be considered. The Office of Personnel Management (OPM) job grading standard for the Automotive Mechanic and Automotive Worker states the following under Working Conditions: "..... Most work at this grade is done inside where it is drafty and noisy, and fumes from vehicles are usually present. The automotive worker must frequently stand on hard surfaces for long periods of time. There are times when he must crawl under vehicles and make repairs while on hard, usually damp, surfaces. The automotive worker is occasionally called upon to perform repairs outside, sometimes in bad weather. Dirt, dust, and grease are always present. Vehicle fluids, such as battery acids and hydraulic fluids, may cause burns or irritate the skin. There is frequent exposure to the possibility of cuts, bruises, shocks, burns, and strains." Based on the working conditions outlined in the OPM standard it is considered that the working environment outlined in reference (a) is comparable to that addressed in the standard and considered in the job grading process; therefore, the criteria for payment of environmental differential would not be met.

d. Automotive Mechanics and Automotive Workers - The work described here concerns employees being saturated with fuel while changing fuel separator filters in the fuel carrying tanks. Again, as addressed in paragraph c above, reference (b) specifically states that the differential pay is payable only to employees occupying positions in which exposure has not been taken into consideration in the job grading process. The OPM standard for these jobs has considered in the grading process exposure to such soil as dirt, dust, grease, battery acids, and hydraulic fluids. For these reasons, the criteria for payment of environmental differential would not be met.

3. Other working conditions were addressed during the visit at your work site that were not addressed in reference (a). In two of the cases a study is now underway by the Occupational and Preventive Medicine Department at Camp Lejeune. Until the study is completed and its findings and recommendations presented it is felt that an advisory on this work condition would be premature. Therefore, you are requested to forward a copy of the reports upon their completion whereas at that time a decision will be rendered on the subject of environmental differential pay entitlement. The third concern is the use of Paint Thinner to clean spray paint guns after use and sanding off paint with a lead base. The OPM standard for Mobile Equipment Metal Mechanic states that the employee must have the skill to remove, fabricate, reshape and replace or repair such damage as, dents, tears, wrinkles, cuts and creases by cutting, knocking out, welding, filling and sanding. The position description of record for the Mobile Equipment Metal Mechanic states the employee paints vehicles and equipment by using brush or spray gun as appropriate. Based on this information it is considered that the duties described are a regular and recurring part of the job and were taken into consideration when grading the position. Therefore, the criteria for environmental differential pay would not be met.

4. You may wish to contact the Safety Office for assistance in assuring that you have considered and implemented any practices and utilized any equipment which may be available to further alleviate the areas of concern outlined in reference (a) or addressed during the visit.

HOSEA HORNE, JR.

Copy to:
Occupational & Preventive
Medicine Department, NAVHOSP
Safety, MCB

Writer: L. Saski, Classification, 1532
Typist: R. Brown, 8 November 1988

CPO/DB/mp
12532/12550
15 July 1981

From: Commanding General
To: Assistant Chief of Staff, Logistics

Subj: Additional Pay, request for

Ref: (a) DSSC ltr LOG/K/MSW/gmk dtd 18 Jun 1981
(b) FPM Supplement 532-1, S-7, Appendix J
(c) OPM Job Grading Standard for Fuel Distribution System Operator, WG-5413
(d) CPO 4th End 49/WRM/cs 12532/2 dtd 21 Jun 1971 on CO, BMatBn ltr DS-SSB/JOA/jaj 12532 dtd 21 May 1971
(e) FPM Supp 990-2, Book 550, S9 (NOTAL)

1. The request for payment of an environmental differential contained in reference (a) has been reviewed in light of reference (b). As a result of this review, it is concluded that the work situation discussed does not meet the criteria for the payment of an environmental differential. Payment of an environmental differential for the category "Dirty Work" requires the employee to be subjected to soil of clothing or body beyond that normally to be expected in performing the duties of the classification to which assigned. The conditions cited in paragraph 1a of reference (a) are considered to be a normal part of a Fuel Distribution System Worker job and are easily related to the duties discussed in reference (c). A previous request for an environmental differential for the same work situation was disapproved on 21 June 1971 by reference (d).

2. The request for payment of additional pay contained in paragraph 1b of reference (a) has been reviewed in light of reference (e). The work situation discussed does not meet the criteria established for "Explosive or Incendiary Materials" discussed in reference (e). Payment for this category may be made only when employees are working with or in close proximity to "explosive or incendiary materials which are unstable or highly sensitive." Duties that meet the definition "includes assembling, loading, testing, or cleaning explosive ordnance such as fuses, primers, detonators, auxiliary detonators, cartridges, projectiles, gun ammunition, and the like." Conducting tests to evaluate the ballistics properties of explosive materials are also included.

3. For the reasons cited above, the requests contained in reference (a) may not be approved.

HOSEA HORNE, JR.
By direction

Copy to:
Acctg Div.

cpo 1t
w.c —

DIRECT SUPPORT STOCK CONTROL
Assistant Chief of Staff, Logistics
Marine Corps Base
Camp Lejeune, North Carolina 28542

LOG-K/MSW/gmk
12532
18 Jun 1981

From: Officer in Charge
To: Commanding General, Marine Corps Base, Camp Lejeune, North Carolina 28542 (Attn: Civilian Personnel Officer)
Via: Assistant Chief of Staff, Logistics, Fwd for appropriate action

Subj: Additional Pay; request for evaluation

Ref: (a) BO 12532.1M

1. The reference has been reviewed and the following positions may warrant additional pay:

a. Fuel Distribution System Worker, Main Fuel Farm, Shop Stores Branch, JD #8-73. The position authorized to approve payment will be Fuel Distribution System Worker Foreman.

(1) The position is located at the Main Fuel Farm in the Industrial Area. The various tasks performed constantly exposes the incumbent to vapor and fumes from volatile liquid, noise and vibrations in the pumphouse, possible fuel spillage, and all weather conditions. Additionally, the incumbent performs maintenance work involving oiling and greasing pumps and valves, replacing filters and gaskets and making emergency repairs to equipment.

b. Supervisory Supply Technician and Supply Clerk (Typing), Ammunition Branch, PD 9901-6 and 9902-4. The position authorized to approve payment will be the Warehouse Worker General Foreman.

(1) The two positions are located in an office adjacent to the inventory area where all types of ammunition and explosives are staged on vehicles pending inventory and inspection prior to release. All field returns enter the same area for inspection. Ammunition receipts are staged in this area for identification and location determination prior to being escorted into the magazine areas. The office is within 75 feet of the staging areas. The degree of hazard is low.

2. Request evaluation and decision.

M. S. Wood

M. S. WOOD

21/JE/dh
7420
5 June 1962

SECOND ENDORSEMENT on Plumbing and Heating Shop ltr of 1 June 1962 to IRO

From: Base Maintenance Officer
To: Industrial Relations Officer

1. Forwarded, concurring with first endorsement.

JOE EVERETT
By direction

AIP/jr
12552
8 June 1962

THIRD ENDORSEMENT

From: Industrial Relations Officer, MCB, Camp Lejeune, N.C.
To: Base Maintenance Officer

Subj: Additional Pay; request for

1. Returned.

2. It is considered that the working conditions described in the basic correspondence do not subject employees to soil or damage to body or clothing beyond that normally associated with the work of their respective trades.

3. For the above reason, the request is not approved.

R. H. PIPER

Copy to:
CivilPayroll

PLUMBING AND HEATING SHOP
BASE MAINTENANCE
CAMP LEJEUNE, NORTH CAROLINA

SAM:mm
1 June 1962

From: Plumbing and Heating Shop
To: Industrial Relations
Via: (1) Shops Officer
(2) Base Maintenance Officer

Subj: Additional Pay Differential

Ref: (a) P&H Ltr SAM:mm of 14 May 1962
(b) BO 12531.5B of 7 Feb 1962

1. In addition to dirty work described in reference (a), approximately six men are engaged in the maintenance and cleaning of Mess Hall Galley Ranges and Oil Fired Furnaces which in my opinion should also receive bonus pay.

S. A. MUNCH

- -

FIRST ENDORSEMENT

4 June 1962

From: Shops Officer
To: Industrial Relations
Via: Base Maintenance Officer

1. Forwarded recommending approval if the description given above comes within the definition of Reference (b).

W. F. MILLER

21/JE/dh
7420
12 June 1962

SECOND ENDORSEMENT on HvyEquipSec ltr of 6 June 1962 to BMO

From: Base Maintenance Officer
To: Industrial Relations Officer

1. Readdressed and forwarded, concurring with first endorsement.

JOE EVERETT
By direction

1C/AIP/jr
12552
14 June 1962

THIRD ENDORSEMENT

From: Industrial Relations Officer, MCB, Camp Lejeune, N.C.
To: Base Maintenance Officer

Subj: Additional Pay; request for

1. Returned.

2. It is considered that the working conditions described in the basic correspondence do not subject employees to soil or damage to body or clothing beyond that normally associated with the work of their respective trades.

3. For the reason given above, the request is not approved.

R. H. PIPER

Copy to:
CivilPayroll

BASE MAINTENANCE, HEAVY EQUIPMENT SECTION
MCB, CAMP LEJEUNE, NORTH CAROLINA

6 June 1962

From: Heavy Equipment Section
To: Base Maintenance Officer
Via: Master Mechanic, Director Maintenance & Repair Division

Subj: Additional Pay; request for

Ref: (a) Base Order 12531.5B
(b) NCPI 531

1. This Section has employees who perform work on wash rack cleaning equipment by using powdered or liquid solution, steam and water. This work is performed to all equipment before mechanical repairs are made or painting is required for equipment. While performing this work clothes, shoes and etc. are soiled even though protected equipment is furnished to these employees.

2. It is requested that action be taken to obtain approval of additional pay (dirty work) for these employees as authorized by Reference (a) and (b).

Willie R. Terry
Willie R. Terry

FIRST ENDORSEMENT

21C:WFM:kjb
7 June 1962

From: Director, Maintenance and Repair Division
To: Base Maintenance Officer

1. Forwarded recommending approval if the description given above comes within the definition of reference (a).

W. F. MILLER

AIP/sag
12000
6 May 1963

FOURTH ENDORSEMENT on Leadngman Painter (Coach) ltr EG/lcz 12000 of 29 April 1963

From: Industrial Relations Officer
To: Commanding Officer, Base Materiel Battalion, 2d FSR, FMF, CLNC

Subj: Dirty Work; case of employees of the Paint Shop, Preservation and Packaging Branch

1. Returned.

2. It is considered that the working conditions described in the basic correspondence does not subject the employees to soil or damage to body or clothing beyond that normally associated with the duties of their trade and which is not alleviated by mechanical devices.

3. For the reasons stated above, the request is not approved.

R. H. PIPER

1C/WRM/gg
12531/8
22 Sep 1965

SECOND ENDORSEMENT on Director, M&R Div's ltr 21C/ACB/lp of 17 Sep 1965

From: Industrial Relations Officer
To: Base Maintenance Officer

Subj: Dirty Work Pay; request for

1. Returned.

2. The request for additional pay for dirty work as described in the basic correspondence is approved subject to the following conditions:

a. The employees will be paid for the time actually involved in performing the specified work except that when an employee is required to perform the specified work for over 60 hours during three consecutive work-weeks, he is considered to be regularly assigned and, therefore, is entitled to additional pay on a full time basis.

b. The additional pay of an employee on a regularly assigned basis will terminate at the beginning of the first workweek not preceded by three consecutive work-weeks during which he is required to perform the specified work for more than 60 hours.

R. H. PIPER

Copy to:
Civil Payroll

Situation cancelled 3/28/90

BASE MAINTENANCE DEPARTMENT
Marine Corps Base
Camp Lejeune, North Carolina 28542

21C/ACB:lp
SEP 17 1965

MEMORANDUM

From: Director, Maintenance and Repair Division
To: Industrial Relations Officer
Via: Base Maintenance Officer

Subj: Additional pay; request for authority to pay

Ref: (a) BO 12531.1B

1. It is requested that authority be granted to pay employees rated as Laborer, for dirty work while installing polyethylene under public quarters.

2. In order to install the covering, employees will be required to crawl on their hands and knees and/or slide around on their stomach underneath the buildings; the employees will work in a prone position while performing this work. The soil under the buildings varies from extremely dry to extremely wet or damp; obnoxious odors are prevelant; and much discomfort will be experienced by the employees.

W. F. MILLER

- -

21A/AKM/ph
12552
SEP 20 1965

FIRST ENDORSEMENT

From: Base Maintenance Officer
To: Industrial Relations Officer

1. Forwarded, recommending approval.

JOE EVERETT
By direction

21A/EMC/dbh
12552
9 May 1963

SECOND ENDORSEMENT

From: Base Maintenance Officer
To: Industrial Relations Officer

1. Forwarded, concurring with request.

E. M. COLLINS
By direction

AIP/sag
12552
20 May 1963

THIRD ENDORSEMENT

From: Industrial Relations Officer
To: Base Maintenance Officer, Maintenance Department, Mechanical Branch

1. Returned.

2. It is considered that the working conditions described in the basic correspondence do not subject the employees to soil or damage to body or clothing beyond that normally associated with the duties of their respective trades.

3. For the reason stated above, the request is not approved.

R. H. PIPER

Base Maintenance Officer

MECHANICAL BRANCH
Base Maintenance Department
Marine Corps Base
Camp Lejeune, North Carolina

SAM/pcf
8 May 1963

From: Chief Quarterman, Mechanical Branch
To: Industrial Relations Officer
Via: (1) Director, Maintenance and Repair Division
(2) Base Maintenance Officer

Subj: Dirty Work Pay; Request for

Ref: (a) BO 12531.5C

1. It is requested that a survey be made of the cleaning and repairing of well pipes throughout Camp Lejeune for a determination for dirty work pay.

2. This work is unusually dirty due to large amounts of iron oxide and oil dripping from pipe and oil tubing causing stains to clothing which cannot be removed.

3. This type of work is not specified in the Job Description of a Plumber, No. 55-62.

4. In view of the above, dirty work pay is recommended.

S. A. MUNCH

210/MFM/gtr
12550
8 May 1963

FIRST ENDORSEMENT

From: Director, Maintenance and Repair Division
To: Industrial Relations Officer
Via: Base Maintenance Officer

1. Forwarded, concurring with request for reasons as outlined.

W. C. MILLER

1C/AIP/eaw
12531
9 November 1966

From: Industrial Relations Officer
To: Commanding Officer, Base Materiel Battalion, Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Additional Pay in Preservation and Packaging Branch

Ref: (a) CO BMatBn ltr 8H/SO/DMD/ln 12000 of 28Oct66

1. As requested by reference (a), the work assignments in the Preservation and Packaging Branch have been reviewed for the purpose of determining entitlement of civilian employees to additional pay for hazardous or dirty work.

2. It has been determined that no additional pay for hazardous or dirty work is warranted.

R. H. PIPER

Mailed
11/9/66

HEADQUARTERS
Base Materiel Battalion
Marine Corps Base
Camp Lejeune, North Carolina 28542

8H/SO/DMD/ln
12000
OCT 28 1966

From: Commanding Officer
To: Industrial Relations Officer, Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Review of Job Descriptions in Preservation and Packaging Branch, Base Materiel Battalion; request for

1. A meeting was held with the Shop Stewards of the Preservation and Packaging Branch on 11 October 1966 in the office of the Commanding Officer, Base Materiel Battalion. Mr. PAGE from IRO was present.

2. One topic of discussion was in those areas in which hazardous pay was authorized. It was noted that some employees in paint and caustic areas might receive hazardous pay. Mr. PAGE indicated that in an IRO investigation held sometime in the past, that no area within the Paint Shop fell in the area of hazardous pay.

3. To insure that the conditions have not changed, it is requested that a review of job descriptions for personnel engaged at work within the Preservation and Packaging Branch be conducted to see if any employee now falls under the authorization of hazardous duty (caustic) or additional pay (dirty work).

J. C. BOULWARE

Copy to:
P&P Branch

W + C

AIP/eaw
12531/8
7 March 1967

THIRD ENDORSEMENT on ChQtrman GenSerBr memo of 13 Feb 1967

From: Industrial Relations Officer
To: Base Maintenance Officer

Subj: Investigation for Dirty Pay; request for

Ref: (a) NCPI 531, Encl (2)

1. As the result of on-site observation of the work described in the basic correspondence, it is concluded that the work does not subject the employees to soil of body or clothing beyond that normally to be expected in performing the duties in their rating as prescribed in reference (a). It is also considered that the circumstances under which the work is performed are not comparable to those cited in reference (a) as warranting additional pay for dirty work.

2. Accordingly, it is considered that additional pay for dirty work is not warranted in this specific work situation.

R. H. PIPER

Mailed 3/9/67

21C:WFM:hjp
14 Feb 1967

FIRST ENDORSEMENT on ChQtrman GenSerBr ltr dtd 13Feb67

From: Director, Maintenance and Repair Division
To: Industrial Relations Officer
Via: Base Maintenance Officer

Subj: Investigation for Dirty Pay, request for

1. Readdressed and forwarded, recommending that a determination be made on the basic request.

W. F. MILLER

21A/AKM/hb
12552
21 February 1967

SECOND ENDORSEMENT

From: Base Maintenance Officer
To: Industrial Relations Officer

1. Forwarded for consideration of request in basic letter.

A. K. MAREADY
By direction

210:WFM:hjp
14 Feb 1967

FIRST ENDORSEMENT on ChQtrman GenSerBr ltr dtd 13Feb67

From: Director, Maintenance and Repair Division
To: Industrial Relations Officer
Via: Base Maintenance Officer

Subj: Investigation for Dirty Pay, request for

1. Readdressed and forwarded, recommending that a determination be made on the basic request.

W. F. MILLER

21A/AKM/hb
12552
21 February 1967

SECOND ENDORSEMENT

From: Base Maintenance Officer
To: Industrial Relations Officer

1. Forwarded for consideration of request in basic letter.

A. K. MAREADY
By direction

5010-104

UNITED STATES GOVERNMENT

Memorandum

TO : Director, Maintenance and Repair Div. DATE: 13 Feb 1967

FROM : Chief Quarterman, General Services Branch

SUBJECT: Investigation for Dirty Pay, request for

1. The question has been brought up whether employees working on Loadpacker emptying garbage from cans into loadpacker are entitled to receive dirty pay.

2. With your permission, it is requested the Industrial Relations Officer be requested to investigate this situation.

A. C. Bartley

A. C. BARTLEY

W & C Files

CP/MM/mm
12000
31 December 1969

SECOND ENDORSEMENT on Head, Preservation, Packaging and Packing Branch ltr MO-PP/EWC/em of 29 Dec 1969

From: Commanding Officer, Base Materiel
To: Director of Civilian Personnel

Subj: Additional Pay (Dirty Work); request for

1. Forwarded for necessary action.

C. TREBLE

49/WRM/dh
12531
30 Jan 1970

THIRD ENDORSEMENT on Head, Preservation, Packaging & Packing Br. ltr MO-PP/EWC/em of 29 Dec 1969

From: Director of Civilian Personnel
To: Commanding Officer, Base Materiel Battalion

1. As requested in the basic correspondence, a member of the Wage and Classification staff made an on-site review of the work assignments of Preservation Mechanics located at Bldg. 909 and at Lot 201. It is considered that the work being performed does not subject the employees to soil of body or clothing beyond that normally expected in performing the duties of their rating. A certain amount of dirty work is inherent in the cleaning, preserving and preparing for storage or shipment complex items of machinery or equipment, such as engines, automotive equipment, guns and other machinery.

2. In consideration of the above conditions, the additional pay request for dirty work may not properly be approved.

A. I. PAGE

PRESERVATION, PACKAGING, AND PACKING BRANCH
MOWASP DIVISION
Base Materiel Battalion
Marine Corps Base
Camp Lejeune, North Carolina 28542

MO-PP/EWC/em
29 December 1969

From: Head, Preservation, Packaging, and Packing Branch
To: Director of Civilian Personnel, Civilian Personnel Office, Marine Corps Base, Camp Lejeune, North Carolina
Via: (1) Commanding Officer, Base Materiel Battalion
(2) Officer in Charge, MOWASP Division

Subj: Additional Pay (Dirty Work), request for

Ref: BO 12531.5B

1. It is requested that a representative from the Civilian Personnel Office make an on-site survey of work assignments to determine if dirty work pay is justified on certain work assignments performed by Preservation Mechanics.

E. W. CONWAY

MO/LM/hnw
12000
30 Dec 1969

FIRST ENDORSEMENT

From: Officer in Charge, MOWASP Division
To: Director of Civilian Personnel, Civilian Personnel Office, Marine Corps Base, Camp Lejeune, North Carolina 28542
Via: Commanding Officer, Base Materiel Battalion

1. Forwarded, recommending approval.

W. C. BOEYEN

WRM/bak
12531/6
21 September 1967

THIRD ENDORSEMENT on BrHead MechTradesBr memo 21C:SAM:mpm of 12Sep67

From: Acting Industrial Relations Officer
To: Base Maintenance Officer

Subj: Investigation for Dirty Pay; request for

Ref: (a) NCPI 531, Encl (2)

1. As the result of on-site observation of the work described in the basic correspondence, it is concluded that the work does not subject the employees to soil of body or clothing beyond that normally to be expected in performing the duties in their rating as prescribed in reference (a). It is also considered that the circumstances under which the work is performed are not comparable to those cited in reference (a) as warranting additional pay for dirty work.

2. Accordingly, it is considered that additional pay for dirty work is not warranted in this specific work situation.

A. I. PAGE

mailed
9/21/67

12 September 1967

Branch Head, Mechanical Trades Branch

Industrial Relations Officer
Via : (1) Director, Maintenance and Repair Div.
(2) Base Maintenance Officer

Subj: Dirty Work Pay, request for investigation of

1. It is requested that an investigation be conducted to determine if employees working on boiler changing job at P.P.(Old Quarters Area) are entitled to receive pay rated for dirty work.

S. A. MUNCH

21C/WFM:hjp
13 September 1967

FIRST ENDORSEMENT on BrHead MechTradesBr memo 21C:SAM:mpm of 12Sep67

From: Director, Maintenance and Repair Division
To: Industrial Relations Officer
[illegible]a: Base Maintenance Officer

Subj: Dirty Work Pay, request for investigation of

1. Forwarded, recommending that an investigation be made and a determination rendered as requested.

W. F. MILLER

21A/AKM/hb
12552
15 September 1967

SECOND ENDORSEMENT

From: Base Maintenance Officer
To: Industrial Relations Officer

1. Forwarded for appropriate action.

A. K. MAREADY
By direction

49/WRM/dh
12532/2
10 Dec 1970

FIRST ENDORSEMENT on CO, BMatBn ltr MO/WCB/hnw over 12532 of 20 Nov 1970

From: Director of Civilian Personnel, Marine Corps Base, Camp Lejeune, North Carolina
To: Commanding Officer, Base Materiel Battalion

Subj: Additional Pay Assignment; request for

Ref: (b) FPM Supplement 532-1
(c) 3rd End on Head, Preservation, Packaging & Packing Br. ltr MO-PP/EWC/em of 29 Dec 1969

1. Returned.

2. As requested in the basic correspondence, members of the Wage and Classification staff made an on-site review of the work situations at the Preservation Plant. Although the work assignments of Preservation Mechanics at Bldg. 909 and at Lot 201 have been reviewed previously and reported on by reference (c), all current work assignments were again reviewed and considered in light of the new guidelines contained in reference (b).

3. It is considered that most of the work being performed and the conditions under which it is performed do not subject the employees to soil of body or clothing or to hazards beyond that normally expected in performing the duties of their rating. A certain amount of dirty work and/or hazard is inherent in the cleaning, preserving and preparing for storage or shipment complex items of machinery or equipment, such as engines, automotive equipment, guns, and other machinery. Review revealed that the extreme conditions were alleviated by mechanical equipment or protective devices. For example, in eye and noise hazard areas, protective devices such as goggles and ear plugs were provided. In other areas, protective clothing, i. e. , boots, coveralls, aprons, respirators, etc. were provided.

4. In consideration of the above conditions, the additional pay request for dirty work or hazardous work may not properly be approved.

A. I. PAGE

HEADQUARTERS
Base Materiel Battalion
Marine Corps Base
Camp Lejeune, North Carolina 28542

MO/WCB/hmw
12532

20 NOV 1970

From: Commanding Officer
To: Base Commander, Marine Corps Base, Camp Lejeune, North Carolina 28542 (Attn: Director of Civilian Personnel)

Subj: Additional Pay Assignment; request for

Ref: (a) BO 12532.1A

1. It is requested that the duties of the following jobs be evaluated to determine if they rate additional pay for "Hazardous" or "Dirty Work" or both in accordance with reference (a):

Preservation Section (Shop Code 3228)

Foreman (Ldgmn) Preservation Mechanic	1
Leader Preservation Mechanic	2
Preservation Mechanic	5
Preservation and Packing Worker	5
Packer	10
Laborer	2
Forklift Truck Operator	2

Painting Section (Shop Code 3229)

Foreman (Ldgmn) Painter (Coach)	1
Painter (Coach)	2
Painter Helper	2
Stencil Cutter and Marker	1
Laborer	5 3 (1 Was Temp)

Box and Crate Section (Shop Code 3228)

Foreman (Ldgmn) Crater-Packer	1
Leader Crater-Packer	1
Crater-Packer	10
Box Maker	6
Laborer	2

2. The following work conditions exist and each of the incumbents of the above jobs is exposed to some of them in the performance of his duties:

a. Dirty Work

(1) Exposure to working surfaces covered or partially covered with dirt, mud, and grease.

(2) Exposure to dust and dirt driven by high winds.

(3) Working under vehicles on unimproved surfaces in a staging area that is frequently wet and damp.

(4) Exposure to paint dust created by sanding painted surfaces and paint spray mist in the preparation room, spray booth, and finishing room of the Paint Shop.

(5) Removing contaminated preservative and cleaning compound from storage tanks.

b. Hazardous Work

(1) Cleaning spare parts and accessories with acids and paint stripping compounds.

(2) Work with live steam.

(3) Work with compressed air.

(4) Work in extreme inclement weather.

(5) Work in eye and noise hazard area.

3. If additional pay is authorized for the above jobs, the following supervisors will approve time cards:

a. Preservation and Packaging Section (Shop Code 3228) - Otis L. Lewis, Foreman Preservation Mechanic

b. Painting Section (Shop Code 3229) - Ellis Greer, Foreman Painter Coach

c. Box Crating Section (Shop Code 3228) - Lester Morton, Foreman (Ldgmn) Crater Packer

C. TREBLE

CP/CFD/nn
26 March 1962

FIRST ENDORSEMENT on Qtrmn, Pres Mech's ltr SE-3/EWC/lcz 12000 of 23 Mar 62

From: Commanding Officer, Base Materiel Battalion, 2d Force Service Regiment, FMF, Camp Lejeune, N. C.
To: Industrial Relations Officer, Marine Corps Base, Camp Lejeune, North Carolina

Subj: Additional pay (dirty work); request for

1. Forwarded, recommending disapproval.

2. Additional pay is not considered justified since the work performed is within the scope of the duties of a painter (coach).

H. G. TAFT

AIP/dmb
28 March 1962

SECOND ENDORSEMENT

From: Industrial Relations Officer, Marine Corps Base, Camp Lejeune, North Carolina
To: Quarterman, Preservation Mechanic, Preservation and Packaging Branch, Services Division, Base Materiel Battalion, 2d Force Service Regiment, FMF, Camp Lejeune, North Carolina
Via: Commanding Officer, Base Materiel Battalion, 2d Force Service Regiment, FMF, Camp Lejeune, North Carolina

1. Returned.

2. Investigation revealed that adequate protective clothing and mechanical devices are available to the employees performing the work described in the basic correspondence to eliminate damage or soil to body or clothing beyond that normally associated with the rating of Painter (Coach). Accordingly, the subject request is not approved.

R. H. PIPER

[illegible]

W+C
Fed. Copy

PRESERVATION & PACKAGING BRANCH
Services Division
Base Materiel Battalion
2d Force Service Regiment, FMF
Camp Lejeune, North Carolina

SE-3/EWC/lcz
12000
23 Mar 1962

From: Quarterman, Preservation Mechanic
To: Industrial Relations Officer, Marine Corps Base, Camp Lejeune, North Carolina
Via: Commanding Officer, Base Materiel Battalion, 2d Force Service Regiment, FMF, Camp Lejeune, North Carolina

Subj: Additional Pay (Dirty Work); request for

Ref: (a) BO 12531.5B

1. A request for additional pay (dirty work) was submitted to their immediate supervisor by the following employees:

Joseph BROWN	Painter-Helper	Pay #185-1329
Raymond JONES	Painter	" " -6914
George STANCIL	Painter	" " -3475
B. F. TEACHEY	Painter	" " -2717

2. The reason given by these employees for additional pay (dirty work) was the work assignment that involves the processing of approximately 300 water trailers, in accordance with Marine Corps Order 11245.29, Supplement 5, dated 23 January 1961.

3. The actual work performed by the painters consists of spraying each water tank with (1) one coat of zinc chromate, (2) one coat of Epon coating RW-50-1A, and (3) one coat of Epon coating RW-50-1B. The time involved for spraying one coat is approximately 20 minutes for each water tank. The drying time between the first, second, and third coats is approximately 20 hours under normal conditions.

4. The additional pay would not exceed eight man hours for any one day during the period this work is in progress.

EUGENE W. CONWAY

AIP/jr
9/19/62

Base Maintenance Officer

Industrial Relations Officer

Request for Additional Pay for Dirty Work; Case of Helpers in the Sewage Disposal Plants

Ref: (a) QtrmSewDispPlOp ltr of 4Jun62 to IRO

1. Reference (a) requested approval of additional pay for Dirty Work in the case of employees performing certain tasks within the Sewage Disposal Plant. The third endorsement thereto approved this request.

2. In the light of recent information received from the Office of Industrial Relations, approval of subject request is rescinded.

R. H. PIPER

Copy to:
Civil Payroll

21/JE/dh
7420
6 June 1962

SECOND ENDORSEMENT on QtrmSewDispPlOp ltr of 4 June 1962 to IRO

From: Base Maintenance Officer
To: Industrial Relations Officer

1. Readdressed and forwarded, recommending approval.

JOE EVERETT
By direction

AIP/jr
12552
8 June 1962

THIRD ENDORSEMENT

From: Industrial Relations Officer, MCB, Camp Lejeune, N.C.
To: Base Maintenance Officer

Subj: Additional Pay; request for

1. Returned.

2. Since the pay level for the rating of Sewage Disposal Plant Operator is set in consideration of the working conditions involved, additional pay for Dirty Work may not be paid employees performing the duties of this rating.

3. The request for additional pay for Dirty Work as described in the basic correspondence is approved for Helpers subject to the following conditions:

a. The employees will be paid for the time actually involved in performing the specified work except that when an employee is required to perform the specified work for over 60 hours during three consecutive workweeks, he is considered to be regularly assigned and, therefore, is entitled to additional pay on a full time basis.

b. The additional pay of an employee on a regularly assigned basis will terminate at the beginning of the first workweek not preceded by three consecutive workweeks during which he is required to perform the specified work for more than 60 hours.

R. H. PIPER

Copy to:
CivilPayroll

UTILITIES SECTION
BASE MAINTENANCE DIVISION
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA 4 June 1962

From: Quarterman, Sewage Disposal Plant Operator
To: Industrial Relations Officer
Via: (1) Base Utilities Officer
(2) Base Maintenance Officer

Subj: Additional pay, request for authority to pay

Ref: B.O. 12531.1A

1. It is requested that authority be granted to pay the below listed employees for dirty work when cleaning digesters at the Sewage Disposal Plant.

1 - Sewage Disposal Plant Operator
2 - General Helpers

PERCY S. HUFFMAN, JR.

21E/DCW/hp
11300
4 June 1962

From: Base Utilities Officer
To: Base Maintenance Officer

FIRST ENDORSEMENT

1. Forwarded, recommending approval.

D. C. WILLIAMS

AIP/sag
12552
20 Nov 1963

Industrial Relations Officer

Head, Wage & Classification Division

Additional Pay Request

1. The following reasons are advanced in support of the recommended approval of the attached request for additional pay for dirty work.

a. There is an excessive amount of dust generated by the emptying of bags of lime by hand.

b. The specific work described is not a regular part of other employees of the water treatment system.

c. Although mechanical devices such as goggles, respirator, and gloves are provided, these are not considered to adequately alleviate the working conditions described in the basic correspondence.

A. I. PAGE

Cancelled

21A/AEH/pw
12552
NOV 8 1963

FIRST ENDORSEMENT on DirUtilDiv ltr of 4 Nov 1963 to IRO

From: Base Maintenance Officer
To: Industrial Relations Officer

Subj: Dirty work pay; request for

1. Forwarded, recommending approval.

JOE EVERETT
By direction

AIP/sag
12552
20 Nov 1963

SECOND ENDORSEMENT

From: Industrial Relations Officer
To: Base Maintenance Officer

1. Returned.

2. The request for additional pay for dirty work as described in the basic correspondence is approved subject to the following conditions.

a. The employees will be paid for the time actually involved in performing the specified work except that when an employee is required to perform the specified work for over 60 hours during three consecutive workweeks, he is considered to be regularly assigned and, therefore, is entitled to additional pay on a full time basis.

b. The additional pay of an employee on a regularly assigned basis will terminate at the beginning of the first workweek not preceded by three consecutive workweeks during which he is required to perform the specified work for more than 60 hours.

R. H. PIPER

Copy to:
Civil Payroll

UTILITIES DIVISION
BASE MAINTENANCE DEPARTMENT
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA

21E/DCW/hp
4 November 1963

3510

From: Director, Utilities Division
To: Industrial Relations Officer
Via: Base Maintenance Officer

Subj: Dirty Work Pay, request for

1. It is requested that dirty work pay be authorized for certain Water Treatment Plant Helpers as required.

2. Dirty work pay is requested for reasons set forth below:

a. 40,000 to 50,000 pounds (800-1000 bags) of lime are handled by hand each week.

b. Bags are cut and dumped by hand into a hopper then blown to a storage tank by air pressure.

c. Working conditions during lime handling are extremely dusty and require that the handler wear a respirator.

d. Working clothes worn during lime handling operations get extremely dirty and require laundering more frequently than normal.

e. A possibility of lime burns exist although suitable goggles, gloves, aprons, and respirators are provided.

f. The Safety Office and Base Sanitation Officer are interested in this particular job in that the possibility of an employee inhaling lime dust exists.

3. To eliminate a possible public nuisance because of dust lime is normally handled on the 12-8 shift. Approximately 16 man hours per week are required for lime handling.

D. C. WILLIAMS

OPTIONAL FORM NO. 10
5010-104

UNITED STATES GOVERNMENT

Memorandum

AIP/jr

TO : Industrial Relations Officer DATE: 10/5/62

FROM : Head, Wage and Classification Division

SUBJECT: Additional pay for Dirty Work for Helpers Sewage Disposal Plant Operator

Encl: (1) BMO ltr 21/JE/np 7420 of 28Sep62

1. The working conditions described in enclosure (1) are encountered no more frequently than twice per year. The duration of this particular work assignment is usually two weeks in each instance.

2. Since the criteria for determining the appropriateness of additional pay for Dirty Work makes reference to conditions which are "normally" associated with a given trade, it is recommended that the Base Maintenance Officer certify whether or not he considers the circumstances in question to be a normal part of the work assignment of these employees. It would also be helpful if he would advance his reasons for his opinion in this matter.

3. If the information described above is provided, it is believed that a more reasonable basis than exists at present will be available for a decision in this matter.

A. I. Page
A. I. PAGE

W & C
Discussed with Base Maintenance Officer and Assistant Base Maintenance Officer during week ending 12 Oct 1962. ABMO indicated that a new request would be submitted with the desired information. AIP

BASE MAINTENANCE DEPARTMENT
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA

21/JE/np
7420
SEP 28 1962

From: Base Maintenance Officer
To: Industrial Relations Officer

Subj: Additional pay for dirty work, case of Helpers in the Sewage Disposal Plant

Ref: (a) IRO memo AIP/jr of 24 Sep 1962

1. Reference (a) rescinded approval of additional pay for dirty work for Helpers in Sewage Disposal Plant, based on information from OIR, stating that it is believed that the rating of Helper Sewage Disposal Plant Operator adequately recognizes the dirty work normally associated with this occupational area.

2. Helpers in the Sewage Disposal Plant are subjected to dirty work to which no other Helpers are subjected.

3. The work performed subjects the employee to soil of body and clothing and protective clothing will not entirely eliminate the odors and soiling of body and clothing.

4. It is requested that this be reconsidered for pay for dirty work and if a satisfactory decision cannot be reached, that the facts be furnished OIR for decision.

JOE EVERETT
By direction

Copy to:
UtilDiv (Maint)

W4C

Base Maintenance Officer

AIP/jr
9/24/62

Industrial Relations Officer

Request for Additional Pay for Dirty Work; Case of Helpers in the Sewage Disposal Plants

Ref: (a) QtrmSewDispPlOp ltr of 4Jun62 to IRO
(b) OIR ltr OIR420:ajt of 5Sep62 to CG MCB CLNC

1. Reference (a) requested approval of additional pay for Dirty Work in the case of employees performing certain tasks within the Sewage Disposal Plant. The third endorsement thereto approved this request.

2. In reference (b) the Office of Industrial Relations stated that the pay level for the rating of Helper Sewage Disposal Plant Operator, W-5, is believed to adequately recognize the dirty work normally associated with this occupational area. Accordingly, approval of subject request is rescinded.

R. H. PIPER

Copy to:
Civil Payroll

IRO

AIP/jr
9/24/62

Head, W&C Div

Background Information on Request for Additional Pay for Dirty Work; Case of Mr. I. J. GRAY

1. By letter dated 6 June 1962 the Head of the Heavy Equipment Section, Base Maintenance, requested additional pay for Dirty Work for employees who were said to be cleaning equipment on the washrack. This letter was endorsed by the Master Mechanic on the 7th of June, and contained a qualified recommendation for approval.

2. On the 12th of June 1962, the Base Maintenance Officer concurred with the endorsement of the Master Mechanic.

3. On or about the 13th of June, the case was personally investigated by the Head of the W&C Division. This individual recommended to the IRO that the request for additional pay for Dirty Work be disapproved on the grounds that the working conditions did not subject the employee to soil or damage of body or clothing beyond that normally associated with his rating. The letter requesting additional pay for Dirty Work stated that protective equipment is furnished employees while performing work described under the conditions set forth in the letter.

4. The definition of the ungraded rating of Automotive Equipment Serviceman states in pertinent part, "Employees whose principal duties are limited to washing and steam cleaning vehicles are rated as Laborer."

A. I. PAGE

AIP/wls
IZ552
1 June 1962

SECOND ENDORSEMENT on InsectVectorControl ltr of 15May62

From: Industrial Relations Officer, MCB, Camp Lejeune, North Carolina
To: Base Maintenance Officer

Subj: Additional Pay; request for

1. Returned.

2. The request for additional pay for Dirty Work as described in the basic correspondence is approved subject to the following conditions:

a. The employees will be paid for the time actually involved in performing the specified work except that when an employee is required to perform the specified work for over 60 hours during three consecutive workweeks, he is considered to be regularly assigned and, therefore, is entitled to additional pay on a full time basis.

b. The additional pay of an employee on a regularly assigned basis will terminate at the beginning of the first workweek not preceded by three consecutive workweeks during which he is required to perform the specified work for more than 60 hours.

R. H. PIPER

Copy to:
CivilPayroll

Cancelled

15 May 1962

From: Insect Vecter Centrel CPO
To: Industrial Relatiens Office
Via: Base Maintenance Officer

Subj: Additional Pay Differential for Dirty Work; request for

Ref: (a) Base Order 12531.5B dtd 7 Feb 1962

1. In compliance with reference (a); subject request is hereby submitted. The list does not reflect all personnel concerned, as additional personnel are anticipated and these laberers rated as Temperary Truck Driver will subsequently revert to their permanent laberer status and will from time to time perform dirty work.

2. Conditions supporting subject request are: a. Larvaciding with oils and oil base formulations. b. Brush killing . These operations with varying grades of oils causes greasiness and attendant dustiness to the clothing and persons of these so engaged. The list of laberer personnel is as follows:

Jessie COOPER
James M. HINES
Charlie JONES Jr.
James L. WARD
Lincoln L. MORRISEY
Alfred SHARPLESS
Robert L. MURRELL
James E. FARRIOR

E. E. MADDEN

- -

21/JE/np
7420
16 May 1962

FIRST ENDORSEMENT

From: Base Maintenance Officer
To: Industrial Relations Officer

1. Forwarded, recommending approval.

2. If this request is approved, it is requested that it be for all personnel performing the work outlined in paragraph 2 of basic correspondence.

JOE EVERETT
By direction

WRM/jr
12552
12 October 1962

Base Maintenance Officer

Industrial Relations Officer

Additional Pay; request for

Ref: (a) InsectVectorControl CPO ltr of 15May62 to IRO

1. Reference (a) requested approval of additional pay for Laborers and other necessary personnel for performing Dirty Work. The second endorsement thereto approved this request.

2. The second endorsement to reference (a) is cancelled because of an apparent need for clarifying information concerning additional pay assignments.

3. The request for additional pay for Dirty Work in reference (a) is approved, however, subject to the following conditions:

a. Employees performing the work described in paragraph 2 of reference (a) will be paid for each hour actually engaged in performing the specified work, including preparation, cleanup time and necessary rest periods, except that when an employee has performed the specified work for over 60 hours during three consecutive workweeks he will be considered to be regularly assigned to such work during the fourth week and is entitled to additional pay on a full-time basis regardless of the amount of specified work performed during that week.

b. An employee who is scheduled to perform the specified work for three consecutive workweeks or more is considered to be regularly assigned and is entitled to additional pay on a full-time basis.

c. The additional pay of any employee on a regularly assigned basis will terminate at the beginning of the first workweek not preceded by three consecutive workweeks during which he is required to perform the specified work more than 60 hours.

R. H. PIPER

Copy to:
Civil Payroll

15A/AKM/ss
12531
14 November 1969

Base Maintenance Officer

Director, Civilian Personnel Office

Additional Pay, request for

1. It is requested that authority be granted to pay employees rated as laborer dirty work pay for time involved in cleaning under building 14.

2. These employees are cleaning debris from under this building and must work in a prone position because of limited clearance (approximately 23 inches). They are subject to dust and obnoxious odors from water pipe leaks.

A. K. MAREADY
By direction

49/WRM/dh
12531
17 Nov 1969

FIRST ENDORSEMENT on BMaintO memo 15A/AKM/ss 12531 of 14 Nov 1969

From: Director of Civilian Personnel
To: Base Maintenance Officer

1. Returned.

2. The request for additional pay for dirty work as described in the basic correspondence is approved subject to the following conditions:

a. The employee will be paid for the time actually involved in performing the specified work except that when an employee is required to perform the specified work for over 60 hours during three consecutive workweeks, he is considered to be regularly assigned, and therefore, is entitled to additional pay on a full-time basis.

b. The additional pay for an employee on a regularly assigned basis will terminate at the beginning of the first workweek not preceded by three consecutive workweeks during which he is required to perform the specified work for more than 60 hours.

HOSEA HORNE, JR.
Acting

Copy to:
Civil Payroll

12532/2
21 April 1975

Commanding General, Marine Corps Base, Camp Lejeune, North Carolina

Commanding Officer, Base Materiel Battalion

Environmental Differential Pay; request for

Ref: (a) Hq BMatBn memo MO/JWC/vkd over 12532/2 dtd 11 Apr 1975
(b) FPM Supplement 532-1, S8-7, Appendix J

1. The request for payment of environmental differential has been reviewed in light of reference (b). An environmental differential for the categories of Dirty Work described in reference (a) is appropriate for all wage employees engaged in unloading lime from boxcars.

2. Dirty Work is payable on an actual exposure basis. An employee entitled to an environmental differential which is paid on actual exposure basis shall be paid a minimum of one hour's differential for the exposure. For exposure beyond one hour, the employee should be paid in increments of one-quarter hour for each 15 minutes or portion thereof. The environmental differential may not be paid when the employee is in a leave status.

A. I. PAGE
By direction

Copy to:
CivPayroll

* Ref (A) always comes before Ref (b).

Cancelled

HEADQUARTERS
Base Materiel Battalion
Marine Corps Base
Camp Lejeune, North Carolina 28542

MO/JWC/vkd
12532
11 APR 1975

From: Commanding Officer
To: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Environmental Differential Pay

Ref: (a) BO 12532.1F

1. In accordance with reference (a), request this battalion be granted approval to compensate employees of this battalion with subject pay for dirty work while engaged in offloading bagged lime from box cars.

2. Each month the transportation element of this battalion receives from one to two carloads of lime which takes three employees from four to eight hours to unload. It is felt that the extremely dusty working conditions experienced by these employees should warrant this additional compensation.

J. A. SIMMONS

W+C

WRM/jr
12552
12 October 1962

Base Maintenance Officer

Industrial Relations Officer

Additional Pay; request for

Ref: (a) HvyEquipSec, MaintDiv, MCB, CLNC ltr of 15May62 to BMO

1. Reference (a) requested approval of additional pay for Dirty Work for employees who spray fuel oil and motor oil on roads and parking lots. The third endorsement thereto approved this request.

2. The third endorsement to reference (a) is cancelled because of an apparent need for clarifying information concerning additional pay assignments.

3. The request for additional pay in reference (a) is approved, however, subject to the following conditions:

a. Employees performing the work described in reference (a) will be paid for each hour actually engaged in performing the specified work, including preparation, cleanup time and necessary rest periods, except that when an employee has performed the specified work for over 60 hours during three consecutive workweeks he will be considered to be regularly assigned to such work during the fourth week and is entitled to additional pay on a full-time basis regardless of the amount of specified work performed during that week.

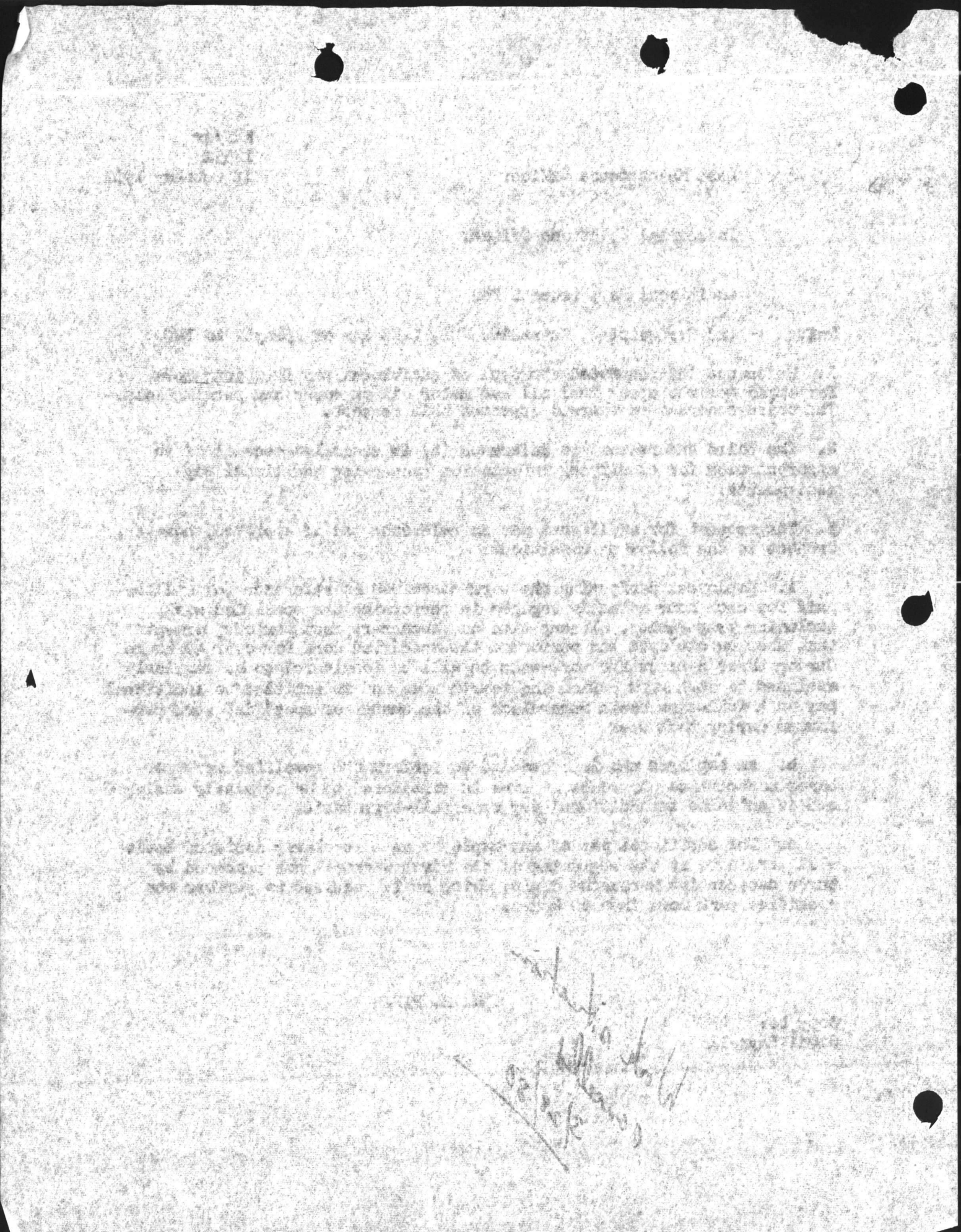
b. An employee who is scheduled to perform the specified work for three consecutive workweeks or more is considered to be regularly assigned and is entitled to additional pay on a full-time basis.

c. The additional pay of any employee on a regularly assigned basis will terminate at the beginning of the first workweek not preceded by three consecutive workweeks during which he is required to perform the specified work more than 60 hours.

R. H. PIPER

Copy to:
Civil Payroll

Work situation
cancelled
3/28/80



BASE MAINTENANCE, HEAVY EQUIPMENT SECTION
MCB, CAMP LEJEUNE, NORTH CAROLINA

15 May 1962

From: Heavy Equipment Section
To: Base Maintenance Officer
Via: Shops Officer

Subj: Additional Pay; request for

Ref: (a) Base Order 12531.5B
(b) NCPI 531

1. This Section has employees who operate equipment to spray fuel oil #6 and motor oil on roads or parking lots for dust and erosion control. Automotive Equipment Operators, Oilers and Laborers are involved when work is required. When picking up said oils and spraying clothes, shoes, etc are soiled.

2. It is requested that action be taken to obtain approval of additional pay (dirty work) for these employees as authorized by reference (a) and (b).

Willie R. Terry
Willie R. Terry

- -

FIRST ENDORSEMENT

16 May 1962

From: Assistant Shops Officer
To: Base Maintenance Officer

1. Forwarded approved.

William J. Lytle
WILLIAM J. LYTLE

- -

21/JE/np
7420
17 May 1962

SECOND ENDORSEMENT

From: Base Maintenance Officer
To: Industrial Relations Officer

1. Forwarded, recommending approval.

JOE EVERETT
By direction

AIP/jr
12552
6 June 1962

THIRD ENDORSEMENT on HvyEquipSec, MaintDiv, MCB, CLNC ltr of 15May 62

From: Industrial Relations Officer, MCB, Camp Lejeune, N.C.
To: Base Maintenance Officer

Subj: Additional Pay; request for

1. Returned.

2. The request for additional pay for Dirty Work as described in the basic correspondence is approved subject to the following conditions:

a. The employees will be paid for the time actually involved in performing the specified work except that when an employee is required to perform the specified work for over 60 hours during three consecutive workweeks, he is considered to be regularly assigned and, therefore, is entitled to additional pay on a full time basis.

b. The additional pay of an employee on a regularly assigned basis will terminate at the beginning of the first workweek not preceded by three consecutive workweeks during which he is required to perform the specified work for more than 60 hours.

M. M. PIPER

Copy to:
CivilPayroll

SE/RRM/lcz
12000
30 April 1963

SECOND ENDORSEMENT on Leadngman Painter (Coach) ltr EG/lcz 12000 of 29 April 1963

From: Officer in Charge, Services Division, Base Materiel Battalion, 2d Force Service Regiment, FMF, Camp Lejeune, North Carolina
To: Industrial Relations Officer, Marine Corps Base, Camp Lejeune, North Carolina
Via: Commanding Officer, Base Materiel Battalion, 2d Force Service Regiment, FMF, Camp Lejeune, North Carolina

Subj: Dirty Work; case of employees of the Paint Shop, Preservation and Packaging Branch

1. Forwarded, recommending disapproval.

2. Additional pay is not considered justified because the job for which painters, painter-helpers, and laborers are hired of necessity subjects them to grime and dirt. This "dirty" pay has not been awarded before, although the jobs have been reviewed for this determination. The operation in the paint shop has not changed since this determination was made.

3. Working conditions in the paint shop are no "dirtier" than those encountered in similar civilian shops; in fact, they are generally much better and cleaner. Protective clothing, aprons, respirators, and similar devices are furnished without charge to the employees. The compensation is generally higher for Preservation and Packaging employees than that received by comparable workers in local private civilian enterprise.

R. R. MEEKER, JR.

- -

MFM/nn
2 May 1963

THIRD ENDORSEMENT

From: Commanding Officer, Base Materiel Battalion, 2d Force Service Regiment, FMF, Camp Lejeune, North Carolina
To: Industrial Relations Officer, Marine Corps Base, Camp Lejeune, North Carolina

1. Forwarded, recommending disapproval.

M. F. MEHLINGER
Acting

SE-3/EWC/lcz
12000
29 Apr 1963

FIRST ENDORSEMENT on Leadngmn Painter (Coach) ltr EG/lcz 12000 of 29 April 1963

From: Quarterman, Preservation Mechanic, Preservation and Packaging Branch, Services Division, Base Materiel Battalion, 2d Force Service Regiment, FMF, Camp Lejeune, North Carolina
To: Industrial Relations Officer, Marine Corps Base, Camp Lejeune, North Carolina
Via: (1) Officer in Charge, Services Division, Base Materiel Battalion, 2d Force Service Regiment, Camp Lejeune, N. C.
(2) Commanding Officer, Base Materiel Battalion, 2d Force Service Regiment, FMF, Camp Lejeune, North Carolina

Subj: Dirty Work; case of employees of the Paint Shop, Preservation and Packaging Branch

1. Readdressed and forwarded for appropriate action.

E. W. CONWAY

PRESERVATION & PACKAGING BRANCH
Services Division
Base Materiel Battalion
2d Force Service Regiment, FMF
Camp Lejeune, North Carolina

EG/lcz
12000
29 April 1963

From: Leadingman, Painter (Coach)
To: Industrial Relations Officer, Marine Corps Base, Camp Lejeune, North Carolina
Via: Quarterman, Preservation Mechanic, Preservation and Packaging Branch, Services Division, Base Materiel Battalion, 2d Force Service Regiment, FMF, Camp Lejeune, North Carolina

Subj: Dirty Work; case of employees of the Paint Shop, Preservation and Packaging Branch

Ref: (a) BO 12531.5C

Encl: (1) Ltr from empls of Paint Shop to IRO dtd 24Apr63

1. The employees of the paint shop have asked that they be granted pay for dirty work, due to the fact that their clothes and the exposed areas of their skin get dirty from the dust, dirt, rust scale and paint spray dust which is encountered in the operation of sanding, scraping, cleaning and painting of vehicles, etc.

2. It is requested that the Wage and Classification Officer make a survey of the paint shop to determine whether or not the scheduled pay of the painters, helpers and laborers fully compensates them for the work and working conditions involved in the refinishing of items in the paint shop.

3. If the work is classified as "dirty work", it is requested that the employees be granted pay in accordance with reference (a).

ELLIS GREER

12550
CPD
1 Dec 88

From: Commanding General, Marine Corps Base, Camp Lejeune
To: Base Maintenance Officer, Marine Corps Base, Camp Lejeune

Subj: REQUEST FOR DETERMINATION OF ENVIRONMENTAL DIFFERENTIAL PAY FOR DIRTY WORK

Ref: (a) Request for Environmental Pay by Electrician Foreman, Base Maintenance, MCB, Camp Lejeune, NC, w/endorsements
(b) My ltr 12550, CPD, dtd 13 Oct 88
(c) CMC ltr 12550, MPC-33, dtd 15 Nov 88

Encl: (1) Copy of reference (c)

1. Reference (a) requested payment of environmental differential pay for dirty work for Kitchen and Bakery Equipment Repairmen, WG-9 when working on the Garbage Dehydrator Machines.

2. Reference (b) requested an advisory determination as to entitlement of environmental differential pay for dirty work. Reference (c) is the reply to that request and is forwarded as an enclosure.

3. Based upon reference (c), your request outlined in reference (a) is not approved.

HOSEA HORNE, JR.
By direction

Writer: L. Saski, Classification, 1532
Typist: R. Brown, 1 Dec 88

DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
WASHINGTON, D.C. 20380-0001

IN REPLY REFER TO
12550
MPC-33

15 NOV 1988

From: Commandant of the Marine Corps
To: Commanding General, Marine Corps Base, Camp Lejeune, NC 28542-5001

Subj: REQUEST FOR DETERMINATION OF ENVIRONMENTAL DIFFERENTIAL PAY FOR DIRTY WORK

Ref: (a) Your ltr 12550 CPD of 13 Oct 88
(b) FPM Supplement 532-1

1. Per the request in reference (a), we have reviewed the information provided and find no entitlement for payment of environmental differential pay (EDP).

2. The position for which payment is requested is classified as Kitchen/Bakery Equipment Repairer. Duties include installing, overhauling, repairing and maintaining kitchen equipment. A four percent differential for dirty work is requested because the garbage dehydrator machines the incumbents work on are used to process garbage and are filthy and have a bad odor.

3. Appendix J of reference (b) authorizes payment of a four percent differential for dirty work when employees perform work which subjects them to soil of the body or clothing that is beyond that normally to be expected in performing the duties of the classification and where the condition is not adequately alleviated by the mechanical equipment or protective devices being used or when use of the protective devices results in an unusual degree of discomfort.

4. The subject position does not meet the above requirements of Appendix J. The employees may get filthy and may be exposed to a bad odor, but the physical discomforts of this job appear to be what is normally expected in performing the duties of the position. This is verified in the position description which states that the employees must work under conditions in which they are "exposed to high temperatures, humidity, dust, dirt, noise, and other uncomfortable conditions." The fact that the working conditions are uncomfortable is not justification for payment of EDP. It must be shown that such working conditions are of an unusually severe nature, and that exposure causes significant distress or discomfort in the form of nausea, or skin, eye, ear, or nose irritation, etc.

5. Another requirement for payment of EDP for dirty work is that the condition is not alleviated by the mechanical equipment or protective devices being used. The information in reference (a) indicates that no consideration has been given to the use of

protective devices to alleviate the problem. Reference (a) suggests that the employees could wear paper overalls and rubber gloves that would reduce some exposure to the garbage. Before considering payment of EDP, we recommend you contact your local safety office for assistance in determining what methods, if any, could be used to alleviate or eliminate the exposure.

6. The type of exposure for which payment of EDP is requested appears to be limited. Reference (a) states that actual exposure only occurs when the employees are working on the motor in the grinder of the garbage dehydrator machine or on the electrical parts where the extractor would have to be removed. This type of maintenance has only occurred approximately four to five times during the year and a half the machines have been in use.

7. Although the determination to pay EDP is ultimately a command decision, we find payment of a four percent EDP for dirty work to be not applicable in this case.

B. W. Entriken

B. W. ENTRIKEN
By direction

12550
CPD
OCT 13 1988

From: Commanding General, Marine Corps Base, Camp Lejeune
To: Office of Civilian Personnel Management, Southeast Region, Naval Station, Building A-67, Norfolk, Virginia 23511-6098
Via: Commandant of the Marine Corps, (MPC-30), Washington, D.C. 20380-0001

Subj: REQUEST FOR DETERMINATION OF ENVIRONMENTAL DIFFERENTIAL PAY FOR DIRTY WORK

Ref: (a) FPM Supplement 532-1, Appendix J

Encl: (1) Request for Environmental Pay w/1st End from Electrician Foreman, Base Maintenance, MCB, Camp Lejeune, NC
(2) Copy of Position Description for Kitchen/Bakery Equipment Repairer, WG-5310-9
(3) Diagram of the Garbage Dehydrator Machines

1. In accordance with the reference, enclosure (1) was submitted to this activity for review. Enclosure (2) is a copy of the position description of the employees who perform the work.

2. It is requested that an advisory determination be provided as to entitlement. The standard for Kitchen/Bakery Equipment Repairer is a Department of the Navy standard and though it addresses certain conditions as inherent to the job, none seem to fit this particular situation.

3. The following information is provided:

a. Type of Equipment worked on is the Somat or Hobart Pulpers (Garbage Dehydrator Machines). These machines have been in use at Camp Lejeune for approximately a year and a half and are located throughout the base in Marine Corps Dining Facilities. The type of maintenance as described in enclosure (1) has only occurred approximately four to five times during this time span.

b. The position description under major duties states the employee "installs, overhauls, repairs and maintains kitchen equipment such as vegetable choppers, meat saws....fry pans and garbage disposals".

c. The position description under working conditions states that the employee is "exposed to high temperatures, humdity, dust, dirt, noise, and uncomfortable conditions".

4. On 4 October 1988 a member of my classification staff went to Base Maintenance to look at the equipment and working conditions. The following is submitted as a result of that visit:

Subj: REQUEST FOR DETERMINATION OF ENVIRONMENTAL DIFFERENTIAL PAY FOR DIRTY WORK

a. Actual exposure only occurs when the repairer would be working on the motor in the grinder or the electrical parts where the extractor would have to be removed. (See diagram attached as enclosure (3)).

b. Employees could wear paper overalls (protective clothing) that would reduce some exposure to the garbage.

c. Employees could wear rubber gloves in removing some of the garbage prior to working on the equipment to reduce some exposure. However, while actually performing the maintenance of the equipment gloves could not be worn because of working on bolts, small nuts, electrical wiring, etc. which would cause a safety hazard. During actual working on the equipment the employee would be exposed to garbage and strong odors.

5. Based on the above, it is requested an advisory determination be provided as to subject employees' entitlement to payment of actual exposure for dirty work (4%).

HOSEA HORNE, JR.
By direction

Copy to:
Base Maintenance

Writer: M. Radabaugh, Classification, 1532
Typist R. Brown, 12 Oct 1988

UNITED STATES MARINE CORPS
BASE MAINTENANCE DIVISION
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA 28542-5000

IN REPLY REFER TO:
12550
MAIN
SEP 22 1988

THIRD ENDORSEMENT on BMD ltr 12530 MAIN dtd 12 Sep 88

From: Base Maintenance Officer
To: Civilian Personnel Officer

Subj: ENVIRONMENTAL DIFFERENTIAL PAY; REQUEST FOR

Ref: (a) BO 12532.1S

Encl: (1) BMD ltr 12530 MAIN dtd 12 Sep 88

1. Per the reference, it is requested that your office review the enclosure and determine if employees are entitled to environmental pay for Dirty Work.

S. L. Marsicano
S. L. MARSICANO
By direction

Encl (1)

UNITED STATES MARINE CORPS
BASE MAINTENANCE DIVISION
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA 28542-5000

IN REPLY REFER TO:
12530
MAIN
12 Sep 88

From: Electrician Foreman, Base Maintenance
To: Civilian Personnel Officer (Attn: Classification Branch)
Via: (1) Maintenance General Foreman, Mechanical/Electrical Trades Section
(2) Director, Maintenance and Repair Branch
(3) Base Maintenance Officer

Subj: ENVIRONMENTAL DIFFERENTIAL PAY, REQUEST FOR

Ref: BO 12532.1S

1. In accordance with the Reference, it is requested that Environmental Differential Pay be approved for the duties described below:

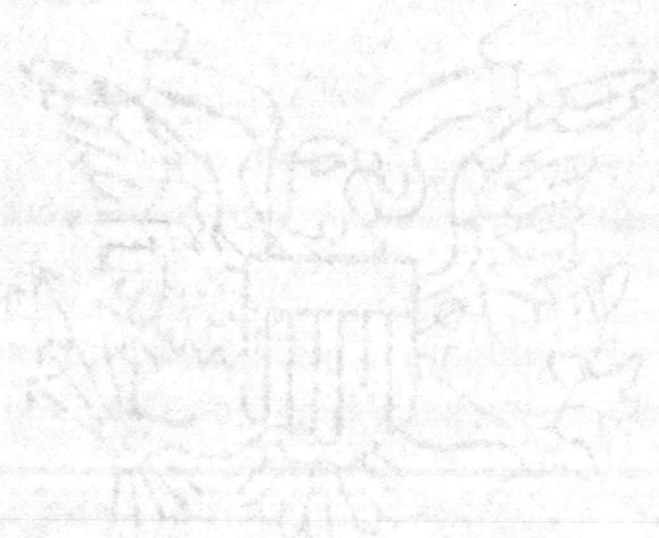
Dirty Work (4%) - Employees working on the Garbage Dehydrator Machines in the Mess Halls are required to repair and tear these machines apart. These machines are used to process garbage and are filthy. They also have a bad odor if they break down while in use or have not been properly cleaned after last use.

2. Employees required to perform these duties are Kitchen and Bakery Equipment Repaimen, WG-9's.

3. Responsible officials authorized to approve payment of the differential pay will be the Electrician Foreman, WS-10, or the Mechanical Trades Maintenance General Foreman, WS-15.

L. E. MORTON

Encl (1)



ORIGINAL CE

POSITION DESCRIPTION *(Please Read Instructions on the Back)*

1. Agency Position No.: 21X84001

2. Reason for Submission: [X] Redescription [ ] New [ ] Reestablishment [ ] Other
Explanation *(Show any positions replaced)*: Replaces JD#40-75 Electrical Equip Repairer WG-2854-9

3. Service: [ ] Dept'l [ ] Field

4. Employing Office Location: Camp Lejeune, NC

5. Duty Station:

6. CSC Certification No.:

7. Fair Labor Standards Act: [ ] Exempt [ ] Nonexempt

8. Employment/Financial Stmt Required: [ ] Yes [ ] No

9. Subject to IA Action: [ ] Yes [ ] No

10. Position Status: [X] Competitive [ ] Excepted *(Specify)*

11. Position is: [ ] Supvrsry [ ] Managerial [X] Neither

12. Sensitivity: [ ] Critical [ ] Noncritical [X] Nonsensitive

13. Competitive Level Code:

14. Agency Use:

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. Civil Service Commission						
b. Department, Agency, or Establishment						
c. Bureau						
d. Field Office	Kitchen/Bakery Equipment Repairer	WG	5310	9*	DB	4/12/84
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position *(if different from official title)*:

17. Name of Employee *(if vacancy, specify)*:

18. Department, Agency, or Establishment: Marine Corps Base, Camp Lejeune, NC

a. First Subdivision: Base Maintenance Division

b. Second Subdivision: Maintenance and Repair Branch

c. Third Subdivision: General Trades Section

d. Fourth Subdivision: Electric Unit - Sub-Unit #2

e. Fifth Subdivision:

Employee Review. *This is an accurate description of the major duties and responsibilities of my position.*

Signature of Employee *(optional)*:

Supervisory Certification. *I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.*

a. Typed Name and Title of Immediate Supervisor: G. C. PHILLIPS, Electric Foreman
Signature: G. C. Phillips — Date: 4/9/84

b. Typed Name and Title of Higher-Level Supervisor or Manager *(optional)*: R. E. SCALES, Administrative Officer
Signature: R E Scales — Date: 4/10/84

21. **Classification/Job Grading Certification.** *I certify that this position has been classified/graded as required by Title 5, U. S. Code, in conformance with standards published by the Civil Service Commission or, if no published standards apply directly, consistently with the most applicable published standards.*

Typed Name and Title of Official Taking Action: W. R. MARTIN, Classification Superintendent
Signature: W. R. Martin — Date: 4/12/84

22. Standards Used in Classifying/Grading Position
FLSA: Exempt / Nonexempt* ✓
Unit Status: 0010
CFI: —
SPC: C
BOC: —

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the Civil Service Commission. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the Commission

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee *(optional)*										
b. Supervisor										
c. Classifier	HC	3-5-85								

24. Remarks
* Reference NAVSO P-3096 - Typical Job Description for Kitchen/Bakery Equipment Repairer
** FPM Bul 55-16 + -17 applied 11/12/85. gcb

25. Description of Major Duties and Responsibilities *(see attached)*

5008-105

Optional Form 8 (Revised 8-77)
U.S. Civil Service Commission, FPM Chap. 295

Encl(2)

KITCHEN/BAKERY EQUIPMENT REPAIRER, WG-5310-9

I. Introduction. This job is located in the Electric Shop, General Trades Section, Maintenance and Repair Branch, Base Maintenance Division. The purpose of the job is the performance of a wide range of repairs at the journeyman level to kitchen/bakery equipment. This is a nonsensitive position.

II. Major Duties

A. Installs, overhauls, repairs and maintains kitchen equipment such as vegetable choppers, meat saws, slicers, meat grinders, coffee urns, potato peelers, steam kettles, dishwashers, ovens, dough mixers, grills, deep fat fryers, hood-washing and ventilating equipment, pot washers, serving lines, conveyors, can openers, food warmers, griddles, fry pans and garbage disposals.

B. Inspects equipment to locate defects. Disassembles equipment to gain access to defective parts. Replaces or repairs such parts as saw blades, motors, bearings, fans, chains, belts, couplings, gears, pumps, valves and similar components. May fabricate gaskets, belts, shims, etc. Cleans and lubricates all kitchen equipment. Installs, assembles, disassembles equipment for relocating and repairing. May be required to maintain a supply of parts for equipment serviced.

C. Work is performed on heavy commercial equipment such as conveyor and dishwashing machines capable of cleaning thousands of dishes per hour; large rotating ovens that are gear driven with chain drive and reduction gears, belt driven reduction gears, and chain driven tilting mechanisms; automatic cookie, doughnut, pie, and slicing machines containing cams, level timing devices, chain and belt drives; and reduction units; deep fat fryers utilizing hydraulic pumps; large pressure cookers; and other equipment used in preparing food for large numbers of people.

III. Skill and Knowledge. Must have a broad knowledge of a wide variety of complex kitchen machinery. Must be able to read and interpret blueprints, sketches, and specifications. Must be able to perform some welding, plumbing, and electrical work when disconnecting, connecting, and repairing equipment. Must be capable of using testing and measuring equipment like leak detectors, voltmeters, depth and feeler gauges, calipers, micrometers and surface precision blocks. Must be able to operate a variety of hand and power tools such as drill presses, lathes, threading and grinding machines, and other tools needed in fabricating parts. Must possess a knowledge of shop mathematics and have a practical knowledge of mechanical, hydraulic, and electrical principles.

IV. Responsibility. The supervisor assigns work orally or through work orders. Using blueprints, sketches and other technical guidance, the incumbent independently assembles, disassembles, troubleshoots, repairs, and maintains equipment.

V. Physical Effort. Frequently handles items weighing up to 50 pounds and occasionally may move items weighing more. Work regularly requires effort to push, pull, reach, stand, crawl, and kneel for sustained periods.

VI. Working Conditions. Works primarily indoors, but some outdoor work may be required. Exposed to high temperatures, humidity, dust, dirt, noise, and other uncomfortable conditions. Subject to cuts, burns, bruises, and electrical shock. Incumbent will be required to obtain a U.S. Government Operator's License.

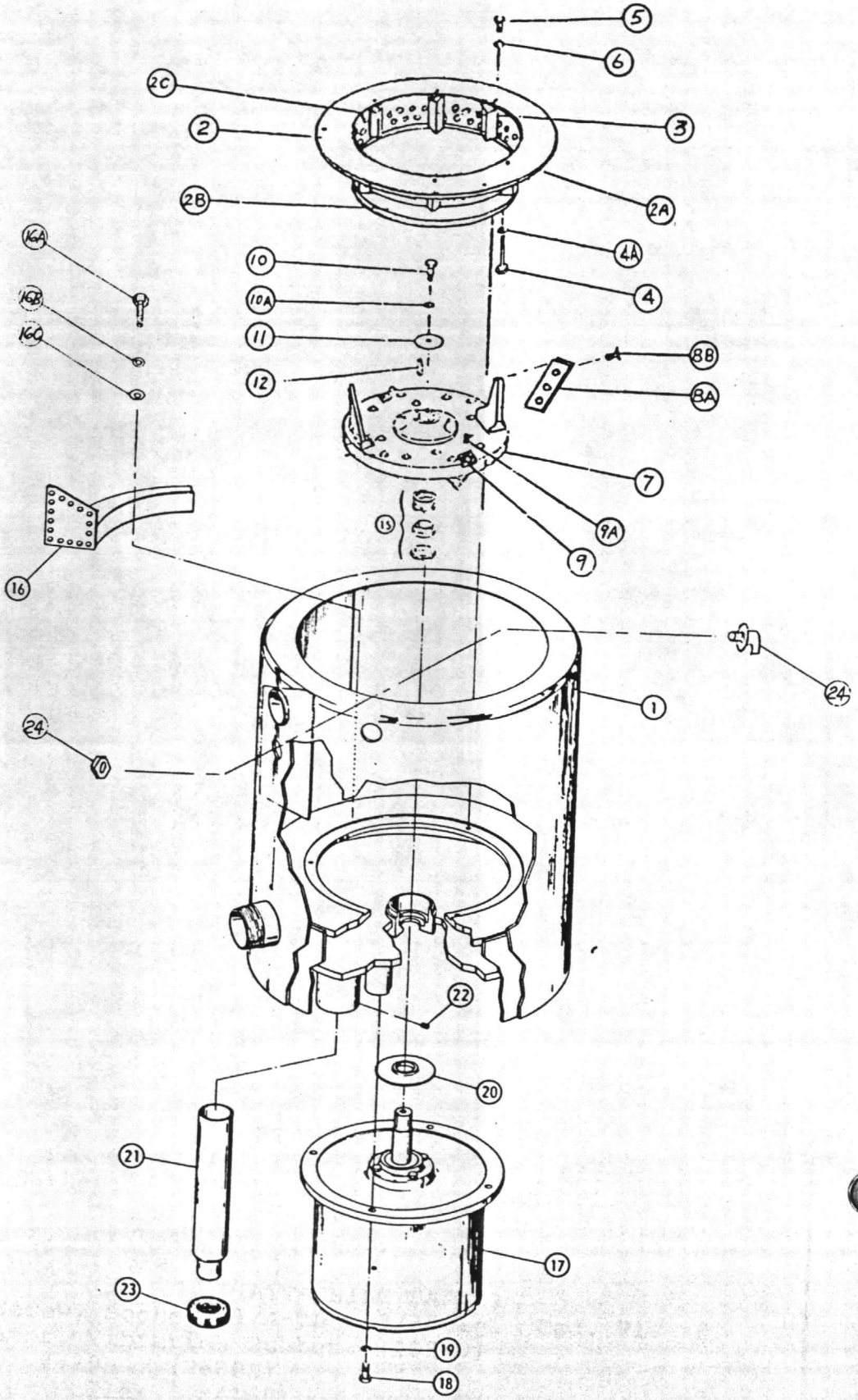
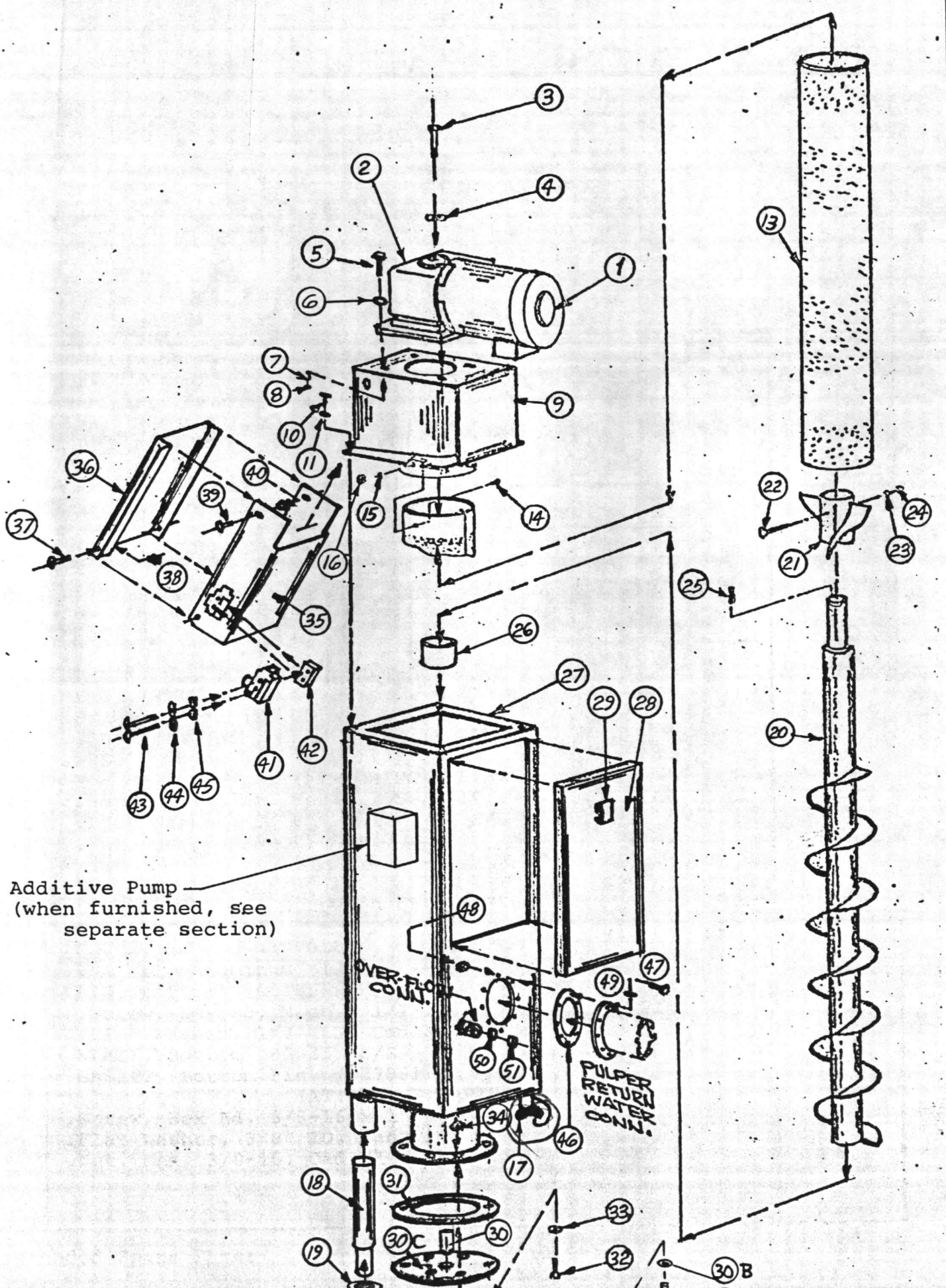
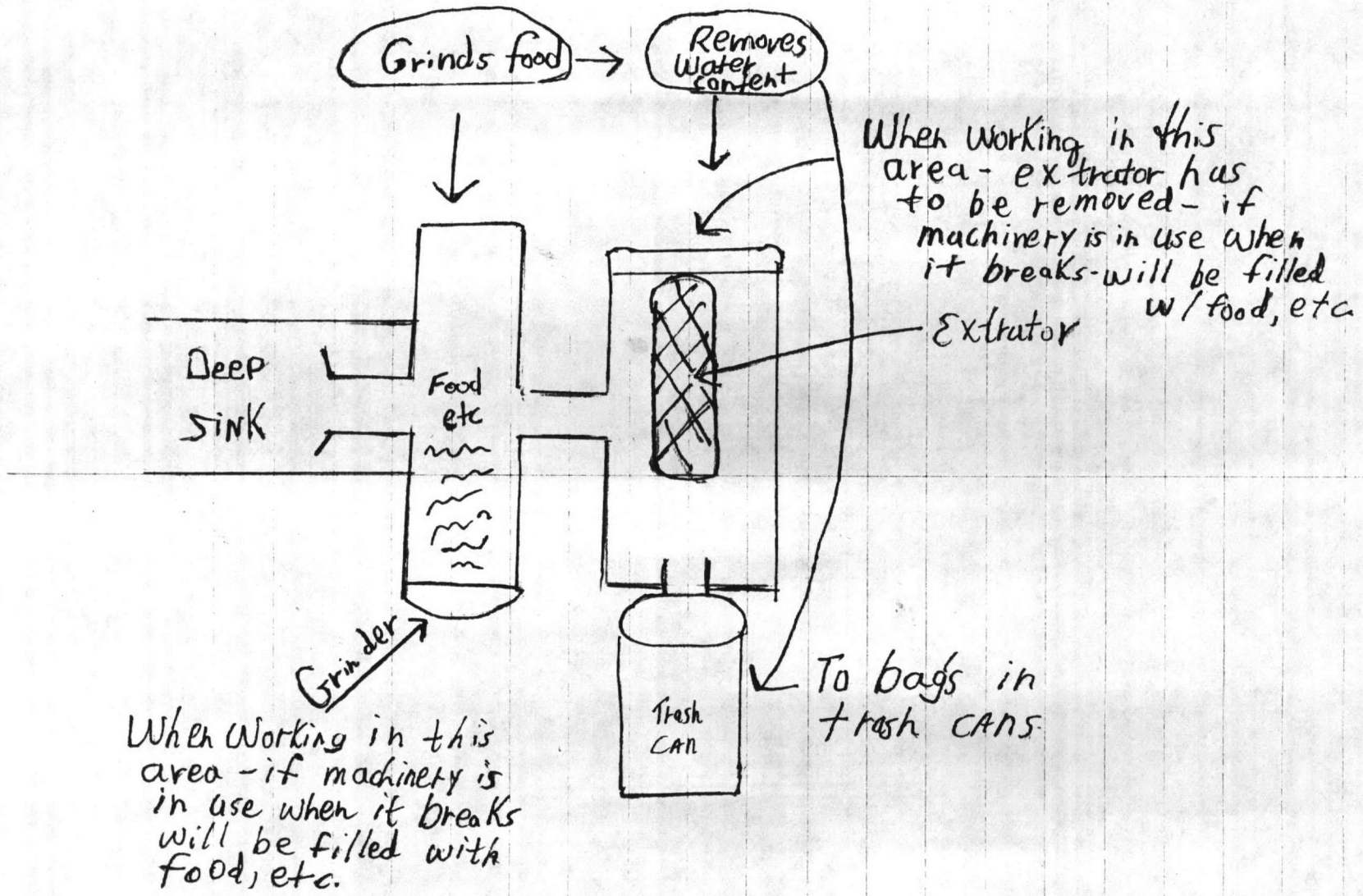


Figure 8. Pulper Assembly - Exploded View

Encl (3)


Additive Pump
(when furnished, see
separate section)
OVER-FLOW CONN.
PULPER RETURN WATER CONN.


Grinds food
Removes Water content
When working in this area - extractor has to be removed - if machinery is in use when it breaks - will be filled w/ food, etc.
Extrator
Deep Sink
Food etc
Grinder
When working in this area - if machinery is in use when it breaks will be filled with food, etc.
Trash CAN
To bags in trash CANS

12550
CPD
4 Mar 85

From: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune
To: Motor Transport Officer, Marine Corps Base, Camp Lejeune

Subj: ENVIRONMENTAL DIFFERENTIAL FOR AUTOMOTIVE MECHANICS

Ref: (a) MTO ltr 12500 BMT dtd 8 Feb 85
(b) BO 12532.1P
(c) FPM Supplement 532-1
(d) Job Grading Standard for Automotive Mechanic, WG-5823

1. Reference (a) requested an on-site survey of work situations in Base Motor Transport which are considered to be comparable to situations cited in reference (b) for which an environmental differential has been approved.

2. The work situations cited in reference (a) have been approved for payment of an environmental differential for "Dirty-Work" to employees in certain classifications. For example, payment has been approved for Motor Vehicle Operators in the cited work situations because the exposures subject those employees to soil of body or clothing beyond that normally expected of employees in the classification Motor Vehicle Operator. Such payment to Automotive Mechanics is not appropriate. Reference (c) specifically states that the differential is payable only to employees occupying positions in which the exposure has not been taken into consideration in the job grading process. Reference (d) has considered in the grading process exposure to such soil as dirt, dust, grease, battery acids, and hydraulic fluids. For these reasons, the request in reference (a) must be disapproved.

3. Since the work situations for Automotive Mechanics described in reference (a) are not questioned, it will not be necessary to conduct an on-site survey. The disapproval of the request is based on the consideration of the exposure in classifying the Automotive Mechanic positions rather than the actual work situation.

HOSEA HORNE, JR.

BASE MOTOR TRANSPORT
Marine Corps Base
Camp Lejeune, North Carolina 28542-5001

12500
BMT
8 Feb 1985

From: Motor Transport Officer
To: Civilian Personnel Officer (Attn: Classification Branch)
Via: Assistant Chief of Staff, Logistics B

Subj: ENVIRONMENTAL DIFFERENTIAL PAY

Ref: (a) BO 12532.1P

1. Enclosure (2) to reference (a) cites various work situations for which subject pay is authorized. When comparing these work situations to those repair functions performed by Base Motor Transport Maintenance Branch personnel, it appears that they are similar and in some cases identical. The following work situation descriptions, which currently exist at Base Motor Transport, are provided for your perusal and action:

Approved Work Situation: Cleaning dumpmasters, dumpster containers, and other collection vehicles by using powdered or liquid solutions with water and steam. Included are the situations requiring the employee to climb into the body to remove debris or to reach into dumpster container to scrape and clean debris and spray insecticide.
BMT Work Situation: Base Motor Transport mechanics are required to repair the dumpmasters regardless of cleanliness. Frequently these vehicles break down and the operator is unable to empty or clean them. Also, if these vehicles require repairs to the trash compactor, the mechanic has to work in an area which the operator cannot clean.
Approved Work Situation: Operating dumpmaster garbage vehicles when liquid filth has spilled out of the dumpster container onto the cab of the vehicle as the container is being lifted over the top of the vehicle for emptying, causing contact with the filth when entering or exiting the cab.
BMT Work Situation: The Base Motor Transport Mechanics are exposed to the same "liquid filth" that the operator is but under worse conditions. The mechanic must work underneath these vehicles, to perform some repairs, while this "liquid filth" drains out or off of them onto the mechanic. This condition worsens on rainy days.
Approved Work Situation: Working in open storage Lot #201 when subjected to very muddy conditions, blowing dirt, or to excessive soil to body and clothing in handling heavy items covered with grease, oil or creosote.
BMT Work Situation: Base Motor Transport Mechanics are subjected, on a daily basis, to working in open areas, road shoulders, parking lots, etc., regardless of weather conditions. This is especially true when large vehicles such as dumpmasters, crash trucks, etc, break down while in operation and require mechanical attention prior to being moved.
Approved Work Situation: Work performed by Motor Vehicle Operators at the Fuel Farm when subjected to excessive oil and dirt when reeling in of dispensing hoses and getting wet from spillage when filling tank trucks or from fuel blown from fuel tanks being filled as a result of pressure build-up.
BMT Work Situation: Repair and/or replacement of hoses is performed by Base Motor Transport Mechanics. In accomplishing these repairs/replacements, the mechanic necessarily removes the hoses from the reels, however, if ruptures

have occurred, which requires repairs, fuel will be present.
Approved Work Situation: Work involving filter separator changes in which the employee becomes saturated with fuel oil.
BMT Work Situation: All filter changes to the fuel dispensing trucks are performed by Base Motor Transport mechanics. Each of the twenty trucks has at least 10 fuel/water separator filters and five of these trucks have 50 of these filters. During the changing of these filters, fuel from the cannisters which hold the filters, spills on the mechanic, floor, etc, and shoes and clothing become saturated.

2. In view of these work situation descriptions, it is requested that an on site survey be conducted prior to a decision being rendered.

3. During the course of the survey, consideration should be given to the fact that a mechanic must be able to operate a vehicle in order to repair it, yet, at this juncture, is not authorized the differential pay. Additionally, military personnel working alongside their civilian counterparts do not receive any bonus for like work. Therefore, I personally feel that the subject pay as it is presently being allocated is entirely unfair. All personnel including Marines working within the guidelines of reference (a) should receive the compensation or the program discontinued which would result in a savings of taxpayers monies.

M. T. MALLICK

CPO/DB/mp
12550
3 September 1981

From: Base Commander
To: Assistant Chief of Staff, Logistics

Subj: Additional Pay, request for

Ref: (a) DSSC ltr LOG-K/MSW/ds dtd 12 Aug 1981
(b) DSSC ltr LOG-K/MSW/gmk dtd 18 Jun 1981
(c) FPM Supp 990-2, Book 550, S9 (NOTAL)
(d) FPM Supp 532-1, S7, Appendix J
(e) BO 12532.1M

1. Consideration has been given to the request contained in paragraph 2 of reference (a). A review of JD#52-64 (Fuel Distribution System Worker, WG-8) does not specifically identify the duties discussed in reference (b) and there is no indication of exposure to working conditions that warrant the payment of an environmental differential. The previous on-site review of the work situation did not reveal the performance of maintenance work that exposed the employee to fuel saturation that would exceed the degree of exposure normally expected of an employee classified as a Fuel Distribution System Worker. In order for the request to receive further consideration, the job description should be rewritten to clearly identify the maintenance work performed and the working conditions that the employee is exposed to. It is noted, that Base Maintenance has responsibility for the maintenance and repair of the Fuel Farm as reflected in JD#38-79, Equipment Mechanic.

2. The request contained in paragraph 3 of reference (a) has been re-reviewed. Since the employees concerned are General Schedule their working condition must be compared against the criteria contained in reference (c). As you noted in paragraph 3 of reference (a), the employees concerned are not exposed to conditions that warrant additional pay for General Schedule employees for the category "Explosive and Incendiary Materials." Payment for this category may be made only when employees are working with or in close proximity to "explosive or incendiary materials which are unstable or highly sensitive." Typical duties cited in reference (c) that meet this definition are "assembling, loading, testing, or cleaning (underlining added for emphasis) explosives - ordnance such as fuses, primers, detonators, auxiliary detonators, cartridges, projectiles, gun ammunition, and the like. Conducting tests to evaluate the ballistics properties of explosive materials are also included." The categories for environmental differentials defined in reference (d) and the work situations discussed in reference (e) apply only to Wage Grade employees and may not be approved for employees in the General Schedule. For this reason it is possible for General Schedule employees and Wage Grade employees to be exposed to the same working conditions, with one group of employees receiving additional pay and the other group not.

3. For the reasons cited above, the requests, contained in reference (a) may not be approved. Consideration will be given to the situation discussed in paragraph 2 of reference (a), upon receipt of a revised Job Description for the Fuel Distribution System Worker.

HOSEA HORNE. JR.
By direction

Copy to:
Acctg Div.

CPO 11
Clear

DIRECT SUPPORT STOCK CONTROL
Assistant Chief of Staff, Logistics
Marine Corps Base
Camp Lejeune, North Carolina 28542

LOG-K/MSW/ds
12532
12 Aug 1981

From: Officer in Charge
To: Commanding General, Marine Corps Base, Camp Lejeune, NC 28542
(Attn: Civilian Personnel Officer)
Via: Assistant Chief of Staff, Logistics SJP

Subj: Additional Pay; request for

Ref: (a) DSSC ltr LOG-K/MSW/gmk 12532 of 18 Jun 81
(b) CPO ltr CPO/DB/mp 12532/12550 of 15 Jul 81
(c) BO 12532.1M

1. Reference (a) requested evaluation of specific positions believed to warrant additional pay. Reference (b) denied the request.

2. Your attention is invited to enclosure (3), paragraph 9a(2), page 7 of reference (c). The Fuel Distribution System worker position addressed in reference (a) is performing like duties of those workers in the Fuel Division (MCAS(H)). To deny "Dirty Work" pay to one position while awarding it to another is not a fair evaluation. Request the position be re-reviewed.

3. The description of duties outlined in paragraph 2 of reference (b), does not fit any worker at the Ammunition Supply Point (ASP). The reference used is not compatible with the reference contained in reference (c); i.e., FPM Supp 990-2, Book 550,S9 versus FPM Supp 532-1, App. J. All employees at the ASP are exposed to explosive and incendiary materials which are unstable and highly sensitive. Those employees who do not physically handle the ammunition, work in close proximity to staging areas. Recommend all employees be awarded additional pay.

M S Wood

M. S. WOOD
By direction

file

NAVSO 5216/5 (REV. 11-67)
S/N-0104-904-1762 (REV. 11-67)

DEPARTMENT OF THE NAVY

Memorandum

49/WRM/cs
12532/2
DATE: 31 Aug 1971

FROM : Civilian Personnel Officer, Marine Corps Base, Camp Lejeune, North Carolina

TO : Commanding Officer, Ordnance Maintenance Company, Maintenance Bn., 2d FSR, Force Troops, FMF Atlantic, Camp Lejeune, N. C.

SUBJ : Request for Job Survey; case of Mr. J. R. EVANS

Ref: (a) CO, Ord Maint Co. ltr RFF:gsg over 8000 dtd 10 Aug 71
(b) FPM Supplement 532-1

1. An on-site review of the work assignment of Mr. EVANS was conducted on 30 August 1971 by members of the Wage & Classification Staff. The working conditions were discussed with the employee and his immediate supervisor. The conditions observed and those described by the employee and his supervisor are not considered to warrant payment of an environmental differential. Reference (b) states that the purpose of the environmental differential plan is to compensate employees for working under extreme and adverse conditions. The working conditions observed, including the risk of burns from flying sparks during the cutting and welding operations, did not subject the employee to dirt, grease, or hazards beyond that which may be normally expected in the job of Welder.

2. It is concluded that an environmental differential is not warranted.

A. I. PAGE

☆ U.S. GOVERNMENT PRINTING OFFICE: 1969-393-706/S-72

01/EMM/mr
1330
11 August 1971

FIRST ENDORSEMENT on CO, OrdMaintCo ltr RFF:gsg over 8000 of 10Aug71

From: Commanding Officer, Maintenance Battalion, 2d Force Service Regiment, Force Troops, Fleet Marine Force, Atlantic, Camp Lejeune, North Carolina 28542
To: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune, North Carolina 28542
Via: Commanding Officer, Base Material Battalion, Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Request for job survey; case of Mr. J.R. EVANS 0562

1. Forwarded.

E. M. MELLO
By direction

Bn-6/JES/ln
1330
18 August 1971

SECOND ENDORSEMENT

From: Commanding Officer, Base Materiel Battalion, Marine Corps Base, Camp Lejeune, North Carolina 28542
To: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune, North Carolina 28542

1. Forwarded for appropriate action.

J. E. SHUTTLEWORTH

ORDNANCE MAINTENACE COMPANY
Maintenance Battalion
2d Force Service Regiment
Force Troops, FMF, Atlantic
Camp Lejeune, North Carolina 28542

RFF:gsg
8000
10Aug71

From: Commanding Officer
To: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune, North Carolina 28542
Via: (1) Commanding Officer, Maintenance Battalion, 2nd Force Service Regiment, Force Troops, FMFLant, Camp Lejeune, North Carolina 28542 (Attn S-1)
(2) Commanding Officer, Base Material Battalion, Marine Corps Base, Camp Lejeune, North Carolina 28542 (Attn: S-1)

Subj: Request for job survey; case of Mr. J. R. EVANS 0562

Ref: (a) Base Order 2532.1B

1. In accordance with the provisions of reference (a), it is requested that work performed by Mr. J. R. EVANS, employee number 0562 be surveyed to ascertain whether or not he is qualified for special pay, based on allegedly unusally dirty working conditions.

R. F. FLYNN
By direction

3864

1. In accordance with the provisions of reference (a), it is requested that
work performed by Mr. [illegible] survey case number [illegible]
ascertain whether or not he is employed for personal pecuniary
usually dirty working conditions.

49/WRM/cs
12532/2
7 Mar 1972

MEMORANDUM

From: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune, North Carolina 28542
To: Mr. Robert PEELER, Preservation Mechanic, Base Materiel Battalion
Via: Commanding Officer, Base Materiel Battalion

Subj: Review of Work Situation

Ref: (a) Yr ltr MO-PP/RP/cgm over 12770 dtd 15Feb72
(b) FPM Supplement 532-1

1. In response to reference (a), members of the Wage and Classification staff reviewed the various work situations referred to in your request which you believed warranted additional pay (an environmental differential) in recognition of the hazards and dirty work present. Five different work situations were observed and discussed with you. These situations were: (1) operation of the trichlorethylene tank; (2) work at the various degreasing and preservative tanks; (3) use of corrosion removing compounds and stripping solutions to remove dirt, grease, paint, and corrosion from a variety of items; (4) steam cleaning as a part of the processes cited in (3); and (5) preserving and preparing for shipment vehicles (tanks, LVT's, bulldozers) at Lot 201.

2. The working conditions and hazards observed in the five work situations are individually discussed below.

a. Operation of Trichlorethylene Tank. Vapor from the trichlorethylene solution is considered a hazard. It is noted, however, that (1) the tank is constructed with a water screen; (2) a large exhaust fan is located on the wall directly behind the tank; (3) operators are required to wear respirators; (4) a large door at the end of the building is open affording ventilation; and (5) an overhead hoist is available. For the reasons cited, the potential for personal injury is considered to be practically eliminated.

b. Operation of Tanks Inside Building 909 Containing Corrosion Treatment Solutions - In the process of placing items in tanks, rubbing surfaces with brush, and removing items from the tank, the solution may be splashed or splattered on the employee, causing burns to skin. A tank of water is located next to the solution tank. It is noted that goggles and gloves were being worn as protection.

c. Preservative Tanks - These tanks contain unheated or heated preservative compounds used in forming a protective coating on items that have been cleaned. These preservatives can soil body and clothing. In handling items to be preserved, such items as gloves, baskets, hand hooks, and overhead hoist are available.

d. Use of Acids, Corrosion Removing Compounds, and Stripping Solutions - These compounds are used in a tank located in a partially enclosed structure adjoining Building 909. These solutions are used as the initial treatment to remove paint, grease, rust and other corrosion. Items are placed in the vat and rubbed with a brush attached to a long handle. It was stated that the solutions will burn skin, clothing, and cause rapid deterioration of shoes. Personal clothing worn by the employee did not appear to show deterioration normally associated with acids. It is understood that protective clothing is generally available. Of the three employees observed, only one was wearing protective clothing such as suit or boots. One was wearing gloves and goggles. The employees stated that wearing the rubberized suits caused a great deal of discomfort because of the heat generated.

e. Steam Cleaning - This cleaning is accomplished in the same area cited in subparagraph d. Steam cleaning may be a part of the process of stripping and treating, or it may be performed on items that are not immersed. The employee may receive burns from the steam in those instances wherein the hose may burst. Because of the splatter and fogging effect, body and clothing is readily soiled. It was stated that the wearing of protective clothing, especially during warm or hot weather, causes extreme discomfort.

f. Working at Open Storage Lot 201 - Large items such as tanks, LVT's and bulldozers, are cleaned, preserved, and prepared for shipment at the open storage lot. Work inside the vehicles, especially in tanks, is very confined, dirty and very hot. It is understood that in order to reach or work in some areas, protective clothing or bulky jackets must be removed. Heat rapidly builds up in these vehicles. The exterior of the vehicle including the tracks must be cleaned, spot painted, and all openings made watertight. The employees must climb all over the vehicle to seal hatches, turrets, etc. Masking tape must be waterproofed by coating with preservatives. It is understood that several days are required to apply adequate masking to a tank. Processing of bulldozers involves a large amount of steam cleaning to remove the accumulation of dirt from the tracks and various crevices on the vehicle. All work is done on the open lot alternating between sand and dirt driven by the wind and wet and muddy conditions. To process a tank, the oil must be drained. To do so, it is necessary to crawl under the vehicle to remove drain plug. The area is close and dirty. When the ground is wet and muddy, the task is more disagreeable. Frequently, the vehicle is standing over a puddle of water and cannot be moved. It is understood that wearing of protective clothing is extremely uncomfortable when working inside the vehicle or when worn in the sun, especially on such tasks as steam cleaning.

3. Regarding physical examinations, it is understood that annual examinations are given to employees in the rating of Preservation Mechanic. A check of the record indicates that all Preservation Mechanics were given such an examination in June 1971.

4. At the outset, it is pointed out that an environmental differential, by definition, is warranted only for exposure to hazards, physical hardships, or working conditions of an unusual nature. Most trades and Labor jobs involve some work that subjects the employee to certain hazards, physical hardships, or extreme working conditions. It is considered appropriate therefore to approve an environmental differential only for those situations which subject the employee to a hazard, physical hardship or working condition which is beyond that normally expected in the job.

5. In view of the foregoing, the work situations and conditions cited in paragraphs 2a through d are not considered to warrant payment of an environmental differential. The environmental differential category of "Dirty Work" is approved for that work described in paragraphs 2e and f relating to steam cleaning at Building 909 and processing of vehicles at Lot 201.

6. Reference (b) stipulates that employees working under the described conditions be paid the differential only for the time actually engaged in work under those conditions. The purpose of the environmental differential plan is to compensate employees for working under extreme and adverse conditions. Judgment should be exercised in determining whether existing conditions subject the employee to soil of body or clothing beyond that normally expected in performing the duties of his job.

7. An employee entitled to an environmental differential which is paid on an actual exposure basis shall be paid a minimum of one hour's differential for the exposure. For exposure beyond one hour, the employee should be paid in increments of one-quarter hour for each 15 minutes or portion thereof. The environmental differential may not be paid when the employee is in a leave status.

A. I. PAGE

Copy to:
Payroll
CO, BMatBn

PRESERVATION, PACKAGING, AND PACKING BRANCH
MOWASP Division
Base Materiel Battalion
Marine Corps Base
Camp Lejeune, North Carolina 28542

MO-PP/RP/cgm
12770
15 Feb 1972

From: Robert Peeler, Preservation Mechanic, Pay No. 3228-10118
To: Commanding General, Marine Corps Base, Camp Lejeune, North Carolina 28542 (Attn: Civilian Personnel Officer)
Via: Commanding Officer, Base Materiel Battalion, Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Review of my work situation due to previous denial of Environmental Differential Pay; request for

Ref: (a) F. P. M. Supplement 532-1
(b) BO 12770.1C

1. In reply to my notice of 9 February 1972, that my request was untimely, I would like to re-submit a request that a review be made of my work situation.

2. I am still working with such hazards as acids and paint stripping compounds and the hazards involved in breathing harmful vapors could result in a kidney malfunction. Kidney function test are required semi-annually for detection of possible kidney problems. The acids and paint stripping compounds are very hazardous if they come in contact with your skin as they can cause severe burns. The vapors can cause dizziness and irritation of eyes.

3. Protective clothing including rubber gloves, rubber boots, respirator, goggles and rubber aprons serve to reduce a small part of the hazards involved with this position; however, these protective devices or clothing often result in an unusual degree of discomfort to me.

4. In some cases, for example, inside a tank disconnecting battery cables, a portion of this protective gear must actually be removed to perform the required task. Another example is, underneath a tank in hot weather, or in avery close place, you must remove some or all of these foul weather clothing to be able to work comfortably.

5. I also work with live steam, where there is a constant possibility of severe burns and extreme discomfort from excessive heat.

6. There is an unusual amount of dirty work inherent to my position, such as working under vehicles on unimproved surfaces in a storage or staging

area under extreme and inclement weather. Working on tanks and amphibious vehicles and other similar military equipment, painting and preserving these vehicles under field conditions. These conditions subject me to soil of my body and clothing beyond that (in my opinion) normally expected in performing the duties of my job.

7. In consideration of the above conditions I request additional pay under appropriate regulations.

Robert Peeler
ROBERT PEELER

49, OTB, daf
12532/2
12 June 1974

Civilian Personnel Officer

Commissary Officer

Environmental Differential Pay; request for

Ref: (a) FPM Supplement 532-1, S8-7; Appendix J
(b) USCS Job Grading Standard for Warehouseman, WG-6907

1. The request for payment of an environmental differential (dirty work) for warehousemen in the Commissary Warehouse has been reviewed in light of reference (a). An environmental differential as defined in reference (b) is warranted only for exposure to hazards, physical hardships, or working conditions of an unusual nature. The dirty working conditions of the warehousemen concerned is not considered to be of an unusual nature since the Job Grading Standard for Warehouseman, WG-6907 includes work which "may be dirty, dusty, and greasy." For these reasons the request for the environmental differential may not be approved.

A. I. PAGE

21B/JL/jl
12000
3 June 1974

Commissary Officer

Civilian Personnel Officer (Attn: Mr. MARTIN)

Via: Assistant Chief of Staff, Supply Services

"Dirty Work Pay" entitlement for

1. It is requested that an audit be conducted to determine basic entitlement for "Dirty Work Pay" at various work sites within the Commissary Division.

H. M. HODGES, Jr.

UNITED STATES MARINE CORPS
Marine Corps Base
Camp Lejeune, North Carolina 28542

CPO/WRM/tan
12532/1
19 August 1977

From: Commanding General
To: Maintenance Foreman, Tarawa Terrace Emergency Service Shop

Subj: Dirty Work

Ref: (a) MainFrmn ltr MAIN/WT/alg 12530 dtd 8 June 1977 w/end
(b) FPM Supplement 532-1, Appendix J

1. A review has been made of your request in reference (a) to reconsider the exclusion of Heating Equipment Mechanic and Gas Appliance Repairer jobs from eligibility for the environmental differential "Dirty Work" when engaged in the "PM" of heating systems.

2. It is recognized that the seasonal "PM" of the heating systems exposes the employees to considerable amounts of dirt, grease, oil and smut. The duties cited as being performed, however, are considered to be those which may be normally expected of employees in the ratings of Heating Equipment Mechanic and Gas Appliance Repairer. According to reference (b) the additional pay is appropriate only when performing work which subjects the employee to soil of body or clothing beyond that normally to be expected in performing the duties of the classification.

3. For the reasons cited, approval of the subject request is considered inappropriate.

A. I. PAGE
By direction

Copy to:
BMain Officer
Dir, M&R Div

BASE MAINTENANCE DEPARTMENT
Marine Corps Base
Camp Lejeune, North Carolina 28542

MAIN/BWE/lbw
12530
12 August 1977

THIRD ENDORSEMENT on MaintFMan, TT E/S MAIN/WT/alg 12530 dtd 8 Jun 1977

From: Base Maintenance Officer
To: Civilian Personnel Officer

Subj: Dirty Work

1. Forwarded for review.

B. W. ELSTON
By direction

BASE MAINTENANCE DEPARTMENT
Marine Corps Base
Camp Lejeune, North Carolina 28542

MAIN/RFG/alg
12530
8 June 1977

FIRST ENDORSEMENT on MaintFMan, TT E/S MAIN/WT/alg 12530 dtd 8 Jun 1977

From: Maintenance General Foreman, Emergency Service Branch
To: Civilian Personnel Officer
Via: (1) Director, Maintenance and Repair Division
(2) Base Maintenance Officer

Subj: Dirty Work

1. Forwarded for appropriate action.

R. F. GEISSLER

MAIN/CDS/alg
12530
8 June 1977

SECOND ENDORSEMENT on MaintFMan, TT E/S MAIN/WT/alg 12530 dtd 8 Jun 1977

From: Director, Maintenance and Repair Division
To: Civilian Personnel Officer
Via: Base Maintenance Officer

Subj: Dirty Work

1. Forwarded for appropriate action.

C. D. SMITH

BASE MAINTENANCE DEPARTMENT
Marine Corps Base
Camp Lejeune, North Carolina 28542

MAIN/WT/alg
12530
8 June 1977

From: Maintenance Foreman, Tarawa Terrace Emergency Service Shop
To: Civilian Personnel Officer
Via: (1) Maintenance General Foreman, Emergency Service Branch
(2) Director, Maintenance and Repair Division
(3) Base Maintenance Officer

Subj: Dirty Work

1. I respectfully request reconsideration for the classification of Heating Equipment Mechanic and Gas Appliance Repairer during the annual preventative maintenance cleaning of forced warm air furnaces and space heaters which are now excluded.

2. During this "PM" seasonal cleaning, the heating mechanic is cleaning fuel oil lines, replacing fuel oil filters, cleaning smut out of heater stacks, cleaning smut, corrosive sooty and oily build up out of interior of each heating system going continuously from house to house. They are also cleaning squirrel cage, blowers and filters of lint, dog hair, cat hair, ticks, fleas, smut and oily residue almost continuously. The smut and oil is very hard on clothing and skin. This is plain filthy. Midway Park space heaters do not have the squirrel cage blower or air filter but the cleaning of the space heater is much more smutty than forced air heating systems in Tarawa Terrace.

3. There is a great deal of difference between the routine maintenance and repair during the heating season as the mechanic is answering a service call when trouble is indicated by malfunctioning heating system. They diagnose the trouble, make necessary repairs and check out the operation for safety and efficiency of operation. In carrying out these duties, they will on an average in each housing area have to thoroughly and completely clean from two to four heating systems per month per man as opposed to three to six per day during the complete cleaning period normally from late April through September.

4. Many times due to the limited number of heating mechanics, they have to be supplemented with other trades, WG-9 plumbers and WG-10 pipefitters. These two classifications qualify for the dirty work pay even though they are all working basically side by side and the heating mechanic, WG-8, is the leader of the job but yet drawing less money.

Willie H. Tyndall
WILLIE H. TYNDALL

UNITED STATES MARINE CORPS
Marine Corps Base
Camp Lejeune, North Carolina 28542

CPO/DTB/smb
12552
3 October 1978

From: Commanding General
To: Base Maintenance Officer

Subj: Dirty Work

Ref: (a) EmerSvsGenFor memo MAIN/RFG/pkd dtd 22 Sep 1978 w/end
(b) FPM Supplement 532-1, Appendix J

1. A review of the work situation described in reference (a) has been made to determine if it meets the eligibility criteria for the environmental differential "Dirty Work."

2. The duties cited as being performed are considered to be those which may be normally expected of employees in the job classification of Air Conditioning Equipment Mechanic. According to reference (b), additional pay for "Dirty Work" is appropriate only when performing work which subjects the employee to soil of body or clothing beyond that normally to be expected in performing the duties of the classification.

3. For the reason cited, approval of the subject request is considered inappropriate.

H. HORNE, JR.
By direction

BASE MAINTENANCE DEPARTMENT
Marine Corps Base
Camp Lejeune, North Carolina 28542

MAIN/RES/gbg
12552
26 Sept 1978

From: Base Maintenance Officer
To: Civilian Personnel Officer

Subj: Dirty Pay

Encl: (1) Dir, M&R Div memo MAIN/CDS/pkd of 25 Sept 78

1. Enclosure (1) is forwarded for comment and evaluation.

R. E. SCALES
By direction

OPNAV 5216/144 (REV. 6-70)
S/N 0107-LF-778-8097

DEPARTMENT OF THE NAVY

Memorandum

MAIN/CDS/pkd
DATE: 25 Sept 78

FROM: Director, Maintenance and Repair Division

TO: Director, Administrative Division

SUBJ: Diry Pay

Encl: (1) EmerSvsGenFore's memo MAIN/RFG/pkd of 22 Sept 78

1. Enclosure (1) is forwarded for appropriate action. In reviewing Base Order 12532.1J, it is felt that changing air filters would not warrant dirty pay. Please verify with CPO.

Clyde D. Smith
CLYDE D. SMITH

* U.S. GPO:1977-735-000/2116 Region No. 3-11

Enclosure (1)

OPNAV 5216/144 (REV. 6-70)
S/N 0107-LF-778-8097

DEPARTMENT OF THE NAVY

Memorandum

MAIN/RFG/pkd

DATE: 22 September 1978

FROM: Emergency Services General Foreman

TO: Director, Maintenance and Repair Division

SUBJ: Dirty Pay

1. Refrigeration mechanics have inquired about the possibility of receiving dirty pay while they are changing air filters. I am of the opinion that filter changing would not rate dirty pay, however, CPO should give a ruling on the subject.

RF Geissler
R. F. GEISSLER

ENCLOSURE (1)

* U.S. GPO:1977-735-000/2116 Region No. 3-11

CPO/DTB/iws
12532
21 Feb 1979

From: Commanding Officer
To: Chief of Public Works Service

Subj: Environmental Differential Pay

Ref: (a) Your ltr 39-rbc 12432 dtd 19 Dec 1978
(b) FPM Supplement 532-1, Appendix J

1. A review of the work situation described in reference (a) has been made to determine if it meets the eligibility criteria for the environmental differential "Dirty Work" contained in reference (b).

2. The protective devices provided adequately alleviate the condition that would otherwise require payment of the environmental differential "Dirty Work." Consequently, approval of the subject request is considered inappropriate.

A. I. PAGE
By direction

NAVAL REGIONAL MEDICAL CENTER
CAMP LEJEUNE, N. C. 28542

39-rbc
12432
19 Dec 1978

From: Chief of Public Works Service
To: Commanding Officer (Attention: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune, N. C. 28542)

Subj: Environmental Differential Pay

Ref: (a) BO ORDER 12532.1J

1. It is requested that an investigation be made for payment of "Dirty Work" pay for carpenters using masonry blades on portable power saws to cut holes in masonry walls, consisting of plaster, cement block, brick, etc. When this work is being done the area has to be confined with drop cloths, plastic, etc. to prevent the dust from traveling to other areas. Goggles and masks are provided now and disposable coveralls are on order.

Payment will be approved by Wayne H. Everett, Maintenance General Foreman and LaVern J. Phillips, Carpenter Foreman.

Wayne H. Everett

WAYNE H. EVERETT
By direction

T12550

CPO/WRM/eak
12550
30 July 1980

Civilian Personnel Officer

Supply Supervisor
Via (1) Motor Transport Officer

BO Pay, Hattie L. Ashley, Supply Clerk (Typing), GS-2005-3, SSN 575-18-6645, Pay No. 2401-7484; request for

Ref (a) Your ltr MTO/JDA/hla 12532 dtd 15 Jul 1980
(b) FPM Supplement 532-1, Appendix J
(c) BO 12532.1L
(d) FPM Supplement 990-1, Part 550

1. Reference (a) requesting additional pay, in the case of Hattie L. Ashley, has been reviewed in light of the criteria contained in references (b), (c) and (d). Based on these instructions, the requested additional pay cannot be approved..

2. The work situations cited in reference (b) and in enclosure (3) to reference (c), are applicable only to Trades and Labor employees. Reference (d) is applicable to General Schedule employees, but covers only work situations which are of a hazardous nature. For example, exposure to hazardous weather or terrain, physiological hazards (pressure chambers), hazardous agents (explosives and toxic chemicals), work in fuel storage tanks, firefighting, underwater duty, flying, and hot work (confined spaces with temperature in excess of 100° Fahrenheit). Unfortunately, there are no provisions in the criteria authorizing additional pay for exposure to the conditions described in reference (a).

3. It is regretted that the decision could not be favorable.

HOSEA HORNE, JR.

DM

cpo 1st use

BASE MOTOR TRANSPORT
Marine Corps Base
Camp Lejeune, North Carolina 28542

MTO/JDA/hla
12532
15 July 1980

From: Supply Supervisor
To: Civilian Personnel Officer
Via: Motor Transport Officer

Subj: BO Pay, Hattie L. Ashley, Supply Clerk (Typing), GS-2005-3, SSN 575-18-6645, Pay No. 2401-7484; request for

Ref: (a) BO 12532.1L

1. Based on criteria set forth on page 9 to enclosure (3) of reference (a), it is requested that the above employee be entitled to BO pay due to adverse conditions while performing certain functions of her job.

2. Ms. Ashley's duties include the inspection and receipt for garrison mobile equipment in open Lot #201. During this time she is subjected to blowing dirt, excessive soil to body and clothing in handling greasy and oily equipment, and prevailing weather conditions.

J. D. Anderson
J. D. ANDERSON

MTO/CFS/ks
12532
15 July 1980

FIRST ENDORSEMENT on Sup Supv ltr MTO/JDA/hla over 12532 dtd 15Jul80

From: Motor Transport Officer
To: Civilian Personnel Officer

1. Forwarded recommending approval.

C. F. Simerly
C. F. SIMERLY

12550
CPD
20 Oct 89

From: Civilian Personnel Division, Classification Branch
To: AC/S, Manpower, Safety Office

Subj: REQUEST FOR ENVIRONMENTAL DIFFERENTIAL

Ref: (a) FPM Supplement 532-1

Encl: (1) NREAD Ltr 12000 of 12 Sep 89

1. The work situation described in the enclosure has been reviewed by the classification staff to determine whether the working condition is of an unusually severe nature as outlined in the reference.

2. During the review the Material Sorters and Classifiers wore protective overalls, gloves, goggles and had access to rubber boots and rubber gloves should the need have arisen; however, the supervisor and the incumbents voiced concern about the occasional unsuspecting presence of hazardous chemicals as well as garbage in the bins designated for scrap metals.

3. It is requested that your office further review the work situation and provide comments and/or recommendations relative to the safety of these employees engaged in the recycling process at AC/S, Environmental Management Department.

MARY RADABAUGH
Classification Superintendent

Copy to:
NREAD

Disapproved

UNITED STATES MARINE CORPS
BASE SAFETY OFFICE
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA 28542-5000

IN REPLY REFER TO:
12550
SAFD
16 Nov 89

From: Base Safety Manager
To: Civilian Personnel Division (Attn: Classification Branch)
Via: Assistant Chief of Staff, Manpower

Subj: REQUEST FOR ENVIRONMENTAL DIFFERENTIAL

Ref: (a) Yr ltr 12550 CPD of 20 Oct 89

1. As requested, the working conditions of the Material Sorters/Classifiers have been reviewed.

2. While the Sorters must be cognizant of the fact that they may encounter hazardous substances and be trained to respond accordingly, personnel protective equipment (PPE) is available that will ensure adequate protection from any anticipated exposure. Further, all scrap generating units have been instructed as to correct procedures for hazardous material disposal. In this particular case management is responsible to ensure the safety and health of the work force. This can be accomplished by appropriate training and utilization of PPE.

R. J. Andrews

R. J. ANDREWS

~~12532~~
T-~~1250~~
12550

12550
CPD
4 Mar 85

From: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune
To: Motor Transport Officer, Marine Corps Base, Camp Lejeune

Subj: ENVIRONMENTAL DIFFERENTIAL FOR AUTOMOTIVE MECHANICS

Ref: (a) MTO ltr 12500 BMT dtd 8 Feb 85
(b) BO 12532.1P
(c) FPM Supplement 532-1
(d) Job Grading Standard for Automotive Mechanic, WG-5823

1. Reference (a) requested an on-site survey of work situations in Base Motor Transport which are considered to be comparable to situations cited in reference (b) for which an environmental differential has been approved.

2. The work situations cited in reference (a) have been approved for payment of an environmental differential for "Dirty-Work" to employees in certain classifications. For example, payment has been approved for Motor Vehicle Operators in the cited work situations because the exposures subject those employees to soil of body or clothing beyond that normally expected of employees in the classification Motor Vehicle Operator. Such payment to Automotive Mechanics is not appropriate. Reference (c) specifically states that the differential is payable only to employees occupying positions in which the exposure has not been taken into consideration in the job grading process. Reference (d) has considered in the grading process exposure to such soil as dirt, dust, grease, battery acids, and hydraulic fluids. For these reasons, the request in reference (a) must be disapproved.

3. Since the work situations for Automotive Mechanics described in reference (a) are not questioned, it will not be necessary to conduct an on-site survey. The disapproval of the request is based on the consideration of the exposure in classifying the Automotive Mechanic positions rather than the actual work situation.

HOSEA HORNE, JR.

Writer: O. S. DOWNING CPD X1532
Typist: M. Pierce 4 Mar 85

Endifant. mech #7

BASE MOTOR TRANSPORT
Marine Corps Base
Camp Lejeune, North Carolina 28542-5001

12500
BMT
8 Feb 1985

From: Motor Transport Officer
To: Civilian Personnel Officer (Attn: Classification Branch)
Via: Assistant Chief of Staff, Logistics

Subj: ENVIRONMENTAL DIFFERENTIAL PAY

Ref: (a) BO 12532.1P

1. Enclosure (2) to reference (a) cites various work situations for which subject pay is authorized. When comparing these work situations to those repair functions performed by Base Motor Transport Maintenance Branch personnel, it appears that they are similar and in some cases identical. The following work situation descriptions, which currently exist at Base Motor Transport, are provided for your perusal and action:

Approved Work Situation: Cleaning dumpmasters, dumpster containers, and other collection vehicles by using powdered or liquid solutions with water and steam. Included are the situations requiring the employee to climb into the body to remove debris or to reach into dumpster container to scrape and clean debris and spray insecticide.
BMT Work Situation: Base Motor Transport mechanics are required to repair the dumpmasters regardless of cleanliness. Frequently these vehicles break down and the operator is unable to empty or clean them. Also, if these vehicles require repairs to the trash compactor, the mechanic has to work in an area which the operator cannot clean.
Approved Work Situation: Operating dumpmaster garbage vehicles when liquid filth has spilled out of the dumpster container onto the cab of the vehicle as the container is being lifted over the top of the vehicle for emptying, causing contact with the filth when entering or exiting the cab.
BMT Work Situation: The Base Motor Transport Mechanics are exposed to the same "liquid filth" that the operator is but under worse conditions. The mechanic must work underneath these vehicles, to perform some repairs, while this "liquid filth" drains out or off of them onto the mechanic. This condition worsens on rainy days.
Approved Work Situation: Working in open storage Lot #201 when subjected to very muddy conditions, blowing dirt, or to excessive soil to body and clothing in handling heavy items covered with grease, oil or creosote.
BMT Work Situation: Base Motor Transport Mechanics are subjected, on a daily basis, to working in open areas, road shoulders, parking lots, etc., regardless of weather conditions. This is especially true when large vehicles such as dumpmasters, crash trucks, etc, break down while in operation and require mechanical attention prior to being moved.
Approved Work Situation: Work performed by Motor Vehicle Operators at the Fuel Farm when subjected to excessive oil and dirt when reeling in of dispensing hoses and getting wet from spillage when filling tank trucks or from fuel blown from fuel tanks being filled as a result of pressure build-up.
BMT Work Situation: Repair and/or replacement of hoses is performed by Base Motor Transport Mechanics. In accomplishing these repairs/replacements, the mechanic necessarily removes the hoses from the reels, however, if ruptures

have occurred, which requires repairs, fuel will be present.
Approved Work Situation: Work involving filter separator changes in which the employee becomes saturated with fuel oil.
BMT Work Situation: All filter changes to the fuel dispensing trucks are performed by Base Motor Transport mechanics. Each of the twenty trucks has at least 10 fuel/water separator filters and five of these trucks have 50 of these filters. During the changing of these filters, fuel from the cannisters which hold the filters, spills on the mechanic, floor, etc, and shoes and clothing become saturated.

2. In view of these work situation descriptions, it is requested that an on site survey be conducted prior to a decision being rendered.

3. During the course of the survey, consideration should be given to the fact that a mechanic must be able to operate a vehicle in order to repair it, yet, at this juncture, is not authorized the differential pay. Additionally, military personnel working alongside their civilian counterparts do not receive any bonus for like work. Therefore, I personally feel that the subject pay as it is presently being allocated is entirely unfair. All personnel including Marines working within the guidelines of reference (a) should receive the compensation or the program discontinued which would result in a savings of taxpayers monies.

M. T. MALLICK

Shop Stores Branch
Direct Support Stock Control
Marine Corps Base
Camp Lejeune, North Carolina 28542

12550
SSB/DSSC
20 Nov 90

From: OIC, Shop Stores Branch, DSSC
To: Civilian Personnel Department
Via: (1) OIC, Direct Support Stock Control
(2) Assistant Chief of Staff, Logistics

Subj: ENVIROMENTAL DIFFERENTIAL

Ref: (a) BO 12532.1T

1. Request Shop Stores and Fuel Issues be removed from the reference for Dirty Work.

2. This condition has been adequately alleviated by issuance of applicable protective clothing for effected employees.

Ronald H. Waters
RONALD H. WATERS

GENERAL SERVICES BRANCH
Base Maintenance Department
Marine Corps Base
Camp Lejeune, North Carolina 28542

MAIN/WTS/flb
12532
31 March 1980

From: Transportation General Foreman
To: Civilian Personnel Officer
(1) Grounds Structures General Foreman
(2) Director, Maintenance and Repair Division
(3) Base Maintenance Officer

Subj: Dirty/Hazardous Duty Pay; request for evaluation

Ref: (a) 12532.1K

1. In accordance with reference (a), it is requested that dirty/hazardous duty pay for operating equipment to cover trash at the Landfill be evaluated.

2. At the present time, all types of trash is being hauled in. When dumped it is sometimes sprayed with chemicals for odors. The Engineer Equipment Operator is forced to breathe the contamination as well as getting the mud, dust, odors, and contaminated dirt all over himself and his clothing when operating equipment.

3. Employees operating the Landfill equipment are Engineer Equipment Operators, WG-5716-10.

4. Responsible persons to sign time cards for this differential pay are: Transportation General Foreman, WS-12 and Heavy Mobile Equipment Mechanic Foreman, WS-10, Heavy Equipment Section, General Services Branch, Maintenance and Repair Division, Base Maintenance Department.

W. T. Sanders

W. T. SANDERS

ENVIRONMENTAL DIFFERENTIAL RECORD

INSTRUCTIONS

PART I - To be completed by the individual having first hand knowledge of the hazard, physical hardship, and/or condition of an unusual nature. This is normally the first-level supervisor.

PART II - To be completed by the organization commander or chief. If approval is recommended, forward to Civilian Personnel. CPO will forward to Safety and/or Industrial Hygienist, as required, for analysis.

PART III - To be completed by Safety Office.

PART IV - To be completed by Industrial Hygienist.

[XX] Initial Request for Review [ ] Request for Reconsideration

Part I REQUEST FOR EDP EVALUATION

1. Request the following situation be reviewed for EDP:

a. Description of Work Situation: Muddy, blowing dirt, excessive grease, oil and creosote while handling material.

b. Actions Taken to Reduce or Practically Eliminate Condition:

Issues and require usage of, overshoes, goggles, and coveralls.

c. Recommended Category Recommend that Shop Stores be removed from BO 12532.1t for EDP upon issue of coveralls and goggles.

2. Position(s) Affected (official title, series, grade, UNIT/SECTION)

Material Handler, WG-6907-5, Lumber Inspector, WG-4601-7
Shop Stores Branch, DSSC

Requested by (name, organization, position title)	Signature	Date
[redacted]ALD H. WATERS [redacted]P STORES BRANCH, DSSC OFFICER IN CHARGE	Donald H Waters	8-13-90

ENCLOSURE (1)

Muddy, flotation dirt, excessive grease, oil and creosote while handling material.

Issues and require wears of, overshoes, pacles, and coveralls.

Recommend that Shop Stores be removed from
PO 12232.14 for EDP upon issue of coveralls and aprons.

Material Handler, VG-6907-S, Lumber Inspector, VG-6601-7
Shop Stores Branch, DSSC

ALD H. WARREN
F STORES BRANCH, DSSC
OFFICER IN CHARGE

49/WRM/cs
12532/2
22 Jun 1971

MEMORANDUM

From: Civilian Personnel Officer
To: Commanding Officer, Base Materiel Battalion

Subj: Environmental Differential pay; request for

Ref: (a) CO, BMB ltr SE-RD/RCS/kr over 12000 dtd 9 Jun 1971
(b) FPM Supplement 532-1

1. The work situation described in reference (a) was reviewed on 15 Jun 1971 by a member of the Wage and Classification Staff. The request for additional pay for dirty work as described is approved. Reference (b) stipulates that employees working under the described conditions be paid the differential only for the time actually engaged in work under those conditions. The purpose of the environmental differential plan is to compensate employees for working under extreme and adverse conditions. Judgment should be exercised in determining whether existing conditions subject the employee to soil of body or clothing beyond that normally expected in performing the duties of his job. Following are some examples of conditions for which the differential is not payable:

a. Time spent in the R&D Office, Lot #201 performing clerical or other work.

b. Time spent indoors or under storage shelter when raining.

c. Work performed during periods after rain in which the lot is neither dry and dusty, nor muddy unless the tasks being performed causes the employee to soil his clothing excessively.

3. An employee entitled to an environmental differential which is paid on an actual exposure basis shall be paid a minimum of one hour's differential for the exposure. For exposure beyond one hour, the employee should be paid in increments of one-quarter hour for each 15 minutes and portions thereof in excess of 15 minutes. The environmental differential may not be paid when the employee is in a leave status.

A. L. PAGE

Copy to:
Payroll

HEADQUARTERS
Base Materiel Battalion
Marine Corps Base
Camp Lejeune, North Carolina 28542

SE-RD/RCS/kr
12000
9 JUN 1971

From: Commanding Officer
To: Commanding General (Attn: Director of Civilian Personnel), Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Environmental Differential pay; request for

Ref: (a) BO 12532.1B

1. Reference (a) provides for payment of environmental differentials when employees are exposed to certain adverse working conditions.

2. It is requested that consideration be given to authorizing the subject pay to the below listed personnel of the Redistribution and Disposal Branch (Shop Code 3210):

Foreman (Warehouseman)	1
Operating Engineer (Hoist and Portable)	1
Warehouseman	3

3. This request is submitted based on the following repetitive "Dirty Work" conditions to which these employees are continually subjected:

a. Exposure to working surfaces covered or partially covered with dirt, mud, dust and grease.

b. Exposure to dust and dirt driven by high winds.

c. Work on unimproved surfaces in staging areas that are frequently covered in depth with mud or slush.

4. The provisions of reference (a) regarding hours that may be charged as additional pay have been noted and will be complied with subject to approval of this request.

C Treble

C. TREBLE

49/WRM/cs
12532/2
22 Jun 1971

MEMORANDUM

From: Civilian Personnel Officer
To: Commanding Officer, Base Materiel Battalion

Subj: Environmental Differential pay; request for

Ref: (a) CO, BMB ltr SE-RD/RCS/kr over 12000 dtd 9 Jun 1971
(b) FPM Supplement 532-1

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c. Work performed during periods after rain in which the lot is neither dry and dusty, nor muddy unless the tasks being performed causes the employee to soil his clothing excessively.

3. An employee entitled to an environmental differential which is paid on an actual exposure basis shall be paid a minimum of one hour's differential for the exposure. For exposure beyond one hour, the employee should be paid in increments of one-quarter hour for each 15 minutes and portions thereof in excess of 15 minutes. The environmental differential may not be paid when the employee is in a leave status.

A. I. PAGE

Copy to:
Payroll

HEADQUARTERS
Base Materiel Battalion
Marine Corps Base
Camp Lejeune, North Carolina 28542

SE-RD/RCS/kr
12000
9 JUN 1971

From: Commanding Officer
To: Commanding General (Attn: Director of Civilian Personnel), Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Environmental Differential pay; request for

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a. Exposure to working surfaces covered or partially covered with dirt, mud, dust and grease.

b. Exposure to dust and dirt driven by high winds.

c. Work on unimproved surfaces in staging areas that are frequently covered in depth with mud or slush.

4. The provisions of reference (a) regarding hours that may be charged as additional pay have been noted and will be complied with subject to approval of this request.

C. Treble

C. TREBLE

ENVIRONMENTAL DIFFERENTIAL RECORD

INSTRUCTIONS

[redacted] - To be completed by the individual having first hand knowledge of the hazard, physical hardship, and/or condition of an unusual nature. This is normally the first-level supervisor.

PART II - To be completed by the organization commander or chief. If approval is recommended, forward to Civilian Personnel. CPO will forward to Safety and/or Industrial Hygienist, as required, for analysis.

PART III - To be completed by Safety Office.

PART IV - To be completed by Industrial Hygienist.

[XX] Initial Request for Review [ ] Request for Reconsideration

Part I REQUEST FOR EDP EVALUATION

1. Request the following situation be reviewed for EDP:

a. Description of Work Situation: Operates Fuel Tankers through out Camp Lejuene North Carolina Complex delivering Gasoline, Diesel, Kerosene, and LP Gas. Loads fuel on tankers and refills LP Cylinders. Unloads Commercial Tankers, Cleans screens and repacks valves. Exposed to: [redacted]pillage, pressure buildup causing blow back of fuel. Dirty conditions [redacted]hen reeling in hoses. Excessive oil and dirt when replacing LP [redacted]ylinders, cleaning screens, or packing valves.

b. Actions Taken to Reduce or Practically Eliminate Condition:
Issue and require usage of goggles and faceshields, safety shoes, rubber gloves, and coveralls.

c. Recommended Category

2. Position(s) Affected (official title, series, grade, UNIT/SECTION)
Fuel Distribution System Worker, WG-5413-8, Motor Vehicle Operator, WG-5703-7, Shop Stores Branch, DSSC.

Requested by (name, organization, position title)	Signature	Date
[redacted]NALD H. WATERS SHOP STORES BRANCH, DSSC OFFICER IN CHARGE	Ronald H Waters	8-13-90

ENCLOSURE (1)

MEB

12550
CPD
20 Oct 89

From: Civilian Personnel Division, Classification Branch
To: AC/S, Manpower, Safety Office

Subj: REQUEST FOR ENVIRONMENTAL DIFFERENTIAL

Ref: (a) FPM Supplement 532-1

Encl: (1) NREAD Ltr 12000 of 12 Sep 89

1. The work situation described in the enclosure has been reviewed by the classification staff to determine whether the working condition is of an unusually severe nature as outlined in the reference.

2. During the review the Material Sorters and Classifiers wore protective overalls, gloves, goggles and had access to rubber boots and rubber gloves should the need have arisen; however, the supervisor and the incumbents voiced concern about the occasional unsuspecting presence of hazardous chemicals as well as garbage in the bins designated for scrap metals.

3. It is requested that your office further review the work situation and provide comments and/or recommendations relative to the safety of these employees engaged in the recycling process at AC/S, Environmental Management Department.

MARY RADABAUGH
Classification Superintendent

Copy to:
NREAD

UNITED STATES MARINE CORPS
NATURAL RESOURCES AND ENVIRONMENTAL AFFAIRS DIVISION
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA 28542-5001

IN REPLY REFER TO:

12000
NREAD
12 Sep 89

89 SEP 13 PM 3 15

From: Director, Natural Resources and Environmental Affairs Division
To: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune
(Attn: Classification)

Subj: APPROVAL OF DIRTY PAY

Ref: (a) BO 12532.1T

1. It is requested that the reference be changed to include Material Sorters/Classifiers and Motor Vehicle Operators (who transport recyclable products) from Natural Resources and Environmental Affairs Division to receive dirty pay for the following working conditions.

a. Working inside scrap metal containers, exposed to contaminates i.e., oils, chemicals, insulation, etc.

b. Checking contents of scrap metal containers and operating automotive equipment to haul scrap metal to salvage lot.

c. Working inside cardboard collection containers, sorting and checking contents for possible recyclables, exposed to all kinds of disposed refuse, to be hauled by operating automotive equipment to a centrally located collection point.

2. The position authorized to approve payment should be the Supervisory Ecologist or Director, Natural Resources and Environmental Affairs Division, extensions 2195/1690.

Julian I Wooten

JULIAN I. WOOTEN

12532/2
16 May 1979

Commanding Officer, Marine Corps Air Station (H), New River

Station Supply Officer

Environmental Differential Pay; request for

Ref: (a) Station Fuel Officer memo 221/CSR/vl, 7300 dtd 23 Apr 1979
(b) FPM Supplement 532-1, Appendix J

Encl: (1) Typical Job Description for Aircraft Refueler

1. A review of the work situations described in reference (a) has been made to determine if those situations meet the eligibility criteria for the environmental differential "Dirty Work." The environmental pay for Dirty Work is payable only when the work subjects the employee to soil of body and clothing beyond that normally to be expected in performing duties of his job.

2. The work situation discussed in enclosure (1) of reference (a) that describes an Equipment Mechanic being saturated with fuel, is approved for payment of "Dirty Work." The remaining situations discussed in enclosure (1) to reference (a) are not approved in that an equipment mechanic in his day-to-day work is expected to be exposed to grease and dirt.

3. The work situations discussed in enclosure (2) to reference (a) are not approved. As a normal part of his job, an Aircraft Refueler is prone to have his skin and clothes soiled from fuels, grease and fittings on auxiliary pumping systems. Enclosure (1), a typical job description for Aircraft Refueler, is provided for your guidance.

4. The work situations discussed in enclosure (3) of reference (a) involving cleaning and lubricating equipment, packing valves, replacing strainers and filters, installing gaskets, making adjustments, minor and emergency repair to pumps and other equipment are approved for payment of "Dirty Work." The remaining duties discussed in enclosure (3) of reference (a) are not approved.

5. The category "Dirty Work" is payable on an actual exposure basis in the amount reflected in the current schedule of wages BO 12532.1L. Any employee entitled to an environmental differential which is paid on an actual exposure basis shall be paid a minimum of one hours differential for the exposure. For exposure beyond one hour, the employee should

Subj: Environmental Differential Pay; request for

be paid in increments of one-quarter hour for each 15 minutes or portion thereof. The environmental differential may not be paid when the employee is in a leave status.

HOSEA HORNE, JR.
By direction

SUPPLY DEPARTMENT
Marine Corps Air Station
(Helicopter)
New River, Jacksonville
North Carolina 28545

221/CSR/vl
7300
23 April 79

From: Station Fuel Officer
To: Commanding Officer, Marine Corps Air Station (Helicopter), New River, Jacksonville, North Carolina 28545
Via: Station Supply Officer DJR.

Subj: Environmental Differential Pay; request for

Ref: (a) BO 12532.1J

Encl: (1) Equipment Mechanic job description
(2) Aircraft Refueler Operator job description
(3) Liquid Fuel Distribution System Operator job description

1. It is requested that consideration be given to the Civilian personnel of this Division for receipt of Environmental Differential Pay as their present responsibilities subject them to a high degree of oil and dirt when off loading tank cars, disconnecting hoses, refueling aircraft and repair work done on facilities. A detailed layout is attached.

Casteel S. Rolle
C. S. ROLLE

EQUIPMENT MECHANIC

The Equipment Mechanic is a task with the following responsibilities.

The incumbent is responsible on a regularly scheduled basis to physically check all fuel distribution equipment for faulty operation to include, but not limited to the following: railhead and associated pumping equipment; each holding tank within the fuel farm to include valves, primary pumps, secondary pumps, and sump pumps, truck-fill stand and pump house; booster pumps for pumping to the Airfield Direct Fueling System and each Airfield Direct Fueling System. Since this system represents the final phase for the delivery of fuel to aircraft, special attention is given to check for leaks, faulty gaskets and broken ground wires. In addition, the Equipment Mechanic is responsible for filter separator changes which subject him to occasional fuel saturation and dirt. He performs preventive maintenance to include daily, weekly, monthly, quarterly, semi annual and annual preventive maintenance of all liquid fuel systems equipment based on the manufacturer's recommended preventive maintenance schedules. He cleans and lubricates equipment, pack valves, replaces strainers and filters, installs gaskets, all of which subjects him to a high level of grease and oil.

Finally, the Equipment Mechanic has the responsibility of monitoring all fuel spills aboard the Air Station and assisting in its clean up. Based on present work assignments, Mr. Sutton averages three hours per day to which he is subjected to dirt, oil and grease.

(Enclosure 1)

~~LIQUID~~ FUELS DISTRIBUTION SYSTEMS OPERATOR

The Liquid Fuel Distribution System Operators are tasked with the following responsibilities that subject them to Environmental Pay:

The incumbents are responsible for handling JP-5 Jet Fuels and 100/130 Aviation Gasoline in bulk, unloading into storage tanks from railroad tank cars and dispensing directly into fueling vehicles, which subjects employees to some degree of dirt, oil and grease. (In addition, they are responsible for cleaning and lubricating equipment, packs, valves, replacing of strainers and filters, installing gaskets, making adjustments, minor and emergency repairs to pumps, and other equipment.)

Based on present work assignments, these Liquid Fuel Distribution System workers average 1 1/2 hours per day to which they are continuously subjected to dirt, oil and grease.

(Enclosure 3)

CPO 11
Class

BASE MAINTENANCE DIVISION
Marine Corps Base
Camp Lejeune, North Carolina 28542

MAIN/RES/jik
7420
7 December 1981

From: Base Maintenance Officer
To: Civilian Personnel Officer

Subj: Environmental Pay

Ref: (a) BO 12532.1M

1. Request that the following work situations identified in enclosure (3) to reference (a) be ammended to add the Emergency Service Section as a Unit and the Maintenance Foreman as Position Authorized to Approve Payment. Work Situation:

a. Assignment to duty (including making of repairs) in refrigeration room.

b. Repairing and/or cleaning of sewage pumps, etc.

c. Cleaning and/or repairing boilers, etc.

d. Working in manholes, etc.

e. Pulling, repairing and installing deep well pumps.

f. Cleaning oil space heater.

g. Using tar to install cork . . . the base.

h. Installation of metal components . . . with hot tar and asphalt.

i. Handling or working with creosote. . chemicals (caustics).

j. Working involving filter . . . with fuel oil.

k. Performing work . . . such as fiberglass, spunglass, rockwool and similar materials.

l. Working in confined spaces. . . exceeds 110° Farenheit.

m. Working in confined spaces. . . or refrigeration equipment, etc.

n. Working on water, sewer . . . height of the wall.

o. Exposure to dust . . . installation of switches.

R. E. SCALES
By direction

Copy to:
M&R Br

CPD/DTB/mp
12531

From: Base Commander
To: Base Maintenance Officer

Subj: Environmental Pay; request for

Ref: (a) MAIN ltr MAIN/RES/jik 7420 dtd 7 Dec 1981

1. The request contained in reference (a) is approved. The amount of differential and basis for pay is discussed in the appropriate paragraphs of BO 12532.1M.

2. Base Order 12532.1M will be revised to reflect the addition of the Emergency Service Section to the appropriate paragraphs.

HOSEA HORNE, JR.
By direction

Copy to:
Acctg Div.

¶90 FLRR 2-2062, LAIRS 19998

Health and Human Services, Department of, Family Support Administration, Atlanta, GA and NTEU, Chapter 210

Galambos, Eva C., Arbitrator
May 20, 1990

The union grieved the nonselection of the grievant and other similarly situated employees for promotion, claiming the selection process was fueled by racial discrimination. The union attempted to show disparate impact and the arbitrator looked to the Supreme Court's decision in *Wards Cove* to analyze the union's case. The arbitrator concluded that the rate for selection of black employees was not significantly different than that for white employees. The union did not meet its burden of proof and the grievance was denied.

INDEX: 38.061; 82.031; 82.045

¶90 FLRR 2-2063, LAIRS 19999

Defense, Department of, Army, Fort Bragg, NC and AFGE, Local 1770

Nolan, Dennis R., Arbitrator
April 30, 1990

The union requested that the grievants, pest controllers, be awarded environmental differential pay because of their exposure to toxic pesticides. The union listed the following conditions, which it claimed might lead to personal injury; 1) accidental spills soaking through protective clothing; 2) hose or gasket ruptures; 3) mixing and transfer of chemicals away from the pest control storage facility; 4) disposal procedures involving pouring residual quantities from one container to another; and 5) wind changes, which could blow the pesticides back on the controllers. The agency argued that extensive training of controllers, as well as well-designed safety procedures, facilities, equipment, and protective clothing "practically eliminated" the risk for serious injury. The union claimed that pest controllers in other facilities received EDP for similar work. The arbitrator, first, rejected the union's jurisdictional argument, raised for the first time in its post-hearing brief. Next, the arbitrator found that there was no evidence that the chemicals the controllers worked with presented an unusually severe hazard which would result in serious illness or death. Further, there was no evidence that the controllers were frequently exposed to hazardous chemicals. Finally, the agency's protective actions practically eliminated the risk potential. Thus, the grievance was denied.

INDEX: 80.021; 131.011; 131.016

¶90 FLRR 2-2064, LAIRS 20000

Defense, Department of, Air Force, Tinker AFB, OK and AFGE, Local 916

Johnson, Harry L., Arbitrator
May 13, 1990

The grievant was suspended for five days, based on the agency's allegation that he made a racial slur. Specifically, the grievant and other employees were exiting a classroom and talking loudly when a sergeant came and told them to keep the noise down. The grievant told the sergeant a sign should be displayed stating that employees should keep quiet in that area since there was another class being taught. The sergeant again repeated his request to keep quiet. The grievant and witnesses testified that the sergeant spoke in a degrading manner to the employees and the grievant replied, "you don't have to treat us like a bunch of niggers." Apparently, a black woman heard the remark and was offended. The union grieved the suspension. The arbitrator found that the sergeant and the supervisors had made a "mountain out of a mole hill." The grievant had not known that a black woman was present and he only meant that the serseant should not treat them disrespectfully. The arbitrator noted that he did not condone racism. Nevertheless, the grievant was not guilty of making a racial slur. The grievance was sustained.

INDEX: 37.130; 89.029; 109.005

¶90 FLRR 2-2065, LAIRS 20001

Veterans Administration, Medical Center, Livermore, CA and AFGE, Local 1620

Herring, Neil M., Arbitrator
May 16, 1990

The grievant was suspended for eight days, based on charges of insubordination and fighting. Specifically, the agency claimed that the grievant was insubordinate when he failed to present a medical certificate after his two-day absence following an alleged bout with body lice, caused by his sharing dirty blankets with other firefighters. The fighting charge resulted from an incident where, following the grievant's failure to present medical documentation, his supervisor called him a liar and the grievant drove to work and physically assaulted the supervisor. The union grieved the disciplinary action and the arbitrator found that the insubordination charge could not be sustained. The agreement specified that medical documentation was necessary only for absences of three days or more. Nevertheless, the evidence was clear that the grievant had assaulted his supervisor. Notwithstanding the supervisor's statement that the grievant was a liar, the employee should have refrained from acting as he did. The arbitrator noted that there were other actions the grievant could have taken, rather than resorting to physical violence. The agency had just cause for the suspension and the grievance was denied.

INDEX: 37.069; 37.130; 47.006; 47.012; 78.045; 109.005

¶90 FLRR 2-2066, LAIRS 20004

Justice, Department of, Immigration and Naturalization Service, Beecher Falls, VT and AFGE

Torres, Blanca E., Arbitrator
June 8, 1990

The grievant was suspended for three days for engaging in dangerous horseplay with a co-worker. The union grieved, claiming that other employees were not disciplined for similar misconduct and that horseplay was not addressed in the administrative manual as conduct warranting a penalty. Further, the union alleged that the misconduct occurred off-duty. The arbitrator found that the cited employees' similar misconduct had not resulted in injury, as did the grievant's (the co-worker's neck was injured). Further, the grievant had walked over to the other employee and the arbitrator rejected the union's argument that the grievant had been provoked. Finally, the grievant's misconduct occurred on-duty. Thus, the agency had just cause to suspend the grievant and the grievance was denied.

INDEX: 37.069; 37.130; 55.018; 55.045; 109.005

¶90 FLRR 2-2067, LAIRS 20005

Defense, Department of, Navy, Puget Sound Naval Shipyard, Bremerton, WA and MTC, Bremerton Metal Trades Council

Henderson, Joe H., Arbitrator
July 25, 1990

The union filed the grievance, claiming that the grievant was entitled to 16 hours of overtime pay since the agency had improperly failed to schedule him for the overtime work at issue. The agency contended that the grievant had already worked many hours of overtime and he was properly passed over, even though he volunteered for the work. The agency noted there was nothing in the contract requiring that the grievant be scheduled for the overtime. The arbitrator found that the agency did

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EXPLOSIVES (D)

UNITED STATES MARINE CORPS
MARINE CORPS BASE
PSC BOX 20004
CAMP LEJEUNE, NORTH CAROLINA 28542-0004

IN REPLY REFER TO:

12550
BCPD
21 Nov 94

From: Commanding General, Marine Corps Base, Camp Lejeune
To: Commanding Officer, 2d Supply Battalion
Via: Commanding General, 2d Force Service Support Group, Marine Corps Base, Camp Lejeune

Subj: HAZARDOUS PAY DIFFERENTIAL (HPD) FOR GENERAL SCHEDULE (GS) EMPLOYEES

Ref: (a) 2d Supply Bn ltr 12511 ASP/226 of 31 Mar 94
(b) DoD memo DDESB-KO of 4 Mar 94
(c) 2d FSSG ltr 12511 G-4 of 18 May 94
(d) 2d Supply Bn ltr 12511 S4/ama of 16 May 94
(e) 5 CFR Pt 550

1. The work situation discussed in references (a) through (d) has been reviewed by the Civilian Personnel Division classification staff against the criteria outlined in reference (e).

2. Two GS employees perform supply clerical work in Building SH-30, within 100 feet of the vehicle lot where ammunition laden vehicles are parked while undergoing inspection and inventory by other employees.

3. Reference (e) authorizes HPD for GS employees who work with or in close proximity to explosives or incendiary materials which are unstable and highly sensitive. The authority to pay a hazardous differential presupposes that adequate safeguards do not exist and that employees assemble, load, test, clean or at least approach the explosives or incendiary materials.

4. , test, clean or at least approach
exp erefore, the work does not meet the
crit wever, it is noted that certain safety
pre afe operations. The following
pre ne potential for injury, but they have
red than significant level of risk:

sive is required to be sealed in a
pro

lers and transporters of the ammunition
and er NAVSEA OP-5, Vol I.

separated in accordance with current
reg

Order P8024 which outlines detailed
sta se and handling of ammunition and
exp

Add hat a request to relocate the vehicle
ins val of the request will effectively
eliminate any unnecessary exposure of personnel to ammunition laden vehicles.

5. Based on the above, the payment of HPD in this case is not warranted.

Margaret -
pls call ann and explain decision to the Ammo ~~Asst~~ Site Foreman before mailing.
Thanks
11/25
I did already on Tuesday when he called me.
MEB

UNITED STATES MARINE CORPS
MARINE CORPS BASE
PSC BOX 20004
CAMP LEJEUNE, NORTH CAROLINA 28542-0004

IN REPLY REFER TO:

12550
BCPD
21 Nov 94

From: Commanding General, Marine Corps Base, Camp Lejeune
To: Commanding Officer, 2d Supply Battalion
Via: Commanding General, 2d Force Service Support Group, Marine Corps Base, Camp Lejeune

Subj: HAZARDOUS PAY DIFFERENTIAL (HPD) FOR GENERAL SCHEDULE (GS) EMPLOYEES

Ref: (a) 2d Supply Bn ltr 12511 ASP/226 of 31 Mar 94
(b) DoD memo DDESB-KO of 4 Mar 94
(c) 2d FSSG ltr 12511 G-4 of 18 May 94
(d) 2d Supply Bn ltr 12511 S4/ama of 16 May 94
(e) 5 CFR Pt 550

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3. Reference (e) authorizes HPD for GS employees who work with or in close proximity to explosives or incendiary materials which are unstable and highly sensitive. The authority to pay a hazardous differential presupposes that adequate safeguards do not exist and that employees assemble, load, test, clean or at least approach the explosives or incendiary materials.

4. The employees do not assemble, load, test, clean or at least approach explosives or incendiary materials. Therefore, the work does not meet the criteria outlined in reference (e). However, it is noted that certain safety precautions have been taken to ensure safe operations. The following precautions may not totally eliminate the potential for injury, but they have reduced any element of hazard to a less than significant level of risk:

a. Each item of ordinance or explosive is required to be sealed in a properly labeled container.

b. Both military and civilian handlers and transporters of the ammunition and explosives are trained and tested per NAVSEA OP-5, Vol I.

c. Detonation devices are properly separated in accordance with current regulations.

d. The Force Service Support Group Order P8024 which outlines detailed standard operating procedures for the use and handling of ammunition and explosives is available.

Additionally, reference (d) indicates that a request to relocate the vehicle inspection area has been made and approval of the request will effectively eliminate any unnecessary exposure of personnel to ammunition laden vehicles.

5. Based on the above, the payment of HPD in this case is not warranted.

Subj: HAZARDOUS PAY DIFFERENTIAL (HPD) FOR GENERAL SCHEDULE (GS) EMPLOYEES

6. For further information or assistance please contact Mrs. Margaret E. Brown, Classification Branch, extension 1532.

BOB CLARK
By direction

Copy to Helen w/ questions

Chronology of HPD Research

23 May — Received Request for H

10 June — Draft of response to ERB for info — To Bob for review

21 June — Rewrote letter ✓

27 June — Called Bob Williams / OPM

22 July — Discussed with OPM

5 Aug — - Received FPM info from OPM along with cases ajudicated.
- Received info from Cherry Pt

11 & 17 Aug — Rewrote letter ✓
Discussed w Jean Jacobson / OPM

19 Aug — Reveiw Corresp from Dep Safety O.

7 Sept — Called Capt Rydell - Ordnance O. (He was TAD)

15 Sept — - Received answers to pertinent questions for Ordnance O.
- Received ~~additions~~ OPM Reg Chg.

24 Oct — Revised letter

1 Nov — Corrected letter

2 Nov — Discussed with CP

10 Nov — Final discussion with Safety to resolve our differences. Per Helen, this is not an unsafe operation IAW OSHA standards.

5-725

UNITED STATES MARINE CORPS
2d FORCE SERVICE SUPPORT GROUP
U.S. MARINE CORPS FORCES, ATLANTIC
PSC BOX 20002
CAMP LEJEUNE, NORTH CAROLINA 28542-0002

MAY 23 3 01 PM '94

IN REPLY REFER TO:

12511
G-4
18 May 94

THIRD ENDORSEMENT on ASP ltr 12511 ovr ASP/226 dtd 31 Mar 94

From: Commanding General, 2d Force Service Support Group
To: Commanding General Marine Corps Base (Attn: Civilian Personnel Officer)

Subj: **REQUEST FOR HAZARD PAY CASE OF: MR D. B. DURRETT 234 54 0007 AND MS C. A. WILLIAMS 282 42 2522**

1. Forwarded.

2. Point of contact at this command is MGySgt Blackmon at ext 3342/43.

J. D. EVEREST
By direction

UNITED STATES MARINE CORPS
2D SUPPLY BATTALION
2D FORCE SERVICE SUPPORT GROUP
U.S. MARINE FORCES, ATLANTIC
PSC BOX 20128
CAMP LEJEUNE, NORTH CAROLINA 28542-0128

IN REPLY REFER TO:
12511
S4/ama
16 May 94

SECOND ENDORSEMENT on ASP ltr 12511 ovr ASP/226 dtd 31 Mar 94

From: Commanding Officer, 2d Supply Battalion
To: Commanding General, Marine Corps Base (Attn: Civilian Personnel Officer)
Via: Commanding General, 2d Force Service Support Group

Subj: **REQUEST FOR HAZARD PAY CASE OF: MR D. B. DURRETT 234 54 0007 AND MS C. A. WILLIAMS 282 42 2522**

Ref: (a) CO, Ammo Co ltr 8020 ovr ASP/221 dtd 24 Mar 94

1. Forwarded, not recommended.

2. Per the reference, action has been requested to relocate the vehicle inspection area. Approval of this request by CG, MCB will effectively eliminate any unnecessary exposure of personnel to ammunition laden vehicles.

3. Point of contact is Capt Anderson at extensions 3405/3418.

R. G. MELLON

~~00134~~
001404

UNITED STATES MARINE CORPS
Ammunition Company
2d Supply Battalion
2d Force Service Support Group
PSC Box 20128
Camp Lejeune, North Carolina 28542-0128

12511
Ammo/0276
8 Apr 94

FIRST ENDORSEMENT on ASP ltr ASP/226 dtd 31 Mar 94

From: Commanding Officer, Ammunition Company
To: Commanding Officer, 2d Supply Battalion
Via: (3) Commanding General, 2d Force Service Support Group

Subj: HAZARD PAY; REQUEST FOR

Ref: (a) DDESB Inspection Report
(b) BO 12511.1D
(c) BO 12532.1T

Encl: (1) DDESB Report of Inspection of 4 March 1994

1. Forwarded.

2. Point of contact is GySgt Long at extension(s) 1044/2953.

C. W. LOWE

RECEIVED
11 APR 1994
A.M.

UNITED STATES MARINE CORPS
Ammunition Supply Point
Ammunition Company
2d Supply Battalion
2d Force Service Support Group
PSC Box 20128
Camp Lejeune, North Carolina 28542

12511
ASP/226
31 Mar 94

From: General Foreman, Ammunition Supply Point
To: Commanding General Marine Corps Base (ATTN: Civilian Personnel Officer)
Via: (1) Commanding Officer, Ammunition Company
(2) Commanding Officer, Supply Battalion
(3) Commanding General, 2d Force Service Support Group

Subj: HAZARD PAY; REQUEST FOR

Ref: (a) DDESB Inspection Report
(b) BO 12511.1D
(c) BO 12532.1T

Encl: (1) DDESB Report of Inspection of 4 March 1994.

1. A recent visit by the Department of Defense Explosives Safety Board (DDESB), Ref(a), determined that personnel working in the administrative area at the Ammunition Supply Point are within the explosives danger area. Building SH-30 which houses the Records section of the Ammunition Supply Point is within 100 feet of the vehicle lot where explosive vehicles are parked while under going inspection and inventory. The types of material being handled in the inspection area pose a distinct potential danger to all personnel inside the zone of influence. Reference (b) indicates that personnel working in a potentially dangerous environment should be protected by safeguards appropriate to the danger. In this case there are no physical safeguards that would provide adequate protection should a mishap occur. Reference (c) addresses using payment of compensation for exposure to hazards that cannot be protected against in any other way. Although reference (c) relates to wage grade employees, reference (b) does not adequately address this condition thus leaving general schedule employees uncompensated.

2. Mr. Donald B. Durrett, GS-2005-06, 234-54-0007 a Supervisory Supply Technician and Ms. Charlene A. Williams, GS-2005-04, 282-42-2522 a Supply Clerk have been working under the conditions mentioned in paragraph 1 above since beginning work at the Ammunition Supply Point , without environmental compensation. Since it has been determined that Mr. Durrett and Ms. Williams are working under the conditions described in paragraph 2.c of Reference (c) please consider them for payment of hazard pay for exposure to a high degree of hazard, 8%. Due to the long term of the exposure, consideration for reasonable retroactive

compensation would seem appropriate.

3. Should there be questions or a need for more information please contact me at extensions 2114 or 3812.

R. M. JOHNSON

DEPARTMENT OF DEFENSE EXPLOSIVES SAFETY BOARD
2461 EISENHOWER AVENUE
ALEXANDRIA, VIRGINIA 22331-0600

March 4, 1994

DDESB-KO

MEMORANDUM FOR CHIEF OF NAVAL OPERATIONS (N4)

SUBJECT: Explosives Safety Survey of Marine Corps Base, Camp Lejeune, North Carolina

Reference: Department of Defense Explosives Safety Board, DDESB-KO, letter January 28, 1993, Subject: Explosives Safety Survey Report of Marine Corps Base, Camp Lejeune, N.C.

The subject survey was conducted on January 11, 1994 by Mr. Charles A. Cates, Safety Engineer, accompanied by Colonel Robert G. Fahl, USAF, Military Staff Representative, both representing this Board. The purpose and results of the survey were discussed with Colonel J. R. Kopka, USMC, Chief of Staff, Marine Corps Base, Camp Lejeune.

Findings of variance from DoD Ammunition and Explosives Safety Standards (DoD 6055.9-STD) are provided below:

a. Unnecessary Exposure of Personnel to Ammunition Laden Trucks. The following issue was a finding in paragraph 2b of referenced report and has not yet been completely resolved.

(1) Trucks and trailers loaded with ammunition and explosives were being parked near the field offices for the Ammunition Supply Point (ASP). According to information received during this survey, the trucks and trailers are constantly being moved through this area for inspections of the ammunition cargo. Consequently, personnel in this area and in the field offices are constantly subjected to the risk of being killed or seriously injured should an explosion occur. A few of these personnel must be exposed to this risk to perform the inspections. However, many of them are not inspectors of these trucks and trailers and should not be subjected to this risk. DoD policy in paragraph A.2, Chapter 1 of DoD 6055.9-STD is "to limit the exposure of a minimum number of persons, for a minimum time, to the minimum amount of ammunition and explosives consistent with safe and efficient operations."

(2) Recommend inspection of ammunition laden trucks and trailers be relocated to another site where the risk is limited to only those personnel who are directly associated with the transport and inspection of the ordnance cargo.

ENCLOSURE (1)

b. No Lightning Protection for Truck and Trailer Inspection Area. The following issue was a finding in paragraph 2a of referenced report and has not yet been completely resolved.

(1) The truck and trailer inspection area discussed above did not have a lightning protection system.

(2) Recommend that this area be provided with lightning protection to comply with requirements in Chapter 7 of DoD 6055.9-STD.

c. Overhead Power Line in the Ammunition Supply Point (ASP). The following issue was a finding in paragraph 2c of referenced report and has not yet been completely resolved.

(1) Throughout the ASP, the span of power lines between many poles was such that a broken energized line could come in contact with ammunition storage facilities.

(2) Recommend one of the following options to ensure compliance with the requirements in Chapter 6, DoD 6055.9-STD: the span between poles be reduced by inserting additional poles; the power lines be buried; or some other effective means be used to ensure a broken energized line cannot come in contact with explosives facilities.

d. Need for Siting Staging Area No. 1. The following issue was a finding in paragraph 2f of referenced report and has not yet been completely resolved.

(1) CNO Waiver No. MCB Camp Lejeune 1-89 authorized up to 15,000 pounds, net explosives weight, to be located at Staging Area No. 2 for ordnance having incompatible storage groups. The waiver also recognized intermagazine violations existed at the area. However, the extent of the intermagazine violations was not adequately addressed. The explosives limits established for adjacent magazines could allow propagation of explosion throughout the area and places the ASP at high risk. This risk could be minimized by lowering the explosives limits of a few adjacent magazines so that intermagazine separation distance is provided.

(2) Recommend the staging area be sited to comply with intermagazine separation criteria from adjacent magazines and the site plan be submitted to this office for review and approval in accordance with paragraph F, Chapter 5 of DoD 6055.9-STD.

e. Need for Siting Magazine Used as an Operating Facility. According to information received during this survey, earth-covered magazine SFD-6 was being used for ammunition and segregation operations. However, no record could be found

ENCLOSURE (1)

indicating the siting of this magazine as an operating facility had been reviewed and approved by this office. Recommend this magazine be resited based on criteria for an operating facility and the site plan be submitted to this office for review and approval in accordance with paragraph F, Chapter 5 of DoD 6055.9-STD.

f. Need for Siting Staging Area No. 1. No record could be found indicating the siting of Staging Area No. 1 had been reviewed and approved by this office. Recommend this facility be sited to comply with explosives safety criteria and the site plan be submitted to this office for review and approval in accordance with paragraph F, Chapter 5 of DoD 6055.9-STD.

One waiver and one exemption to DoD Ammunition and Explosives Safety Standards were in effect at MCB Camp Lejeune.

a. CNO Waiver No. MCB Camp Lejeune 1-89. This waiver authorized the continued use of Staging Area No. 2 for holding up to 15,000 pounds, net explosives weight, of Hazard Class/Division 1.1 munitions having incompatible storage groups and in violation of intermagazine separation distances from adjacent magazines. MILCON Project P-886 is planned to correct this situation and eliminate the need for this waiver. However, this project is currently unprogrammed.

b. CNO Exemption No. MCB Camp Lejeune E1-92. This exemption authorized the continued use of Magazines SHE-12 and SHE-13 for the storage of up to 50,000 pounds, net explosives weight, of Hazard Class/Division 1.1 ammunition having incompatible storage groups. Corrective action is also planned under MILCON Project P-886.

Request this office be advised within 90 days of the date of this letter of actions taken or planned regarding the recommendations above.

DAVID K. WALLACE
Captain, USN
Chairman

CC:
NOC (Code 7B)
CMC (ATTN: Safety Division)
COMMARSYSCOM (AM-PLP)

ENCLOSURE (1)

POSITION DESCRIPTION *(Please Read Instructions on the Back)*

ORIGINAL

1. Agency Position No.: 02592001

2. Reason for Submission: [X] Redescription [ ] New [ ] Reestablishment [ ] Other
Explanation *(Show any positions replaced)*: 351001 Supervisory Supply Technician GS 2005 06

3. Service: [ ] Hdqtrs. [ ] Field

4. Employing Office Location: Camp Lejeune, NC

5. Duty Station: Camp Lejeune, NC

6. OPM Certification No.: 1839B

7. Fair Labor Standards Act: [X] Exempt GTC [ ] Nonexempt

8. Financial Statements Required: [ ] Executive Personnel Financial Disclosure [X] Employment and Financial Interests

9. Subject to IA Action: [ ] Yes [X] No

10. Position Status: [X] Competitive Bus! 8888 [ ] Excepted *(Specify in Remarks)* [ ] SES (Gen.) [ ] SES (CR)

11. Position Is: [X] Supervisory [ ] Managerial [ ] Neither

12. Sensitivity: [ ] 1—Non-Sensitive [ ] 3—Critical Sensitive [X] 2—Noncritical Sensitive [ ] 4—Special Sensitive

13. Competitive Level Code: 0100

14. Agency Use: FJJWSE

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. U.S. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review						
d. First Level Review	Supervisory Supply Technician	GS	2005	06	ds	7/28/92
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position *(if different from official title)*:

17. Name of Employee *(if vacant, specify)*:

18. Department, Agency, or Establishment: Marine Corps Base, Camp Lejeune, N.C.

a. First Subdivision: Logistics Department

b. Second Subdivision: 2D Force Service Support Group

c. Third Subdivision: Ammunition Supply Point

d. Fourth Subdivision: Material Mgt Branch

e. Fifth Subdivision: Ammo / Safety Support Section

Employee Review—This is an accurate description of the major duties and responsibilites of my position.

Signature of Employee *(optional)*:

Supervisory Certification. *I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.*

a. Typed Name and Title of Immediate Supervisor: H.M. Oliver, Materials Handler Foreman

Signature: H. M. Oliver — Date: 7-17-92

b. Typed Name and Title of Higher-Level Supervisor or Manager *(optional)*: M.R. Riddell, 1ST. LT., Operations Officer

Signature: M R Riddell — Date: 7-22-92

21. **Classification/Job Grading Certification.** *I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.*

22. Position Classification Standards Used in Classifying/Grading Position: OPM, PCS, GS-2005, TS-115 dtd May 92. OPM Draft GEG for WC Supv dtd Nov 91. ds

Typed Name and Title of Official Taking Action: Margaret Brown, Classification Superinterdent

Signature: Margaret E Brown — Date: 7/28/92

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee *(optional)*										
b. Supervisor										
c. Classifier										

Remarks: JUL 23 '92

25. Description of Major Duties and Responsibilities *(See Attached)*

SUPERVISORY SUPPLY TECHNICIAN GS-2005-6

INTRODUCTION

This position is located in the 2d FSSG, Records Section, Ammunition Supply Point, Logistics Department. The functions of this position include the performance of all administrative tasks for the Records Section, including the study and analysis of computer generated data, computation of stockage requirement, positioning of Ammunition/Explosives to fill requirements for training, reserve training and special requirements. The incumbent performs all functions of computer updating for the ASP as well as updating the Inventory Control Point's records at Headquarters Marine Corps.

II. MAJOR DUTIES

Serves as Supervisory Supply Technician and is responsible for the procurement, verification, receipt, issue and disposition of all Ammunition/Explosives in support of the major commands located at Camp Lejeune, to include Reserve units and other special operations as required.

- Plans, organizes, directs and controls all supply activities in the Records Section of the ASP to include reviewing of assignments, training Sergeant and ten Corporals/Lance Corporals.

- Compute the stockage requirements, correct documentation of receipts, requisitions, change cards, adjustments to the computer system, maintenance of files, timely input for computer update, verifying all transactions and preparation of all reports.

- Responsible for all functions relating to the Cyclic Inventory. Interprets and explains local procedures. Prepares off-base rough drafts on letters, messages, speedletters and any other related correspondence. Reviews and corrects errors generated by the mechanized system and assures immediate correction.

- Reconciles the Headquarters Marine Corps Assets Listing thru the Marine Ammunition Accounting Reporting System (MAARS). Incumbent is responsible for maintaining sufficient assets to supply the need for training, special requirements and war reserve for all major commands and Reserve units. This emcompasses about seven hundred National Stock Numbers and approximately twelve hundred Lot Numbers which equates to approximately seventeen hundred line items with an estimate money value of 40 million dollars. Several factors such as limited storage space, frequent changes to requirements, suspension of ammunition and storage classification requires constant monitoring of requirements, assets on-hand and usage so that timely ordering may be accomplished to meet demands.

- Maintains liaison with Headquarters Marine Corps Items Managers on matters concerning computer update problems, availability of stocks and other matters concerning Ammunition supply. Responsible for the processing of Notice of Ammunition Reclassification (NARS) and Ammunition Cleared/Not Cleared for Overhead Fire Reports. Processing of these reports requires immediate action upon receipt to insure that the ammunition is reclassified, placed on suspension or withdrawn from stock as required to maintain safety in use/storage which sometimes involves life/death situations (i.e. ammunition being reclassified as not safe to fire over the heads of troops, ammunition unsafe to handle or fire due to some mechanical defects or age, etc.). These reports are received and processed daily.

- Be familiar with and utilize the following Ammolog reports: Data Entry, Custormer (Unit) Requisitions, Asset Reservation Report, Technical Assets and Management Reports. Be familiar with the contents of UM 4400.15, UM 4400.100, MCO P8011.4, MCO 4340.1, MCO 4400.76 and the Ammologs Users Manual. Must have a thorough knowledge of all ammunition items and be able to make substitutions when necessary; understand all phases of the functional responsibilities of the Ammunition Supply Point, and have a thorough knowledge of inventory procedures.

- Interview personnel to fill vacancies within the section, makes performance ratings, approves and disapproves civilian leave and provides training for Records Section personnel.

- Responsible in making Missing, Lost, Stolen, Recovered (MLSR) Reports as needed and utilizing correction documents as required. Incumbent prepares Reports of Discrepancy (ROD) on incoming shipments as needed.

III. SUPERVISION OF OTHERS. Incumbent supervises from 12 to 13 personnel in the following positions: one GS-2004-4, Supply Clerk (Typing); one Ammunition Technician, Sergeant; eleven Ammunition Technician, Corporals. Incumbent plans and organizes work and manages positions to ensure maximum productivity for monies spent; promotes all special programs such as the elimination of Fraud, Waste and Abuse in Government; selects, assigns, appraises, trains and develops employees fairly and equitably, adhering to the principles and concepts of the EEO program; always considers actions necessary to achieve Affirmative Action Program and other special program objectives; maintain employee management communications and recognizes, addresses, and makes every effort to reconcile employee achievements; administers constructive discipline; keeps employees informed on all matters which affect their employment and is knowledgeable of all local directives and negotiated agreement(s) which apply to the supervision of civilian workforce; encourages attendance at training sessions and the use of correspondence training courses; provide each employee a copy of position/job description (PD/JD) and performance standards and discusses such with employee; prepares appraisals as required, in a timely manner; ensure PD/JD of record accurately describes duties of self and employees.

IV. FACTOR STATEMENTS

Factor 1. Knowledge Required by the Position

Incumbent must posses an intimate knowledge of supply management, understanding and applying the principles, practices and procedures in all areas of Ammunition/Explosives supply actions. Incumbent is responsible for the procurement of Ammunition/Explosives to support all training evolutions within the major commands, all reserve training, war reserve stock, outgoing shipments and all special commitments as required.

Incumbent must be knowledgeable in the interpretation and application of the ammolog computer system in the daily input/output of supply transactions, upgrading the system as required, correcting program errors, working with other ASP's in the application of new programs. Incumbent shall be knowledgeable in the safety and security of all Ammunition/Explosives, assuring that all on-hand stocks are safe for training use, and correct disposition action is requested for any stocks not considered safe for use.

Factor 2. Supervisory Controls

The immediate supervisor is the Material Handler - General Foreman. The supervision consists of general assignments, outlined of new programs/projects and specific instructions for those not covered and directly related to assigned or additional duties.

Factor 3. Guidelines

The principle guidelines are agency directives, regulations and manuals. Additional guidelines include SOP's and Ammolog program directives. Incumbent must work closely with Headquarters Marine Corps and RASC in the updating or modifying of computer programs and any other changes that will enhance the supply action of Ammunition/Explosives.

Factor 4. Complexity

In the utilization and application of the Ammolog computer programs, current references and publications/orders the incumbent plans, directs and controls all requirements of the Ammunition Supply Program involving the procurement of Ammunition/Explosive and ascertains, through careful research procedures, that all Ammunition/Explosives are safe for use.

Incumbent will ensure that all Ammunition/Explosive are accounted for and all documents are correctly processed and loaded to the Ammolog Mechanized System and also the 10774 Manual System. Review, analyze and correct any errors appearing in the monthly Marine Corps Ammunition Accounting and Reporting System (MAARS). Incumbent consolidates all annual requirements from all using units located at Camp Lejeune, all Reserve requirements and special requirements and then establishes a re-order point to

assure support to all requesting units. Due to limited storage availability space, incumbent has to work closely with all using units and the storage section in assuring that sufficient quantities are on hand at all time and that space is available to safety store and secure all incoming material. This also involves field returns and returning MEU's turn-ins.

Factor 5. Scope and Effect

The purpose of this position is manage the requisitioning, receipt issue, reclassification and inventory for the Ammunition Supply Point to support all units in assuring that training assets are available upon request and that all personnel under their supervision understand and carry out his/her duties as directed.

The work effects all training within the Tri-command area, Floats and training by units outside this area involving Ammunition/Explosives and involves safety to those using such items.

Factor 6. Personal Contacts

Interagency contacts include Second Marine Division Ordnance, Second Force Service Support Group Ordnance, Marine Corps Base Units, RASC, New River Air Station (H) and other base activities as needed. Also, contacts are made to Headquarters Marine Corps (MCRDAC Code AM) SPCC Mechanisburg, Pennsylvania, Albany, Georgia and other Ammunition Supply Points.

Factor 7. Purpose of Contacts

The purpose of the contacts are in reference to quantities available, substitution of items requested, condition code changes, special allowances, program changes, follow-ups on items requested, malfunctions of training material and change of allowance requested.

Factor 8. Physical Demands

Performance of duties require concentration and attention to detail.

Factor 8. Work Environment

A crowded office setting with the noises of telephones, calculators, computers and constant movement of personnel in and out of the office.

POINT RANGE	GRADE
4055-UP	GS-15
3605-4050	GS-14
3155-3600	GS-13
2755-3150	GS-12
2355-2750	GS-11
2105-2350	GS-10
1855-2100	GS-9
1605-1850	GS-8
1355-1600	GS-7
1105-1350	GS-6
855-1100	GS-5

EVALUATION SUMMARY

DATE FORM COMPLETED 7-9-92

ORGANIZATION LOCATION:

Agency DoN

Bureau/Command USMC

Office MCB, CLNC

DEPUTY/ASST CHIEF POSITION N (Y or N)

NEW POSITION N (Y or N)

OR

CURRENT GRADE GS-6

BASIS FOR CURRENT GRADE:

SGEG X OR Other STD

PROPOSED:

Pay Category GS Series Code 2005 Grade 06

Title Supervisory Supply Technician, GS-2005-6

FACTOR	LEVEL	POINTS	REMARKS
1. SCOPE & EFFECT	1- 2	350	
2. IMPORTANCE (REPORTING LEVEL)	2- 1	100	
3. AUTHORITY/ RESPONSIBILITY	3- 1	175	
4. CONTACTS: A. NATURE &	4A- 1	25	
B. PURPOSE	4B- 1	30	
5. DIFFICULTY (BASE WORK)	5- 1	175	GS-4
6. ADDITIONAL CONDITIONS	6- 2	350	Ammunition & Explosive Supplies/Materials
TOTAL POINTS ASSIGNED:		1205	GRADE: GS-6

FINAL CLASSIFICATION: Supervisory Supply Technician, GS-2005-6.

7/9/92

FES POSITION EVALUATION STATEMENT
MCBCL 12510/2 (REV. 1-81)

TITLE, SERIES and GRADE

Supervisory Supply Technician, GS-2005-

ORGANIZATION

2D FSSG, Ammo, Log

POSITION NO.

Evaluation Factors	Points Assigned	Standard Used (Bmk #, FL #, etc.)	Comments
1. Knowledge Required By The Position	550	FL# 1-4	Ammunition/Explosives
2. Supervisory Controls	125	2-2	
3. Guidelines	125	3-2	
4. Complexity	75	4-2	
5. Scope and Effect	75	5-2	
6. Personal Contacts	45	2	
7. Purpose of Contacts		9	
8. Physical Demands	5	8-1	
9. Work Environment	5	9-1	
SUMMARY: Total Points	1005		
SUMMARY: Grade Conversion (855-1100)	GS-5		

Remarks: (As appropriate, desk audit findings or other considerations not previously documented which affect final grade.)

OPM, PCS, GS-2005, TS-115 dtd May 92.

Carol Sampson
7/9/92

Note: Position must also be evaluated using the criteria set forth in the draft grade evaluation guide for white collar supervisors.

FLSA DETERMINATION WORK SHEET | Position must meet I, II or III to be exempt. FPM CH 551

I. EXECUTIVE (Supervisory, Foreman or Manager)
Must meet ALL of the criteria described below (1-3):
1.[✓] Supervises (as defined in SGEG) at least 3 employees.
2.[✓] Position is at least GS-5 or Foreman.
3.[✓] If GS-5 or GS-6 Firefighter GS-5 through GS-9, or Foreman, must spend at least 80% on supervisory duties.

II. ADMINISTRATIVE
Must meet ALL criteria described below (1-4):
1.[ ] Primary duty consists of work that:
a.[ ] Significantly affects the formulation or execution of management policies or program; or
b.[ ] Involves general management or business functional supporting services of substantial importance to the organization serviced; or
c.[ ] Involves substantial participation in the executive or administrative functions of a management official.
2.[ ] The work performed is intellectual and varied in nature, or of a specialized or technical nature that requires considerable special training, experience and knowledge.
3.[ ] Frequently exercises discretion and independent judgment and is under only general supervision.
4.[ ] Positions classified at GS-5 or 6 spends at least 80% of time performing the above duties.

PROFESSIONAL
Employee must meet ALL of the criteria described below (1-4)
1.[ ] Must meet a, b or c:
a.[ ] Performs work that requires knowledge in a field of science or learning customarily acquired through education or training that meets requirements for a bachelor's or higher degree (pertinent to the specialized field); or
b.[ ] Performs work comparable to that performed by professional employees on the basis of specialized education or training and experience which has provided both theoretical knowledge of the speciality, including knowledge or related disciplines and of new developments in the field; or
c.[ ] Performs work in a recognized field of artistic endeavor that is original or creative in nature (as distinguished from work which can be provided by these endowed with general manual or intellectual ability and training) and the result of which depends on the invention, imagination or talent of the employees.
2.[ ] Work is predominantly intellectual and varied in nature. Requires creative, analytical, evaluative, or interpretive thought processes.
3.[ ] Frequently requires discretion and independent judgment, under only general supervision in performing day-to-day work.
4.[ ] Positions classified at GS-5 or 6 spends at least 80% of their time performing the above duties.

DETERMINATION [✓] EXEMPT [ ] NON EXEMPT | CLASSIFIER (signature) | DATE 7/28/92

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DESCRIPTION:

Firefighting (D)

General Schedule

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Confidential Records Management, Inc.
New Bern, NC
1-888-622-4425
9/08

Firefighting
General Schedule

UNITED STATES MARINE CORPS
Marine Corps Base
Camp Lejeune, North Carolina 28542

CPO/DTB/iws
12550
16 Feb 1979

From: Commanding General
To: Base Maintenance Officer

Subj: Pay for Irregular or Intermittent Duty Involving Physical Hardship or Hazard

Ref: (a) FPM 550, S-9, Appendix A
(b) BMain ltr MAIN/RES/gbg over 12532 dtd 14 Feb 1979
(c) CPO ltr CPO/DTB/tan 12532 dtd 13 Sep 1977

1. The request for payment of additional pay has been reviewed in light of reference (a). The work situation discussed in paragraph 2a. of reference (b) is considered to have been approved by paragraph 1 of reference (c). Supervisory personnel must make the determination as to when a prescribed burn changes to an uncontrolled forest fire. Payment of the differential for prescribed burning is not authorized.

2. The work situation discussed in paragraph 2b. of reference (b) does not meet any of the criteria discussed in reference (a). Accordingly, additional pay for that work may not be approved.

A. I. PAGE
By direction

DEPARTMENT OF THE NAVY
NAVAL CIVILIAN PERSONNEL COMMAND
SOUTHERN FIELD DIVISION
NORFOLK, VIRGINIA 23511

TELEPHONE NO.
(804) 444-2767
690-2767 (AV)
IN REPLY REFER TO
12000
CPM/jyh
15 February 1980

From: Director, Southern Field Division, Naval Civilian Personnel Command, Norfolk
To: Commanding General, Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Payment of hazard pay differential; advisory opinion on

Ref: (a) CG MCB ltr CPO/WRM/gip 12000/1 dtd 14 Jan 1980
(b) FPM Supplement 990-1, Part 550 Appendix A
(c) FPM Supplement 990-2, Part 550 Appendix E
(d) FPM Supplement 532-1, Appendix J

1. Reference (a) requests an advisory opinion on the propriety of approving a hazard pay differential for General Schedule and Wage employees engaged in "prescribed burning activities" in certain designated danger areas where they are regularly exposed to unexploded ordnance which might be exposed to fire/heat during the burning.

2. Based upon information contained in reference (a) and it's enclosures, it does not appear that a situation similar to "prescribed burning" is discussed in any of the situations described in schedules in references (b), (c) and (d) nor can a direct analogy be made. In addition, the actual exposure to a real hazard situation appears to be questionable, particularly when suggested or prescribed safety precautions established by the Base are taken. Accordingly, since the situation of "prescribed burning" is not provided for in the various condition/situations for which a hazard differential is authorized, payment of a differential would not be appropriate. References (b), (c) and (d) do provide that amendments to the schedules for which a hazard pay differential is authorized may be made by the Office of Personnel Management on its own motion or at the request of an agency (Navy). The latter condition would usually apply upon receipt of a justified request from one or more individual Navy/Marine Corps activities.

3. Since we do not consider the "prescribed burning" as being one of those situations covered by the schedules in references (b), (c) and (d), the question of retroactive pay is moot.

R L Fodrey

R. L. FODREY

OPNAV 5216/144 (REV. 6-70)
S/N 0107-LF-778-8099

DEPARTMENT OF THE NAVY

Memorandum

DATE: 13 Feb 1979

FROM Director, Natural Resources and Environmental Affairs Division

TO Base Maintenance Officer

SUBJ Pay for irregular or intermittent duty involving physical hardship or hazard

Ref: (a) BMO ltr MAIN/RBB/lbw 12532 dtd 4 Aug 77
(b) CPO ltr CPO/DTB/tan 12532 dtd 13 Sep 77

1. It was requested that environmental pay be granted for Natural Resources personnel exposed to various hazards and working conditions, reference (a). A ruling was given on the various hazards in reference (b).

2. As a result of recent discussions of the items submitted in reference (a), the following additional areas of concern are submitted for review and interpretation as qualifying for subject pay.

a. During prescribe burning operations, it is not uncommon for burning embers to cross the fireline and start an uncontrolled fire. In most instances those small spot fires are suppressed by prescribe burning crew members without the aid of mechanized suppression equipment. Occasionally these fires spread at a rate and intensity that requires the use of mechanized equipment for suppression.

b. Prescribe burning crew members while setting fire for the burn and patrolling the control lines are in constant danger of exploding brass rounds scattered through the entire area. Crew members have been hit with the flying brass causing small cuts in their clothing and skin. No serious injuries have occurred to this time. However, the potential exists for serious injury, particularly to the eyes.

Julian I. Wooten

JULIAN I. WOOTEN

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DESCRIPTION:

Fibrous Glass (D)

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Confidential Records Management, Inc.
New Bern, NC
1-888-622-4425
9/08

Fibrous Glass (D)

T 12532/2

CPO/DTB/eak
12532/2
26 March 1981

From: Commanding General
To: Base Maintenance Officer

Subj: Environmental Differential Pay; request for

Ref: (a) FPM Supplement 532-1, S-7 Appendix J
(b) MAIN ltr MAIN/BMF/rn 12590 of 19 Mar 1981
(c) MAIN ltr MAIN/RES/spk 12552 of 30 Jan 1981
(d) MAIN ltr MAIN/TH/spk 12000 of 27 Jan 1981

1. The requests for payment of environmental differentials have been reviewed in light of reference (a). A review of the work situations discussed in references (b) through (d) was conducted by the Classification Division, Civilian Personnel Office.

2. The review of the work situation discussed in reference (b) indicated that the employees involved are subject to soil of body and clothing beyond that normally to be expected in performing duties of their classification. Accordingly, the payment of the category "Dirty Work" is approved for the cited classifications when pulling, repairing and installing raw water well pumps.

3. The review of the work situation discussed in reference (c) revealed that Motor Vehicle Operators and Laborers are involved in working with fibrous glass materials, which results in exposure of the skin and eyes to irritating fibrous glass particles and slivers. The respirators do not practically eliminate this exposure. Accordingly, the work situation discussed in reference (c) is approved for the category "Fibrous Glass Work."

4. Review of the work situation discussed in reference (d) indicated that the dust, soot and scale does not exceed the soil of body or clothing beyond that normally expected in performing the duties of Coal Handling Equipment Operator. Reference to the typical description of work for Coal Handling Equipment Operator indicates that this classification is subject to a significant degree of soil to body and clothing. For the cited reasons, the category "Dirty Work" cannot be approved for the cited work situations.

5. Both categories "Dirty Work" and "Fibrous Glass Work" are payable on an actual exposure basis in the amount reflected in the current schedule of wages. An employee entitled to an environmental differential which is paid on an actual exposure basis will be paid a minimum of one hour differential for the initial exposure. For exposure beyond one hour, the employee will be paid in increments of one-quarter hour for each 15 minutes and portions thereof in excess of 15 minutes. The environmental differential will not be paid when the employee is in a leave status.

HOSEA HORNE, JR.
By direction

Copy to:
Acct Div

BASE MAINTENANCE DEPARTMENT
Marine Corps Base
Camp Lejeune, North Carolina 28542

MAIN/TH/spk
12000
27 January 1981

From: Director, Utilities Division
To: Civilian Personnel Officer
Via: Base Maintenance Officer RES

Subj: Request for Dirty Pay for Coal Handling Equipment Operators

1. It is requested that a survey be made of the following duties of the coal handling equipment operators to determine if they qualify for dirty pay:

a. Cleaning ash from the interior of the Precipitator. Incumbent is required to go inside of Precipitator and remove with shovel, dust pan and air hose, ash that has lodged. This operation is dusty, requiring the use of respirator and goggles, and results in the incumbents' clothing and skin being soiled extensively with dust.

b. Boiler clean up for certification. Incumbent is required to go inside boiler furnaces, air-heater passages and water sides of steam boilers. These places contain accumulations of soot, dust and scale which has to be removed with air hose, air driven turbines, slag punch bar and water pressure. This results in incumbents' clothing and skin being soiled extensively with dust, soot and scale.

c. Unloading ashes from site. Incumbent is required to operate rotary ash unloader. This involves mixing water with ash. At times dusty conditions exist due to interruption of ash flow. This results in incumbents' clothing and skin being soiled with ash.

2. The coal handling equipment operator performs these duties on a periodic basis depending on the amount of coal consumed and received at any given time at the Central Heating Plant.

T. Hatch

T. HATCHER, P.E.

UNITED STATES MARINE CORPS
Marine Corps Base
Camp Lejeune, North Carolina 28542

CPO/DTB/iws
12532
6 Nov 1978

From: Commanding General
To: Base Maintenance Officer

Subj: Environmental Differential; payment for

Ref: (a) EmerSvsGenFor memo MAIN/RFG/pkd dtd 16 Oct 1978 w/end
(b) FPM Supplement 532-1, Appendix J

1. An on-site review of the work situation described in reference (a) was conducted by a member of the classification staff on 1 Nov 1978, to determine if it met the eligibility criteria for the environmental differential "Fibrous Glass Work."

2. The duties consist of changing air filters, using ladder and screw driver, removing the old filter and replacing with a new filter. The filters are preformed, and are similar to those used in residential air conditioning systems. These duties are considered not to meet the requirements for "Fibrous Glass Work" as described in reference (b). "Fibrous Glass Work" involves working in close proximity to fibrous glass material which results in exposure of the skin, eyes or respiratory system, to irritating fibrous glass particles or slivers where exposure is not practically eliminated by the mechanical equipment or protective devices being used. Since these air filters are preformed, it is understood that exposure is minimal resulting in a minor irritation to the hands. Such irritation of the hands could be eliminated by issuance of gloves to employees engaged in changing air filters.

A. I. PAGE
By direction

4/18/79
Mrs. Pierce - French creek - Supv. Ronald Reeder called re: payment for working w/fiberglass w/no mask

BASE MAINTENANCE DEPARTMENT
Marine Corps Base
Camp Lejeune, North Carolina 28542

MAIN/CDS/pkd
16 October 1978

FIRST ENDORSEMENT on WC-31 GenFore's memo MAIN/RFG/pkd of 16 Oct 78

From: Director, Maintenance and Repair Division
To: Director, Administrative Division

Subj: Environmental Differential; payment for

1. Readdressed and forwarded. Recommend disapproval.

C. D. SMITH

MAIN/RES/mem
12552
16 Oct 1978

SECOND ENDORSEMENT on WC-31 GenFore's memo MAIN/RFG/pkd of 16 Oct 78

From: Director, Administrative Division
To: Civilian Personnel Officer

Subj: Environmental Differential; payment of

1. Readdressed and forwarded for review and evaluation.

R. E. SCALES

OPNAV 5216/144 (REV. 6-70)
S/N 0107-LF-778-8097

DEPARTMENT OF THE NAVY

Memorandum

MAIN/RFG/pkd

DATE: 16 October 1978

FROM: General Foreman, WC-31

TO: Director, Maintenance and Repair Division

SUBJ: Environmental Differential; payment for

1. Air Conditioning Mechanics are requesting extra pay for changing air filters. I am of the opinion that changing filters would not warrant extra pay. They base their request on BO12532.1J, Fibrous Glass Work. A ruling by CPO is warranted.

R. F. GEISSLER

U.S. GPO:1977—735-000/2116 Region No. 3-11

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DESCRIPTION:

High Work (D)

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Confidential Records Management, Inc.
New Bern, NC
1-888-622-4425
9/08

High Work (D)

2A/AIP/jaj
12531
11 Apr 1968

SECOND ENDORSEMENT on GenForeman, Utilities Memo of 4 Apr 1968

From: Industrial Relations Officer
To: Base Maintenance Officer

Subj: Additional pay, request for authority to pay

Ref: (b) NCPI 531, Encl (2)

1. Returned.

2. On-site observation of the work situation described in the basic correspondence indicated that the conditions under which the work is performed are not comparable to those sited in reference (b) as warranting additional pay for high work.

3. Accordingly, it is considered that approval of additional pay for high work in this specific work situation is not warranted.

R. H. PIPER

Mailed out
4-12-68
J

21E/JEH/hp
4 April 1968

Industrial Relations Officer

General Foreman, Utilities
Via : Base Maintenance Officer

Additional pay, request for authority to pay

Ref : B.O. 12531.50

1. It is requested that authority be granted to pay the below listed employees high work pay when rebuilding the outside coal conveyor at the Central Heating Plant, Bldg. 1700.

2. This work has to be performed from a rigging cage operated from a cable and powered with an air wench. This requires the use of two employees, Helper (General) and Boilermaker (Welder), who perform work from 20 to 80 feet above ground level.

3. This is not a regular operation, it is only performed approximately five weeks during the year.

4. If approved, pay to be retroactive to 18 March 1968.

J. E. HERNDON

- -

21A/AKM/ib
9 April 1968

FIRST ENDORSEMENT

To : Industrial Relations Officer
From: Base Maintenance Officer

1. Forwarded for appropriate action.

A. K. MAREADY
By direction

Civilian Personnel Office
Marine Corps Base
Camp Lejeune, North Carolina 28542

CPO/OSF/tan
12532/1
12 August 1977

FOURTH ENDORSEMENT on ShtmtlMechGenFore ltr MAIN/LDH/pkd dtd 4 Aug 77

From: Civilian Personnel Officer
To: Base Maintenance Officer

Subj: High Degree Hazard Pay; request for

Ref: (a) FPM Supplement 532-1

1. Returned.

2. The request for payment of environmental differential has been reviewed in light of reference (a). The work situation described in the basic correspondence is considered to meet the criteria for the category "High Work" as defined in reference (a).

3. High Work is payable on an actual exposure basis in the amount reflected on the current schedule of wages. An employee entitled to an environmental differential which is paid on an actual exposure basis shall be paid a minimum of one hour's differential for the exposure. For exposure beyond one hour, the employee should be paid in increments of one-quarter hour for each 15 minutes or portion thereof. The environmental differential may not be paid when the employee is in a leave status.

A. I. PAGE

Copy to:
CivPayroll

Cancelled

BASE MAINTENANCE DEPARTMENT
Marine Corps Base
Camp Lejeune, North Carolina 28542

MAIN/CDS/pkd
12530
4 August 1977

SECOND ENDORSEMENT - ShtmtlMechGenFore ltr MAIN/LDH/pkd dtd 4 Aug 77

From: Director, Maintenance and Repair Division
To: Divilian Personnel office (Attn: Mr. Brown)
Via: Base Maintenance Officer

Subj: High Degree Hazard Pay; request for

1. Forwarded for review and appropriate action.

CLYDE D. SMITH

MAIN/BWE/lbw
12530
12 August 1977

THIRD ENDORSEMENT on ShtmtlMechGenFore ltr MAIN/LDH/pkd dtd 4 Aug 77

From: Base Maintenance Officer
To: Civilian Personnel Officer (Attn: Mr. Brown)

Subj: High Degree Hazard Pay; request for

1. Forwarded for review.

B. W. ELSTON
By direction

BASE MAINTENANCE DEPARTMENT
Marine Corps Base
Camp Lejeune, North Carolina 28542

MAIN/LDH/pkd
12530
4 August 1977

From: Sheetmetal Mechanic General Foreman
To: Civilian Personnel Office (Attn: Mr. Brown)
Via: (1) Maintenance General foreman, General Trades Branch
(2) Director, Maintenance and Repair Division
(3) Base Maintenance Officer

Subj: High Degree Hazard Pay; request for

1. It is requested that the conditions of employees engaged in installing bird screens in the attic and eaves of Building AS515 be evaluated to determine the appropriateness of High Degree Hazard Pay. Employees are required to install the screens, which are to prevent birds from entering the building in the future, at a height of 40 feet from a ledge that is accessable only by ladder or scaffolding. The ledge is a roosting/nesting area for the birds resulting in the area being heavily littered with bird droppings which contaminates the shoes and clothing of the employees. This contamination causes slippery and hazardous working conditions.

L. D. HOWARD

- -

MAIN/ADH/pkd
12530
4 August 1977

FIRST ENDORSEMENT - ShtmtlMechGenFore ltr MAIN/LDH/pkd dtd 4 Aug 77

From: Maintenance General Foreman, General Trades Branch
To: Civilian Personnel Office (Attn: Mr. Brown)
Via: (1) Director, Maintenance and Repair Division
(2) Base Maintenance Officer
Subj: High Degree Hazard Pay; request for

1. Forwarded for review and appropriate action.

A. D. HATSELL

TAB PLACEMENT HERE

DESCRIPTION:

Hot work (D)

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Confidential Records Management, Inc.
New Bern, NC
1-888-622-4425
9/08

Hot Work (D)

UNITED STATES MARINE CORPS
Civilian Personnel Division
Marine Corps Base
PSC Box 20004
Camp Lejeune, North Carolina 28542-0004

12550
BCPD
6 Jan 95

MEMORANDUM

From: Civilian Personnel Director
To: Director, Administrative Branch, Base Maintenance Division, Facilities Department

Subj: ENVIRONMENTAL DIFFERENTIAL PAY (EDP) FOR STEAM GENERATION EMPLOYEES

Ref: (a) Maint ltr 12532 MAIN of 28 Jul 94
(b) 5 CFR 532.511
(c) NH ltr 6260.6a 94-446-6a of 1 Nov 94

1. Your request for review of the work situations in shops 81 and 87 has been received. Reference (a) describes work situations where the employees are being exposed to varying temperatures in confined spaces. Reference (b) authorizes payment of EDP at the rate of four percent for hot work for employees working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.

2. The Base Safety and the Industrial Hygiene offices were contacted to provide input to the decision making process. According to reference (c), the Industrial Hygiene office conducted heat stress surveys in two manholes; one with and one without the fans normally used to cool the manholes. Preliminary indications are that with the fans, the employees are not subjected to temperatures in excess of 110 degrees. Therefore, the payment of EDP is not warranted. As indicated in reference (c), a final report will be made following additional heat stress surveys during the summer months. Reference (a) will be revisited at that time.

3. If you have any questions or need additional information, you may contact Margaret Brown at extension 1532.

DONALD L. SMYTHE
Acting

DEPARTMENT OF THE NAVY
NAVAL HOSPITAL
P.O. BOX 10100
CAMP LEJEUNE, NORTH CAROLINA 28547-0100

IN REPLY REFER TO:

Nov 4 3 49 PM '94

6260.6a
94-446-6a
01 NOV 1994

From: Commanding Officer, Naval Hospital, Camp Lejeune, NC
To: Director, Civilian Personnel Division, Camp Lejeune, NC 28542 (Attn: Classification Superintendent)

Subj: HEAT STRESS SURVEY FOR STEAM DISTRIBUTION

1. Introduction. At the request of Ms. Margaret Brown (Classification Superintendent, Civilian Personnel Division), heat stress monitoring was conducted on 1 September and 19 September 1994 to assess personnel exposure to heat while working in man holes.

2. Findings.

a. Initially temperature readings were taken in two different manholes on a hot day (temperatures in 90s). The dry bulb temperatures (readings indicative of a conventional thermometer) were 123 and 132 degrees Fahrenheit (F). Subsequent to the survey, the Indusrial Hygiene Technician learned that workers routinely use fans in an attempt to cool the manholes while working. Since engineering controls (fans) are utilized, it is essential that temperature measurements be taken during their implementation to properly assess heat stress conditions.

b. Industrial Hygiene personnel contacted Steam Distribution to arrange a second heat stress survey encompassing temperature measurements in the manholes, with and without engineering controls. A second survey was scheduled for 19 September 1994. The outdoor temperature was 73 degrees F. Temperatures inside two different manholes were 116 and 117 degress F without the fans; 99 and 107 degrees F with the fans, respectively.

c. It has been determined by Industrial Hygiene personnel that the outdoor temperature does have a bearing on the temperature in the manholes. Additional monitoring is desired in the summer months and will be included as part of the Workplace Monitoring Plan for Steam Distribution. Industrial Hygiene will contact this work section in order to accomplish the monitoring in the summer months.

3. Comments/Recommendations.

a. Supervisory personnel should ensure engineering measures are implemented such as insulation of the source of heat (steam pipes) and reduction of steam and water leaks. Fans should be used whenever possible to blow cooler air into the manholes.

b. Personnel should receive training and procedures be developed to alert individuals to the potential dangers of heat stress apprising them of preventive measures, such as work/rest

schedules and increasing fluid intake. The state of an individual's health also has a significant bearing on the reaction to heat stress. Individual susceptibility to heat may be enhanced by a varity of conditions such as fatigue, alcohol consumption, lack of sleep, age, weight and dehydration.

c. Workers should be encouraged to drink moderate amounts of cooled water at frequent intervals.

4. Additional information regarding this survey may be obtained by contacting G. Smith at extension 2707.

Glenee L. Smith

G. L. SMITH

Copy to:
Base Maintenance, IH
Base Safety

UNITED STATES MARINE CORPS
BASE MAINTENANCE DIVISION
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA 28542-5000

IN REPLY REFER TO:
12532
MAIN
28 Jul 94

MEMORANDUM

From: Base Maintenance Officer
To: Civilian Personnel Director

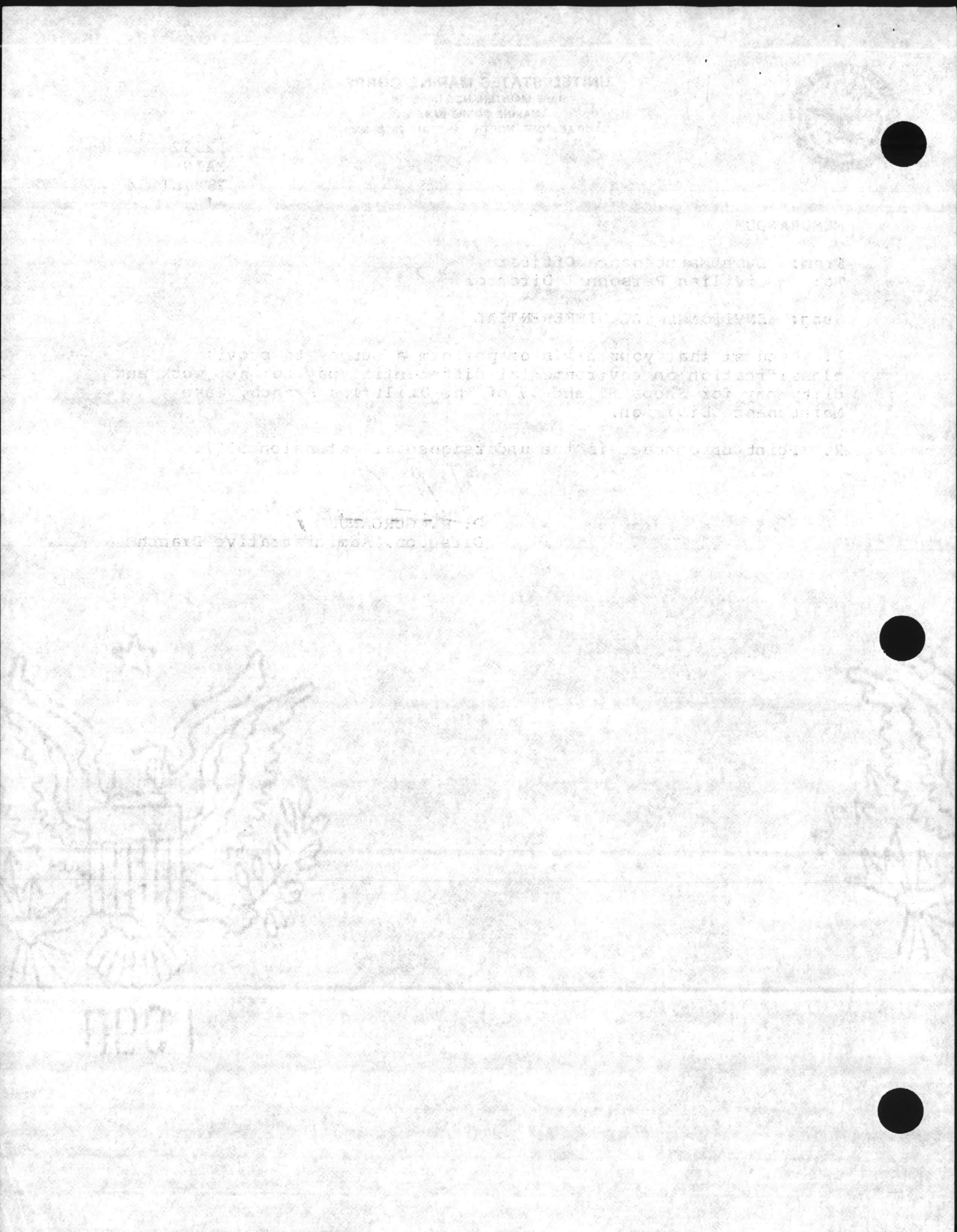
Subj: ENVIRONMENTAL DIFFERENTIAL

1. Request that your division perform a survey to provide classification on environmental differential pay for hot work and dirty pay for Shops 81 and 87 of the Utilities Branch, Base Maintenance Division.

2. Point of contact is the undersigned at extension 5307.

D. R. GURGANUS
Director, Administrative Branch

AUG 1 3 22 PM '94



DEPARTMENT OF THE NAVY
NAVAL HOSPITAL
P.O. BOX 10100
CAMP LEJEUNE, NORTH CAROLINA 28547-0100

IN REPLY REFER TO:

Nov 4 3 49 PM '94

6260.6a
94-446-6a
01 NOV 1994

From: Commanding Officer, Naval Hospital, Camp Lejeune, NC
To: Director, Civilian Personnel Division, Camp Lejeune, NC 28542 (Attn: Classification Superintendent)

Subj: HEAT STRESS SURVEY FOR STEAM DISTRIBUTION

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2. Findings.

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b. Industrial Hygiene personnel contacted Steam Distribution to arrange a second heat stress survey encompassing temperature measurements in the manholes, with and without engineering controls. A second survey was scheduled for 19 September 1994. The outdoor temperature was 73 degrees F. Temperatures inside two different manholes were 116 and 117 degress F without the fans; 99 and 107 degrees F with the fans, respectively.

c. It has been determined by Industrial Hygiene personnel that the outdoor temperature does have a bearing on the temperature in the manholes. Additional monitoring is desired in the summer months and will be included as part of the Workplace Monitoring Plan for Steam Distribution. Industrial Hygiene will contact this work section in order to accomplish the monitoring in the summer months.

3. Comments/Recommendations.

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b. Personnel should receive training and procedures be developed to alert individuals to the potential dangers of heat stress apprising them of preventive measures, such as work/rest

schedules and increasing fluid intake. The state of an individual's health also has a significant bearing on the reaction to heat stress. Individual susceptibility to heat may be enhanced by a varity of conditions such as fatigue, alcohol consumption, lack of sleep, age, weight and dehydration.

c. Workers should be encouraged to drink moderate amounts of cooled water at frequent intervals.

4. Additional information regarding this survey may be obtained by contacting G. Smith at extension 2707.

Glenee L. Smith
G. L. SMITH

Copy to:
Base Maintenance, IH
Base Safety

To: BBEM1J@CLEMCB01@BBSNAD0A
Cc:
Bcc:
From: Supvy Pos Class Spec@CPD@MCB LEJEUNE
Subject:
Date: Tuesday, August 30, 1994 14:03:15 EDT
Attach:
Certify: Y
Forwarded by: Safety Manager@SAFETY@MCB LEJEUNE

Comments by: Safety Manager@SAFETY@MCB LEJEUNE
Forwarded to: Brown@CPD@MCB LEJEUNE
Comments:

MARGARET, WE HAVE BEEN IN TOUCH WITH BASE MAINT SEVERAL TIMES RE THIS REQUEST; HOWEVER, NO ONE KNOWS WHAT WE ARE TALKING ABOUT. THEY REPORT WORK CONDITIONS ARE UNCHANGED. CAN YOU GIVE ME MORE TO WORK WITH? DON'T KNOW WHICH WAY TO GO WITH IT. THANKS. HELEN

Comments by: Supvy Pos Class Spec@CPD@MCB LEJEUNE
Forwarded to: BB5A01@CLEMCB01@BBSNAD0A
Comments:

PLEASE PROVIDE ADVISE ON THE SAFETY ASPECTS OF WORK SITUATIONS IN SHOPS 81 AND 87 AT BASE MAINTENANCE. DON GURGANUS HAS BEEN ASKED TO FURNISH MORE DEFINITIVE INFORMATION ON THE WORK SITUATIONS IN QUESTION. THANKS. MARGARET

---------- [Original Message] ----------

THE SAFETY OFFICE IS BEING ASKED TO PROVIDE ADVICE ON THE SAFETY ASPECTS OF WORK SITUATIONS IN SHOPS 81 AND 87. PLEASE PROVIDE A DETAILED DESCRIPTION OF THE WORK SITUATIONS AS THEY EXIST. THANKS. MARGARET.

To: Supvy Pos Class Spec@CPD@MCB LEJEUNE
Cc:
Bcc:
From: Administrative Officer@MAIN1@MCB LEJEUNE
Subject: re:
Date: Wednesday, September 7, 1994 16:25:10 EDT
Attachment:
Certify: N
Forwarded by:

THE POSITION INVOLVED IN SHOP 81 ARE:
MAINTENANCE MWCHANIC WORKER
BOILER PLANT OPERATOR
COAL HANDLING EQUIPMENT OPERATOR
BOILER PALNT WORKER
MAINTENANCE MECHANIC

THE POSITIONS INVOLVED IN SHOP 87 ARE:
PIPEFITTER
PIPEFITTER HELPER
PIPEFITTER WORKER
MAINTENANCE MECHANIC HELPER
WELDER

THE TEMPERATURE VARIES WITH THE WEATHER TEMPERATURE. TEMPERATURE VARIES WITH WHEATHER THE LINES ARE LOADER OR UNLOADED.

ALL OCCUPATIONAL HEALTH AND SAFETY , OSHA AND MARINE CORPS REGULATIONS ARE IN PLACE AND ADHERED TOO. THE WORK PLACES ARE BEING INSPECTED FOR SAFETY HAZARDS BY BASE SAFETY AND MONITORED BY THE NAVAL HOSPITAL FOR PHYSICAL AND CHEMICAL WORK PLACE HAZARDS
THE INDUSTRIAL HYGIENE SURVEY'S ARE AVAILABLE AT BASE MAINTENANCE FOR REVIEW.

RESPECTFULLY

DON GURGANUS
MONITORIED BY THE NAVAL HOSPITAL

To: BBEM1J@CLEMCB01@BBSNAD0A
Cc:
Bcc:
From: Supvy Pos Class Spec@CPD@MCB LEJEUNE
Subject:
Tuesday, August 30, 1994 14:03:15 EDT
Attach:
Certify: Y
Forwarded by:

THE SAFETY OFFICE IS BEING ASKED TO PROVIDE ADVICE ON THE SAFETY ASPECTS OF WORK SITUATIONS IN SHOPS 81 AND 87. PLEASE PROVIDE A DETAILED DESCRIPTION OF THE WORK SITUATIONS AS THEY EXIST. THANKS. MARGARET.

UNITED STATES MARINE CORPS
BASE MAINTENANCE DIVISION
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA 28542-5000

IN REPLY REFER TO:
12532
MAIN
28 Jul 94

MEMORANDUM

From: Base Maintenance Officer
To: Civilian Personnel Director

Subj: ENVIRONMENTAL DIFFERENTIAL

1. Request that your division perform a survey to provide classification on environmental differential pay for hot work and dirty pay for Shops 81 and 87 of the Utilities Branch, Base Maintenance Division.

2. Point of contact is the undersigned at extension 5307.

L. R. GURGANUS
Director, Administrative Branch

provisions of sections 5544 and 5550 of title 5, United States Code.

§ 532.511 Environmental differentials.

(a) Entitlements to environmental differential pay.

(1) In accordance with section 5343(c)(4) of title 5, United States Code, an employee shall be paid an environmental differential when exposed to a working condition or hazard that falls within one of the categories approved by the Office of Personnel Management.

(2) Each installation or activity must evaluate its situations against the guidelines issued by the Office of Personnel Management to determine whether the local situation is covered by one or more of the defined categories.

(b) Amount of environmental differential payable.

(1) An employee entitled to an environmental differential shall be paid an amount equal to the percentage rate authorized by the Office of Personnel Management for the category in which the working condition or hazard falls, multiplied by the rate for the second step of WG–10 for the appropriated fund employees and NA–10 for the nonappropriated fund employees on the current regular non-supervisory wage schedule for the wage area for which the differential is payable, counting one-half cent and over as a whole cent.

(2) An employee entitled to an environmental differential on an actual exposure basis shall be paid a minimum of one hour's differential pay for the exposure. For exposure beyond one hour, the employee shall be paid in increments of one quarter hour for each 15 minutes or portion thereof in excess of 15 minutes. Entitlement begins with the first instance of exposure and ends one hour later, except that when exposure continues beyond the hour, it shall be considered ended at the end of the quarter hour in which exposure actually terminated.

(3) An employee entitled to an environmental differential on the basis of hours in a pay status shall be paid for all hours in a pay status on the day on which he/she is exposed to the situation.

(4) An employee may not be paid more than one environmental differential for a particular period of work.

(5) The payment of environmental differential pay is computed on the basis of the highest environmental differential rate authorized during the period of entitlement.

(6) The number of hours an employee is paid environmental differential shall not exceed the number of hours of duty performed by the employee on the day of exposure, except as required by paragraph (b)(3) of this section.

(c) *Basic pay.* Environmental differential pay is part of basic pay and shall be used to compute premium pay (pay for overtime, holiday, or Sunday work), the amount from which retirement deductions are made, and the amount on which group life insurance is based. It is not part of basic pay for purposes of lump-sum annual leave payments and severance pay nor is its loss an adverse action.

(d) The schedule of environmental differentials is set out as Appendix A to this subpart and is incorporated in and made a part of this section.

[46 FR 21344, Apr. 10, 1981, as amended at 49 FR 49841, Dec. 24, 1984; 55 FR 46180, Nov. 1, 1990]

§ 532.513 Flexible and compressed work schedules.

Federal Wage System employees, other than Nonappropriated Fund employees of the Armed Forces as defined in 5 U.S.C. 2105(c), who are authorized to work flexible and compressed work schedules under sections 6122 and 6127 of 5 U.S.C. shall be paid premium pay in accordance with the provisions of subchapter II of chapter 61 of title 5, United States Code. Subpart D of part 610 of this title supplements that subchapter and must be read with it.

[49 FR 37055, Sept. 21, 1984]

APPENDIX A TO SUBPART E OF PART 532—SCHEDULE OF ENVIRONMENTAL DIFFERENTIALS PAID FOR EXPOSURE TO VARIOUS DEGREES OF HAZARDS, PHYSICAL HARDSHIPS, AND WORKING CONDITIONS OF AN UNUSUAL NATURE

This appendix lists the environmental differentials authorized for exposure to various degrees of hazards, physical hardships, and working conditions of an unusual nature.

PART I.—PAYMENT FOR ACTUAL EXPOSURE

Differential rate (percent)	Category for which payable	Effective date
100	1. *Flying.* Participating in flights under one or more types of the following conditions.....	Nov. 1, 1970.
	a. Test flights of a new or repaired plane or modified plane when the repair or modification may affect the flight characteristics of the plane;	
	b. Flights for test performance of plane under adverse conditions such as in low altitude or severe weather conditions, maximum load limits, or overload;	
	c. Test missions for the collection of measurement data where two or more aircraft are involved and flight procedures require formation flying and/or rendezvous at various altitudes and aspect angles;	
	d. Flights deliberately undertaken in extreme weather conditions such as flying into a hurricane to secure weather data;	
	e. Flights to deliver aircraft which have been prepared for one-time flight without being test flown prior to delivery flight;	
	f. Flights for pilot proficiency training in aircraft new to the pilot under simulated emergency conditions which parallel conditions encountered in performing flight tests;	
	g. Low-level flights in small aircraft including helicopters at altitude of 500 feet and under in daylight and 1,000 feet and under at night when the flights are over mountainous terrain, or in fixed-wing aircraft involving maneuvering at the heights and times specified above, or in helicopters maneuvering and hovering over water at altitudes of less than 500 feet;	
	h. Low-level flights in an aircraft flying at altitudes of 200 feet and under while conducting wildlife surveys and law enforcement activities, animal depredation abatement and making agricultural applications, and conducting or facilitating search and rescue operations; flights in helicopters at low levels involving line inspection, maintenance, erection, or salvage operations;	
	i. Flights involving launch or recovery aboard an aircraft carrier;	
	j. Reduced gravity light testing in an aircraft flying a parabolic flight path and providing a testing environment ranging from weightlessness up through 2 gravity conditions;	
25	2. *High work*.....	Nov. 1, 1970.
	a. Working on any structure of at least 100 feet above the ground, deck, floor or roof, or from the bottom of a tank or pit;	
	b. Working at a lesser height:	
	(1) If the footing is unsure or the structure is unstable; or	
	(2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, a similar support); or	
	(3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning or similar environmental factors render working at such height(s) hazardous.	
15	3. *Floating targets.* Servicing equipment on board a target ship or barge in which the employee is required to board or leave the target vessel by small boat or helicopter.	Nov. 1, 1970.
4	4. *Dirty work.* Performing work which subjects the employee to soil of body or clothing:	Nov. 1, 1970.
	a. Beyond that normally to be expected in performing the duties of the classification; and	
	b. Where the condition is not adequately alleviated by the mechanical equipment or protective devices being used, or which are readily available, or when such devices are not feasible for use due to health considerations (excessive temperature, asthmatic conditions, etc); or	
	c. When the use of mechanical equipment, or protective devices, or protective clothing results in an unusual degree of discomfort.	
4	5. *Cold work.* a. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit).	Nov. 1, 1970.
	b. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Mar. 13, 1977.

PART I.—PAYMENT FOR ACTUAL EXPOSURE—Continued

Differential rate (percent)	Category for which payable	Effective da
4	6. *Hot work.* a. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit.	Nov. 1, 1970.
	b. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Mar. 13, 1977.
4	7. *Welding preheated metals.* Welding various metals or performing an integral part of the welding process when the employee must work in confined spaces in which large sections of metal have been preheated to 150 degrees Fahrenheit or more, and the discomfort is not alleviated by protective devices or other means, or discomforting protective equipment must be worn.	Nov. 1, 1970.
4	8. *Micro-soldering or wire welding and assembly.* Working with binocular-type microscopes under conditions which severely restrict the movement of the employee and impose a strain on the eyes, in the soldering or wire welding and assembly of miniature electronic components..	Nov. 1, 1970.
25	9. *Exposure to hazardous weather or terrain.* Exposure to dangerous conditions of terrain, temperature and/or wind velocity, while working or traveling when such exposure introduces risk of significant injury or death to employees; such as the following: *Examples:* —Working on cliffs, narrow ledges, or steep mountainous slopes, with or without mechanical work equipment, where a loss of footing would result in serious injury or death. —Working in areas where there is a danger of rockfalls or avalanches. —Traveling in the secondary or unimproved roads to isolated mountaintop installations at night, or under adverse weather conditions (snow, rain, or fog) which limits visibility to less than 100 feet, when there is danger of rock, mud, or snowslides —Traveling in the wintertime, either on foot or by vehicle, over secondary or unimproved roads or snowtrails, in sparsely settled or isolated areas to isolated installations when there is danger of avalanches, or during "whiteout" phenomenon which limits visibility to less than 10 feet —Working or traveling in sparsely settled or isolated areas with exposure to temperatures and/or wind velocity shown to be of considerable or very great danger on the windchill chart (Exhibit 1 of this appendix), and shelter (other than temporary shelter) or assistance is not readily available —Snowplowing or snow and ice removal on primary, secondary or other class of roads, when (a) there is danger of avalanche or (b) there is danger of missing the road and falling down steep mountainous slopes, because of lack of snow-stakes, "whiteout" conditions, or sloping icepack covering the snow	July 1, 1972.
25	10. *Unshored work.* Working in excavation areas before the installation of proper shoring or other securing barriers, or in catastrophe areas, where there is a possibility of cave-in, building collapse or falling debris when such exposures introduce risk of significant injury or death to employees, such as the following: *Examples:* —Working adjacent to the walls of an unshored excavation at depths greater than six feet (except when the full depth of the excavation is in stable solid rock, hard slag, or hard shale, or the walls have been graded to the angle of repose; that is, where the danger of slides is practically eliminated), when work is performed at a distance from the wall which is less than the height of the wall —Working within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, tornado or similar cause —Working underground in the construction and/or inspection of tunnels and shafts before the necessary lining of the passageway have been installed —Duty underground in abandoned mines where lining of tunnels or shafts is in a deteriorated condition	July 1, 1972.
15	11. *Ground work beneath hovering helicopter.* Participating in operation to attach or detach external load to helicopter hovering just overhead.	July 1, 1972.
15	12. *Hazardous boarding or leaving of surface craft.* Boarding or leaving vessels or transferring equipment to or from a surface craft under adverse conditions of foul weather, ice, or night when sea state is high (three feet and above), and deck conditions and/or wind velocity in relation to the size of the craft introduce unusual risks to employees. *Examples:* —Boarding or leaving vessels at sea. —Boarding or leaving, or transferring equipment between small boats or rafts and steep, rocky, or coral-surrounded shorelines —Transferring equipment between a small boat and a rudimentary dock by improvised or temporary facility such as an unfastened plank leading from boat to dock	July 1, 1972.

PART I.—PAYMENT FOR ACTUAL EXPOSURE—Continued

Differential rate (percent)	Category for which payable	Effective date
	—Boarding or leaving, or transferring equipment from or to ice covered floats, rafts, or similar structures when there is danger of capsizing due to the added weight of the ice	
8	13. *Cargo handling during lightering operations.* Off-lading of cargo and supplies from surface ships to Landing Craft-Medium (LCM) boats when swells or wave action are sufficiently severe as to cause sudden listing or pitching of the deck surface or shifting or falling of equipment, cargo, or supplies which could subject the employee to falls, crushing, ejection into the water or injury by swinging cargo hooks.	July 1, 1972.
15	14. *Duty aboard surface craft.* Duty aboard a surface craft when the deck conditions or sea state and wind velocity in relation to the size of the craft introduces the risk of significant injury or death to employees, such as the following:.	July 30, 1972.
	Participating as a member of a water search and rescue team in adverse weather conditions when winds are blowing at 35 m.p.h. (classified as gale winds) or in water search and rescue operations at night	
	—Participating as a member of a weather projects team when work is performed under adverse weather conditions, when winds are blowing at 35 m.p.h., and/ or when seas are in excess of 14 feet, or when working on outside decks when decks are slick and icy when swells are in excess of 3 feet	
	—When embarking, disembarking or traveling in small craft (boat) on Lake Ponchartrain when wind direction is from north northeast or northwest, and wind velocity is over 15 knots; or when travel on Lake Ponchartrain is necessary in small craft, without radar equipment, due to emergency or unavoidable conditions and the trip is made in dense fog run procedures	
	—Participating in deep research vessel sea duty wherein the team member is engaged in handling equipment on or over the side of the vessel when the sea state is high (12-knot winds and 3-foot waves) and the work is done on relatively unprotected deck areas	
	—Transferring from a ship to another ship via a chair harness hanging from a highline between the ships when both vessels are under way	
	—Duty performed on floating platforms, camels, or rafts, using tools equipment or materials associated with ship repair or construction activities, where swells or wave action are sufficiently severe to cause sudden listing or pitching of the deck surface or dislodgement of equipment which could subject the employee to falls, crushing, or ejection into the water	
50	15. *Work at extreme heights.* Working at heights 100 feet or more above the ground, deck, floor or roof, or from the bottom of a tank or pit on such open structures as towers, girders, smokestacks and similar structures: (1) If the footing is unsure or the structure is unstable; or (2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, or a similar support); or (3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning, or similar environmental factors render working at such height(s) hazardous	Oct. 22, 1972.
6	16. *Fibrous Glass Work.* Working with or in close proximity to fibrous glass material which results in exposure of the skin, eyes or respiratory system to irritating fibrous glass particles or slivers where exposure is not practically eliminated by the mechnical equipment or protective devices being used.	Feb. 28, 1975.
50	17. *High Voltage Electrical Energy.* Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers, when adverse weather conditions such as steady rain, high winds, icing, lightning, or similar environmental factors make the work unusually hazardous.	Apr. 11, 1977.
6	18. *Welding, Cutting or Burning in Confined Spaces.* Welding, cutting, or burning within a confined space which necessitates working in a horizontal or nearly horizontal position, under conditions requiring egress of at least 14 feet over and through obstructions including: (1) access openings and baffles having dimensions which greatly restrict movements, and (2) irregular inner surfaces of the structure or structure components.	Jan. 18, 1978.

PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS

Differential rate (percent)	Category for which payable	Effective date
50	1. *Duty aboard submerged vessel.* Duty aboard a submarine or other vessel such as a deep-research vehicle while submerged..	Nov. 1, 1970.

PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (percent)	Category for which payable	Effective date
8	2. *Explosives and incendiary material—high degree hazard.* Working with or in close proximity to explosives and incendiary material which involves potential personal injury such as permanent or temporary, partial or complete loss of sight or hearing, partial or complete loss of any or all extremities; other partial or total disabilities of equal severity; and/or loss of life resulting from work situations wherein protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for such personal injury. Normally, such work situations would result in extensive property damage requiring complete replacement of equipment and rebuilding of the damaged area; and could result in personal injury to adjacent employees. *Examples* —Working with, or in close proximity to operations involved in research, in testing, manufacturing, inspection, renovation, maintenance and disposal, such as: —Screening, blending, drying, mixing, and pressing of sensitive explosives and pyrotechnic compositions such as lead azide, black powder and photoflash powder —Manufacture and distribution of raw nitroglycerine —Nitration, neutralization, crystallization, purification, screening and drying of high explosives —Manufacture of propellants, high explosives and incendiary materials —Melting, cast loading, pellet loading, drilling, and thread cleaning of high explosives —Manufacture of primary or initiating explosives such as lead azide —Manufacture of primer or detonator mix —Loading and assembling high-energy output flare pellets —All dry-house activities involving propellants or explosives —Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials —All operations involving fire fighting on an artillery range or at an ammunition manufacturing plant or storage area, including heavy duty equipment operators, truck drivers, etc. —All operations involving regrading and cleaning of artillery ranges —At-sea shock and vibration tests. Arming explosive charges and/or working with, or in close proximity to, explosive-armed charges in connection with at-sea shock and vibration tests of naval vessels, machinery, equipment and supplies —Handling or engaging in destruction operations on an armed (or potentially armed) warhead	Nov. 1, 1970.
4	3. *Explosives and incendiary material—low degree hazard.* a. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.	Nov. 1, 1970.
	b. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used and wherein protective device and/or safety measures have not practically eliminated the potential for such injury *Examples* —All operations involving loading, unloading, storage and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard—see category 2 above.) —Duties such as weighing, scooping, consolidating and crimping operations incident to the manufacture of stab, percussion, and low energy electric detonators (initiators) utilizing sensitive primary explosives compositions where initiation would be kept to a low order of propagation due to the limited amounts permitted to be present or handled during the operations —Load, assembly and packing of primers, fuses, propellant charges, lead cups, boosters, and time-train rings —Weighing, scooping, loading in bags and sewing of ignitor charges and propellant zone charges —Loading, assembly, and packing of hand-held signals, smoke signals, and colored marker signals —Proof-testing weapons with a known overload of powder or charges —Arming/disarming or the installation/removal of any squib, explosive device, or component thereof, connected to or part of a solid propulsion system, including work situations involving removal, inspection, test and installation of aerospace vehicle egress and jettison systems and other cartridge actuated devices and rocket assisted systems or components thereof, when accidental or inadvertent operation of the system or a component might occur	Mar. 13, 1977.

PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (percent)	Category for which payable	Effective date
8	4. *Poisons (toxic chemicals)—high degree hazard.* Working with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritants, which involves potential serious personal injury such as permanent or temporary, partial or complete loss of faculties and/or loss of life including exposure of an unusual degree to toxic chemicals, dust, or fumes of equal toxicity generated in work situations by processes required to perform work assignments wherein protective devices and/or safety measures have been developed but have not practically eliminated the potential for such personal injury. *Examples* —Handling and storing toxic chemical agents including monitoring of areas to detect presence of vapor or liquid chemical agents; examining of material for signs of leakage or deteriorated material; decontaminating equipment and work sites; work relating to disposal of deteriorated material (exposure to conjunctivitis, pulmonary edema, blood infection, impairment of the nervous system, possible death) —Renovation, maintenance, and modification of toxic chemicals, guided missiles, and selected munitions —Operating various types of chemical engineering equipment in a restricted area such as reactors, filters, stripping units, fractioning columns, blenders, mixers, pumps, and the like utilized in the development, manufacturing, and processing of toxic or experimental chemical warfare agents —Demilitarizing and neutralizing toxic chemical munitions and chemical agents —Handling or working with toxic chemicals in restricted areas during production operations —Preparing analytical reagents, carrying out colorimetric and photometric techniques, injecting laboratory animals with compounds having toxic, incapacitating or other effects —Recording analytical and biological tests results where subject to above types of exposure —Visually examining chemical agents to determine conditions or detect leaks in storage containers —Transferring chemical agents between containers —Salvaging and disposing of chemical agents	Nov. 1, 1970.
4	5. *Poisons (toxic chemicals)—low egress hazard.* a. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents.	Nov. 1, 1970.
	b. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury *Example* —Handling for shipping, marking, labeling, hauling and storing loaded containers of toxic chemical agents that have been monitored	Mar. 13, 1977.
8	6. *Micro-organisms—high degree hazard.* Working with or in close proximity to micro-organisms which involves potential personal injury such as death, or temporary, partial, or complete loss of faculties or ability to work due to acute, prolonged, or chronic disease. These are work situations wherein the use of safety devices and equipment, medical prophylactic procedures such as vaccines and antiserims and other safety measures do not exist or have been developed but have not practically eliminated the potential for such personal injury. *Examples* —Direct contact with primary containers of organisms pathogenic for man such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material. Operating or maintaining equipment in biological experimentation or production —Cultivating virulent organisms on artificial media, including embryonated hen's eggs and tissue cultures where inoculation or harvesting of living organisms is involved for production of vaccines, toxides, etc., or for sources of material for research investigations such as antigenic analysis and chemical analysis	Nov. 1, 1970.
4	7. *Micro-organisms—low degree hazard.* a. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material	Nov. 1, 1970.

PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (percent)	Category for which payable	Effective date
	b. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material and wherein the use of safety devices and equipment and other safety measures have not practically eliminated the potential for personal injury	Mar. 13, 1977.
8	8. *Pressure chamber and centrifugal stress.* Exposure in pressure chamber which subjects employee to physical stresses or where there is potential danger to participants by reason of equipment failure or reaction to the test conditions; or exposure which subjects an employee to a high degree of centrifugal force which causes an unusual degree of discomfort	July 1, 1972.
	Examples	
	—Participating as a subject in diving research tests which seek to establish limits for safe pressure profiles by working in a pressure chamber simulating diving or, as an observer to the test or as a technician assembling underwater mock-up components for the test, when the observer or technician is exposed to high pressure gas piping systems, gas cylinders, and pumping devices which are susceptible to explosive ruptures	
	—Participating in altitude chamber studies ranging from 18,000 to 150,000 feet either as subject or as observer exposed to the same conditions as the subject	
	—Participating as subject in centrifuge studies involving elevated G forces above the level of 5 G's whether or not at reduced atmospheric pressure	
	—Participating as a subject in a rotational flight simulator in studies involving continuous rotation in one axis through 360° at rotation rates greater than 15 r.p.m. for periods exceeding three minutes	
8	9. *Work in fuel storage tanks.* When inspecting, cleaning or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, and failure of the breathing apparatus would result in serious injury or death within the time required to leave the tank	July 1, 1972.
	10. *Firefighting.* Participating or assisting in firefighting operations on the immediate fire scene and in direct exposure to the hazards inherent in containing or extinguishing fires	July 1, 1972.
25	*High degree*	
	—Fighting forest and range fires on the fireline	
8	*Low degree*	
	—All other firefighting	
8	11. *Experimental landing/recovery equipment tests*	July 1, 1972.
	—Participating in tests of experimental or prototype landing and recovery equipment where personnel are required to serve as test subjects in spacecraft being dropped into the sea or laboratory tanks	
8	12. *Land impact or pad abort of space vehicle.* Actual participation in dearming and safing explosive ordnance, toxic propellant, and high-pressure vessels on vehicles that have land impacted or on vehicles on the launch pad that have reached a point in the countdown where no remote means are available for returning the vehicle to a safe condition	July 1, 1972.
4	13. *Mass explosives and/or incendiary material.* Working within a controlled danger area in, on, or around wharves, transfer areas, or temporary holding areas in a transshipment facility when explosives are in the process of being shifted to or from a conveyance	July 1, 1972.
	Such an area shall include land and sea areas within which it has been determined that personnel are subject to an unusual degree of exposure or liability to serious injury or death from potential explosive effect	
	A transshipment facility for this purpose is a port or sea terminal established for the marshalling or temporary assembly of explosives prior to shipment where amounts in excess of 250,000 pounds net explosive weight (NEW) are present on a regular or recurring basis	
4	14. *Duty aboard aircraft carrier.* Duty aboard an aircraft carrier when exposed to hazards connected with aircraft launch and recovery:	July 1, 1972.
	Examples	
	—Participating in carrier suitability trials aboard aircraft carriers when work is performed on the flight deck during launch, recovery and refueling operations	
	—Operating or monitoring camera equipment adjacent to flight deck in the area of maximum hazard during landing sequence while conducting photographic surveys aboard aircraft carriers during periods of heavy aircraft operations	Mar. 4, 1974.

PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (percent)	Category for which payable	Effective date
8	15. *Participating in missile liquid propulsion or solid propulsion situations.* Participating in research and development, or preoperational test and evaluation situation involving missile liquid or solid propulsion systems where mechanical, or other equipment malfunction, or accidental combination of certain fuels and/or chemicals, or transient voltage and current buildup on or within the system when the system is in a "go" condition on the test stand, or sled, can result in explosion, fire, premature ignition or firing *Examples* —Test stand or track tests, when adequate protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for personal injury, under any of the following conditions: a. Tanks are being pressurized above normal servicing pressure b. Assembly, disassembly, or repair of contaminated plumbing containing inhibited red fuming nitric acid and unsymmetrical dimethylhydrazine or other hypergolic fuels is required c. Fueling and defueling —Hoisting hypergolic liquid fueled systems into, or out of, a test stand, where the working area is confined, and external plumbing is present resulting in a situation where the plumbing may be damaged causing a leak —Tests on foreign missiles where technical data is questionable or not available —Manned test firings of small, close support missiles for which safety performance data are not yet available —Removal of a missile, propulsion system or component thereof from a test stand, fixture, or environmental chamber where there is reason to believe that the item may be unusually hazardous due to damage resulting from the test	
8	16. *Asbestos.* Working in an area where airborne concentrations of asbestos fibers may expose employees to potential illness or injury and protective devices or safety measures have not practically eliminated the potential for such personal illness or injury	Mar. 9, 1975.

MOL

12550/1
CPD
21 Oct 88

From: Civilian Personnel Director, Marine Corps Base, Camp Lejeune
To: Commanding Officer, Naval Hospital, Marine Corps Base, Camp Lejeune

Subj: ENVIRONMENTAL DIFFERENTIAL PAY

Ref: (a) Yr ltr 12000 OOB dtd 17 Oct 88
(b) Occupational Health and Preventive Medicine Dept ltr 6260.1a over 371/88-736-1a dtd 5 Oct 88
(c) FPM Supplement 532-1, Appendix J

1. Reference (a) recommended the approval of an environmental differential for "Hot Work" in the case of Mr. George Albertine who occupies the position of Incinerator Operator, WG-5403-5.

2. The work situation as outlined in the job description, supplemented by the information contained in reference (b), has been reviewed in light of the criteria contained in reference (c).

3. It has been determined that environmental differential pay for hot work is not payable in this case for the following reasons:

a. Reference (c) authorizes the payment of environmental differential pay for hot work only when (1) working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit; or (2) working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.

b. Reference (c) is very specific in stating that the "hot work" category is intended to compensate for exposure to high temperatures only when they are encountered in confined spaces. A working definition provided by higher authority of the term "confined spaces" in this category is: "spaces which are, in fact, restrictive by reason of their dimensional or physical limitations and, because of these restrictions, cannot be open to natural ventilation or adequate mechanical ventilation."

c. The incinerator area does not meet the definition of "confined space" as outlined above which must be present for environmental differential pay to be authorized. In addition, there is mechanical ventilation equipment present in the work area to alleviate the condition and also natural ventilation present to further assist.

Subj: ENVIRONMENTAL DIFFERENTIAL PAY

4. Although the stress and discomfort in this job is fully recognized, it does not meet the criteria contained in reference (c).

HOSEA HORNE, JR.

DEPARTMENT OF THE NAVY
NAVAL HOSPITAL
CAMP LEJEUNE, NORTH CAROLINA 28542-5008

IN REPLY REFER TO

12000
00B
17 October 1988

From: Commanding Officer, Naval Hospital, Camp Lejeune, North Carolina 28542-5008
To: Civilian Personnel Director, Marine Corps Base, Camp Lejeune, North Carolina 28542 (Attn: Classification Branch)

Subj: GEORGE ABERTINE, PAY NUMBER 4935-18977

Ref: (a) Head, Occ Hlth/Prevent Med ltr 6260.1g dtd 7 Oct 88

1. Forwarded recommending approval for "Hot Pay" in accordance with FPM Supplement 532-1, Appendix J.

2. Point of contact is Mrs. Patricia Smith at extension 4084.

J. W. Brickeen

J. W. BRICKEEN
By direction

Copy to:
Head, Fac Mgt

88 OCT 18 PM 2 55

DEPARTMENT OF THE NAVY
Naval Hospital
Camp Lejeune, NC 28542-5008

6260.1g
371/89-011-1g
7 Oct 88

From: Head, Occupational Health and Preventive Medicine Department
To: Head, Civilian Personnel Department, Naval Hospital PAS

Subj: GEORGE ALBERTINE, PAY NUMBER 4935-18977

Ref: (a) Your ltr 12000 107 dtd 28 Sep 88
(b) Head, Fac Mgt ltr 12000 13/H dtd 23 Sep 88
(c) FPM Supplement 532-1, App J

Encl: (1) My ltr 6260.1a 371/88-736-1a dtd Oct 5

1. As requested by references (a) and (b), the heat stress conditions existing in the incinerator room, where Mr. George Albertine works, were evaluated by Industrial Hygiene. Results of the most recent heat stress survey conducted in the area are provided in enclosure (1). Heat stress conditions are prevalent in the workcenter.

2. The non-functioning status of the wall-mounted exhaust fan and the leakage of hot gases from the defective/damaged door seal on the incinerator, contribute significantly to the overall stress placed on the worker. Both problems should be corrected as soon as possible. However, even with the exhaust fan properly functioning and the door seals intact, the nature of the work (high temperature incineration and autoclaving) will create a hot environment. The WBGT readings and recommendations in enclosure (1) should be reviewed by your office (and/or building 33) to determine if Mr. Albertine qualifies for "Hot Pay" in accordance with reference (c).

3. Point of contact on this subject is Ms. J. Stegall, Supervisory Industrial Hygienist, at extension 2707.

A. B. WOOD

Copy to:
Fac Mgt w/o encl (1)

DEPARTMENT OF THE NAVY
Naval Hospital
Camp Lejeune, NC 28542-5008

6260.1a
371/88-736-1a
5 Oct 88

From: Head, Occupational Health and Preventive Medicine Department
To: Head, Facilities Management Department

Subj: INDUSTRIAL HYGIENE SURVEY OF THE INCINERATOR ROOM, FACILITIES MANAGEMENT DEPARTMENT, BLDG NH-100

Ref: (a) My ltr 6260.1a 371/88-248-1a dtd 11 Feb 88
(b) OPNAVINST 5100.23B

Encl: (1) Diagram of Incinerator Room
(2) Chart of Recommended PHEL Staytimes as Related to Current WBGT Index

1. Introduction. On 18 and 19 August 1988, an Industrial Hygiene Survey was conducted in the Facilities Management Department, Incinerator Room Bldg NH-100. The purpose of this survey was to determine if heat stress conditions were prevalent in the Incinerator Room. This report is also an addendum to reference (a) as required by reference (b). Mr. J. Erdman (Environmental Health Technician) of the Industrial Hygiene Branch performed the survey.

2. Equipment. A Reuter Stokes Heat Stress Monitor, Model-RSS-220, Serial No. 83-546 was used to conduct the survey. External calibration and battery checks were conducted before, during and immediately after the survey. Annual internal calibration was completed on 22 April 1988.

3. Findings. One person works fulltime (8 hours) in the incinerator room. The workload consists of loading the incinerator and/or autoclave with material (including biohazardous material) removing the ashes, debris, and "burn" residue. The physical requirements to perform this work include a moderate amount of standing, walking, lifting, pushing and bending. The autoclave is operated approximately 1 hour and 15 minutes 3 days a week. Temperature for the autoclave averages approximately 270°F during autoclaving. The incincerator operates at temperatures ranging from 1200°F to 1800°F. "Burns" are performed approximately every 45 minutes during an 8 hour workday and last approximately 35-45 minutes. (Smoke was

observed leaking from the lower right hand corner of the door to the incinerator during the start of a "burn"). There is a 26" exhaust fan located in the rear wall of the room, however, the motor is no longer operational (a replacement motor is on order). A supply vent 18" x 18" is located approximately 9' above the floor next to the entrance door but has been shut down by maintenance due to insufficient air supply. There is a louvered vent 34" x 16" located directly beneath the exhaust fan but no mechanical intake or exhaust. The ceiling is approximately 26' high with no mechanical exhaust. An air conditioned staff lounge and a water fountain providing a chilled potable water source are located in the adjacent warehouse. A dry bulb thermometer to monitor daily temperatures is located between the cinderblock wall and the back of the incinerator. Daily temperature checks are logged and maintained on file. The daily recorded temperatures range between 95°F and 120°F with an average of 110°F within the workcenter. The temperatures and WBGT Indices recorded during the survey are listed below.*

Date: 18 Aug 88 Time: 1320	At Desk	Center of Room	Outside loading dock
Dry bulb	98.3°F	111.0°F	97.5°F
Wet bulb	81.3°F	85.8°F	83.0°F
Globe	100.8°F	107.1°F	96.8°F
WBGT	87.1°F	93.0°F	87.2°F
PHEL (hrs:MWS)	5:25	3:15	5:25
Rest/work regimen in minutes	20/40	45/15	20/40

Date: 19 Aug 88 Time: 1345	At Desk	Center of Room	Outside loading dock
Dry bulb	99°F	117°F	92.3°F
Wet bulb	82.9°F	90.5°F	83.0°F
Globe	101.1°F	131.7°F	96.1°F
WBGT	88.8°F	100.7°F	86.5°F
PHEL (HRS:MINS)	4:30	1:40	5:25
Rest/Work Regimen (in minutes)	35/25	50/10	20/40

* The exhaust fan was not operational during this survey.

4. Comments and Recommendations.

a. Currently, the only make up air provided into the room is through the entrance door. Additional forced supplied air should be provided to increase air movement for cooling.

b. The exhaust fan motor should be repaired as soon as practical to exhaust the hot air from the room. Additional mechanical exhaust near ceiling level should be installed.

c. Repair or replace door/gasket to the incinerator to prevent heat, fumes and smoke from leaking into room.

d. Based on the recorded WBGT Indices and recorded dry bulb temperatures heat stress conditions are prevalent in the incincerator room. Even with correction or modification as per the above recommendations, it is unlikely that temperatures below heat stress levels would be achieved during the hotter days of the year simply due to the nature of the worksite.

e. Continue the work/rest regimen when indicated by the WBGT Index as listed in enclosure (2). It was noted during the survey that the WBGT Indices recorded at the center of the room varied greatly with those recorded outside. The indices recorded at the desk were closer to or a few degrees above the outside index. Noting that more time is spent at the front of the room (desk area) than in the center of the room (loading and unloading the autoclave or incinerator) utilization of the outside WBGT Index will give some indication of the WBGT at the desk area. The current WBGT Index can be obtained by calling the WBGT Station at Bldg #1 (mainside) extension 1717. This station is operated from 1 May to 30 September.

f. Continue the periodic heat stress training program. Ensure a minimum of one hour heat stress training is conducted annually. If assistance is desired for heat stress training, contact the Occupational Health and Preventive Medicine Training Section at extension 5707.

Subj: INDUSTRIAL HYGIENE SURVEY OF THE INCINERATOR ROOM, FACILITIES MANAGEMENT DEPARTMENT, BLDG NH-100

5. Point of contact for this survey is Ms. J. Stegall (Supervisory Industrial Hygienist) or Mr. J. Erdman at extension 2707.

A. B. WOOD

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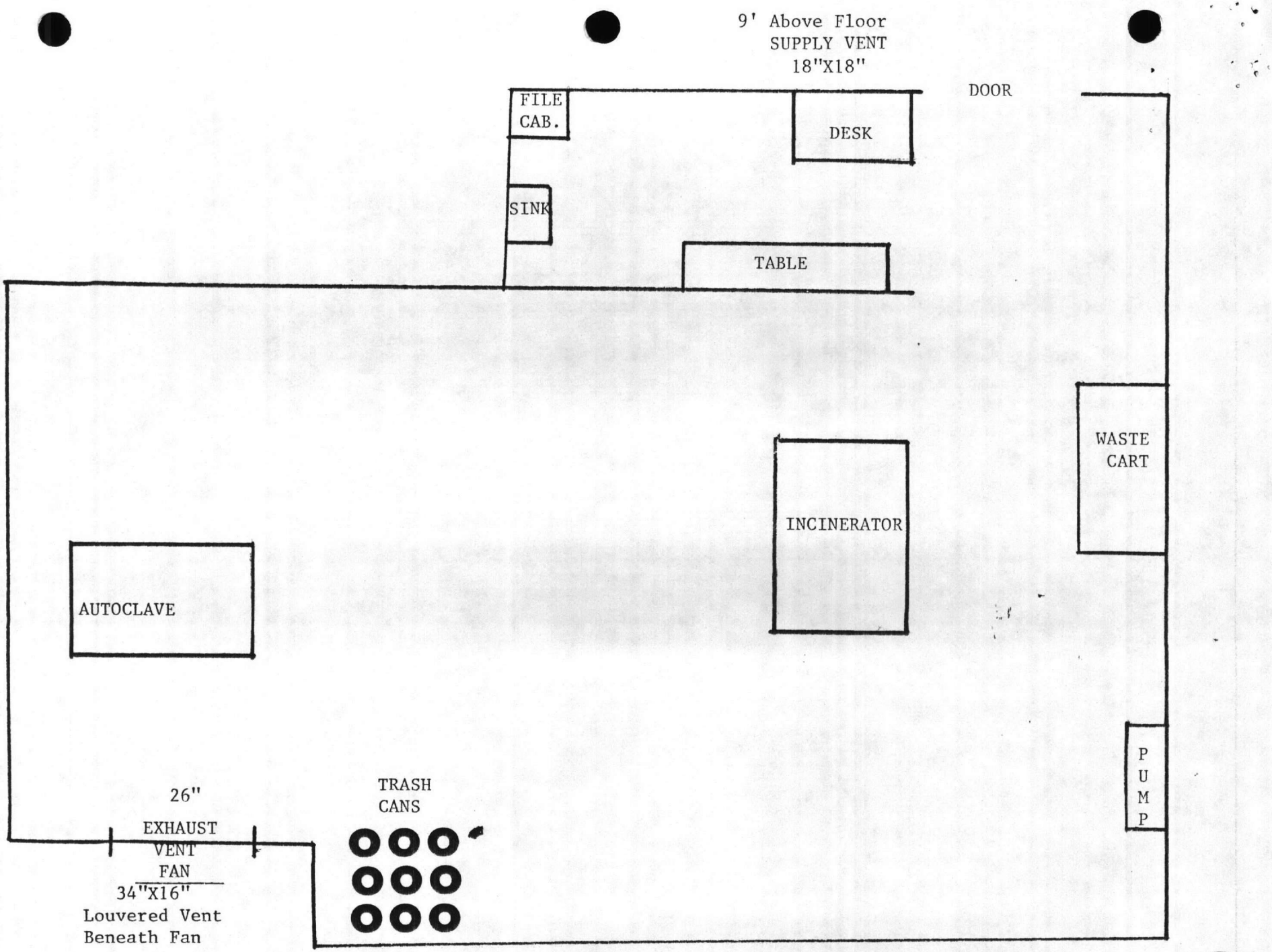
OSH Mgr



INCINERATOR ROOM NH-100

Encl (1)

PHYSIOLOGICAL HEAT EXPOSURE LIMITS (PHEL) TABLE

WBGT Index (F)	Six PHEL Curves (Total Exposure Times In Hours:Minutes)					
	I	II	III	IV	V	VI
80.0	)8:00	)8:00	)8:00	8:00	6:35	4:30
81.0	)8:00	)8:00	)8:00	7:45	6:00	4:05
82.0	)8:00	)8:00	8:00	7:05	5:25	3:40
83.0	)8:00	)8:00	7:45	6:25	4:55	3:20
84.0	)8:00	8:00	7:05	5:55	4:30	3:05
85.0	8:00	7:45	6:30	5:20	4:05	2:50
86.0	8:00	7:05	5:55	4:55	3:45	2:35
87.0	7:25	6:30	5:25	4:30	3:25	2:20
88.0	6:45	5:55	4:55	4:05	3:10	2:10
89.0	6:10	5:25	4:30	3:45	2:50	2:00
90.0	5:40	5:00	4:10	3:25	2:40	1:50
91.0	5:15	4:35	3:50	3:10	2:25	1:40
92.0	4:50	4:10	3:30	2:55	2:15	1:30
93.0	4:25	3:50	3:15	2:40	2:00	1:25
94.0	4:05	3:35	3:00	2:25	1:50	1:15
95.0	3:45	3:15	2:45	2:15	1:45	1:10
96.0	3:25	3:00	2:30	2:05	1:35	1:05
97.0	3:10	2:45	2:20	1:55	1:25	1:00
98.0	2:55	2:35	2:10	1:45	1:20	0:55
99.0	2:40	2:20	2:00	1:40	1:15	0:50
100.0	2:30	2:10	1:50	1:30	1:10	0:45
101.0	2:20	2:00	1:40	1:25	1:05	0:45
102.0	2:10	1:50	1:35	1:15	1:00	0:40
103.0	2:00	1:45	1:25	1:10	0:55	0:35
104.0	1:50	1:35	1:20	1:05	0:50	0:35
105.0	1:40	1:30	1:15	1:00	0:45	0:30
106.0	1:35	1:25	1:10	0:55	0:45	0:30
107.0	1:30	1:15	1:05	0:50	0:40	0:25
108.0	1:20	1:10	1:00	0:50	0:35	0:25
109.0	1:15	1:05	0:55	0:45	0:35	0:25
110.0	1:10	1:00	0:50	0:40	0:30	0:20
111.0	1:05	1:00	0:50	0:40	0:30	0:20
112.0	1:00	0:55	0:45	0:35	0:25	0:20
113.0	0:55	0:50	0:40	0:35	0:25	0:15
114.0	0:55	0:45	0:40	0:30	0:25	0:15
115.0	0:50	0:45	0:35	0:30	0:20	0:15
116.0	0:45	0:40	0:35	0:25	0:20	0:15
117.0	0:45	0:40	0:30	0:25	0:20	0:10
118.0	0:40	0:35	0:30	0:25	0:15	0:10
119.0	0:35	0:35	0:25	0:20	0:15	0:10
120.0	0:35	0:30	0:25	0:20	0:15	0:10
121.0	0:35	0:30	0:25	0:20	0:15	0:10
122.0	0:30	0:25	0:20	0:15	0:15	0:10
123.0	0:30	0:25	0:20	0:15	0:10	0:10
124.0	0:25	0:25	0:20	0:15	0:10	0:05
125.0	0:25	0:20	0:20	0:15	0:10	0:05
	(LIGHT WORK)		(MODERATE WORK)		(HEAVY WORK)	

TAB PLACEMENT HERE

DESCRIPTION:

New category (D)

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New Category (D)

File

UNITED STATES MARINE CORPS
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA 28542-5001

IN REPLY REFER TO:
12510
BCPD
2 Apr 93

From: Commanding General, Marine Corps Base, Camp Lejeune
To: Commanding Officer, 2d Maintenance Battalion, Attn: MOS
Via: Assistant Chief of Staff, Logistics

Subj: ENVIRONMENTAL DIFFERENTIAL PAY (EDP)

Ref: (a) Your request of 20 Jan 93
(b) Federal Personnel Manual (FPM) Supplement 532, Subchapter S8
(c) FPM Supplement 532 Appendix J

1. Your request for approval of payment of EDP for the work situation outlined in reference (a) has been reviewed against the criteria in reference (b) and (c).

2. Reference (a) requested EDP for exposure to poison (toxic chemical) - low degree, be paid to a Fabric Worker, WG-3105-7. The employee is exposed to carbon dioxide (CO 2) and halon 1301 while recharging and servicing fire extinguishing apparatuses.

3. Reference (b) defines environmental differential as additional pay authorized for duty involving unusually severe hazards/working conditions. Reference (c) states that EDP for poison (toxic chemical) - low degree is payable for exposure while working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure, to more toxic agents... wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury.

4. A comprehensive Job Safety Analysis was done by 2d FSSG Safety Office on 9 February 1993 which revealed that the chemical stressors, halon and carbon dioxide, are present in the work place; but, these stressors are not classified as poisons and are not among those substances described in the category definition for poisons (toxic chemical). However, protective eyewear and additional engineering controls are in place in the form of an overhead canopy ventilation hood to remove the chemical stressors from the workplace, thus, minimizing risks. As a result, EDP for the above work situation is not warranted.

5. Please contact Ms. Margaret Brown, extension 1532, if you need any additional information.

DONALD L. SMYTHE
By direction

BO125QQ.1

Appendix J.

Schedule of Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature

PART I. PAYMENT FOR ACTUAL EXPOSURE

Differential rate	*Category for which payable*	*Effective date*[1]
100%	1. *Flying.* Participating in flights under one or more types of the following conditions: a. Test flights of a new or repaired plane or modified plane when the repair or modification may affect the flight characteristics of the plane; b. Flights for test performance of plane under adverse conditions such as in low altitude or severe weather conditions, maximum load limits, or overload; c. Test missions for the collection of measurement data where two or more aircraft are involved and flight procedures require formation flying and/or rendezvous at various altitudes and aspect angles; d. Flights deliberately undertaken in extreme weather conditions such as flying into a hurricane to secure weather data; e. Flights to deliver aircraft which have been prepared for one-time flight without being test flown prior to delivery flight; f. Flights for pilot proficiency training in aircraft new to the pilot under simulated emergency conditions which parallel conditions encountered in performing flight tests; g. Low-level flights in small aircraft including helicopters at altitude of 500 feet and under in daylight and 1,000 feet and under at night when the flights are over mountainous terrain, or in fixed-wing aircraft involving maneuvering at the heights and times specified above, or in helicopters maneuvering and hovering over water at altitudes of less than 500 feet; h. Low-level flights in an aircraft flying at altitudes of 200 feet and under while conducting wildlife surveys and law enforcement activities, animal depredation abatement and making agricultural applications, and conducting or facilitating search and rescue operations; flights in helicopters at low levels involving line inspection, maintenance, erection, or salvage operations. i. Flights involving launch or recovery aboard an aircraft carrier. j. Reduced gravity light testing in an aircraft flying a parabolic flight path and providing a testing environment ranging from weightlessness up through 2 gravity conditions.	Nov. 1, 1970
25%	2. *High work.* Working on any structure of at least 100 feet above the ground, deck, floor or roof, or from the bottom of a tank or pit; b. Working at a lesser height: (1) If the footing is unsure or the structure is unstable; or	Nov. 1, 1970

See footnote at end of table.

PART I. PAYMENT FOR ACTUAL EXPOSURE (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	(2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate for example, working from a swinging stage, boatswain chair, a similar support; or (3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning or similar environmental factors render working at such height(s) hazardous.	Nov. 1, 1970
15%	3. *Floating targets.* Servicing equipment on board a target ship or barge in which the employee is required to board or leave the target vessel by small boat or helicopter.	Nov. 1, 1970
4%	4. *Dirty work.* Performing work which subjects the employee to soil of bo or clothing: a. Beyond that normally to be expected in performing the duties of the classification; and b. Where the condition is not adequately alleviated by the mechanical equipment or protective devices being used, or which are readily available, or when such devices are not feasible for use due to health considerations (excessive temperature, asthmatic conditions, etc), or c. When the use of mechanical equipment, or protective devices, or protective clothing results in an unusual degree of discomfort.	Nov. 1, 1970
4%	5. *Cold work.* a. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit).	Mar. 13, 1977
	b. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Nov. 1, 1970
4%	6. *Hot work.* a. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit.	Nov. 1, 1970
	b. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Mar. 13, 1977
4%	7. *Welding preheated metals.* Welding various metals or performing an integral part of the welding process when the employee must work in confined spaces in which large sections of metal have been preheated to 150 degrees Fahrenheit or more, and the discomfort is not alleviated by protective devices or other means, or discomforting protective equipment must be worn.	Nov. 1, 1970
4%	8. *Micro-soldering or wire welding and assembly.* Working with binocular-type microscopes under conditions which severely restrict the movement of the em and impose a strain on the eyes, in the soldering or wire welding and assembly of miniature electronic components.	Nov. 1, 1970
25%	9. *Exposure to hazardous weather or terrain.* Exposure to dangerous conditions of terrain, temperature and/or wind velocity, while working or traveling when such exposure introduces risk of significant injury or death to employees; such as the following: *Examples:* —Working on cliffs, narrow ledges, or steep mountainous slopes, with or without mechanical work equipment, where a loss of footing would result in serious injury or death. —Working in areas where there is a danger of rock falls or avalanches.	July 1, 1972

See footnote at end of table.

PART I. PAYMENT FOR ACTUAL EXPOSURE (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	—Traveling over secondary or unimproved roads to isolated mountain top installations at night, or under adverse weather conditions (snow, rain, or fog) which limits visibility to less than 100 feet, when there is danger of rocks, mud, or snow slides. —Traveling in the wintertime, either on foot or by vehicle, over secondary or unimproved roads or snow trails, in sparsely settled or isolated installations when there is danger of avalanches, or during "white-out" phenomenon which limits visibility to less than 10 feet. —Working or traveling in sparsely settled or isolated areas with exposure to temperature and/or wind velocity shown to be of considerable or very great danger on the windchill chart (page J–6.02), and shelter (other than temporary shelter) or assistance is not readily available. —Snowplowing or snow and ice removal on primary, secondary or other class or roads, when (a) there is danger of avalanche or (b) there is danger of missing the road and falling down steep mountainous slopes, because of lack of snow stakes, "whiteout" conditions, or sloping ice-pack covering the snow.	July 1, 1972
25%	10. *Unshored work.* Working in excavation areas before the installation of proper shoring or other securing barriers, or in catastrophe areas, where there is a possibility of cave-in, building collapse or falling debris when such exposures introduce risk of significant injury or death to employees, such as the following: *Examples:* —Working adjacent to the walls of an unshored excavation at depths greater than six feet, (except when the full depth of the excavation is in stable solid rock, hard slag, or hard shale or the walls have been graded to the angle of repose, that is, where the danger of slides is practically eliminated) when work is performed at a distance from the wall which is less than the height of the wall. —Working within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, tornado or similar cause. —Working underground in the construction and/or inspection of tunnels and shafts before the necessary lining of the passageway has been installed. —Duty underground in abandoned mines where lining of tunnels or shafts is in a deteriorated condition	July 1, 1972
15%	11. *Ground work beneath hovering helicopter.* Participating in operation to attach or detach external load to helicopter hovering just overhead.	July 1, 1972
15%	12. *Hazardous boarding or leaving of surface craft.* Boarding or leaving vessels or transferring equipment to or from a surface craft under adverse conditions of foul weather, ice, or night when sea state is high (three feet and above), and deck conditions and/or wind velocity in relation to the size of the craft introduce unusual risks to employees. *Examples:* —Boarding or leaving vessels at sea. —Boarding or leaving, or transferring equipment between small boats or rafts and steep, rocky, or coral-surrounded shorelines. —Transferring equipment between a small boat and a rudimentary dock by improvised or temporary facility such as an unfastened plank leading from boat to dock.	July 1, 1972

See footnote at end of table.

PART I. PAYMENT FOR ACTUAL EXPOSURE (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	—Boarding or leaving, or transferring equipment from or to ice covered floats, rafts, or similar structures when there is danger of capsizing due to the added weight of the ice.	
8%	13. *Cargo handling during lightering operations.* Off-loading of cargo and supplies from surface ships to Landing Craft-Medium (LCM) boats when swells or wave action are sufficiently severe as to cause sudden listing or pitching of the deck surface or shifting or falling of equipment, cargo, or supplies which could subject the employee to falls, crushing, ejection into the water or injury by swinging cargo hooks.	July 1, 1972
15%	14. *Duty aboard surface craft.* Duty aboard a surface craft when deck conditions or sea state and wind velocity in relation to the size of the craft introduces the risk of significant injury or death to employees, such as the following: —Participating as a member of a water search and rescue team in adverse weather conditions when winds are blowing at 35 m.p.h. (classified as gale winds) or in water search and rescue operations at night. —Participating as a member of a weather projects team when work is performed under adverse weather conditions, when winds are blowing at 35 m.p.h., and/or when seas are in excess of 14 feet, or when working on outside decks when decks are slick and icy when swells are in excess of 3 feet. —When embarking, disembarking or traveling in small craft (boat) on Lake Ponchartrain when wind direction is from north northeast or northwest, and wind velocity is over 15 knots; or when travel on Lake Ponchartrain is necessary in small craft, without radar equipment, due to emergency or unavoidable conditions and the trip is made in dense fog run procedures. —Participating in deep research vessel sea duty wherein the team member is engaged in handling equipment on or over the side of the vessel when the sea state is high (12-knot winds and 3-foot waves) and the work is done on relatively unprotected deck areas. —Transferring from a ship to another ship via a chair harness hanging from a highline between the ships when both vessels are under way. —Duty performed on floating platforms, camels, or rafts, using tools, equipment or materials associated with ship repair or construction activities, where swells or wave action are sufficiently severe to cause sudden listing or pitching of the deck surface or dislodgement of equipment which could subject the employee to falls, crushing, or ejection into the water.	July 30, 1972
50%	15. *Work at extreme heights.* Working at heights 100 feet or more above the ground, deck, floor, or roof, or from the bottom of a tank or pit on such open structures as towers, girders, smokestacks and similar structures: (1) If the footing is unsure or the structure is unstable; or (2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging state, boatswain chair, or a similar support); or (3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning, or similar environmental factors render working at such height(s) hazardous.	Oct. 22, 1972

See footnote at end of table.

PART I. PAYMENT FOR ACTUAL EXPOSURE (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
6%	16. *Fibrous glass work.* Working with or in close proximity to fibrous glass material which results in exposure of the skin, eyes or respiratory system to irritating fibrous glass particles or slivers where exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Feb. 28, 1975
50%	17. *High voltage electrical energy.* Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers, when adverse weather conditions such as steady rain, high winds, icing, lightning, or similar environmental factors make the work unusually hazardous.	Apr. 11, 1977
6%	18. *Welding, cutting, or burning in confined spaces.* Welding, cutting, or burning within a confined space which necessitates working in a horizontal or nearly horizontal position, under conditions requiring egress of at least 14 feet over and through obstructions including: (1) access openings and baffles having dimensions which greatly restrict movements, and (2) irregular inner surfaces of the structure or structure components.	Jan. 18, 1978

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS

Differential rate	*Category for which payable*	*Effective date*[1]
50%	1. *Duty aboard submerged vessel.* Duty aboard a submarine or other vessel such as a deep-research vehicle while submerged.	Nov. 1, 1970
8%	2. *Explosives and incendiary material—high degree hazard.* Work with or in close proximity to explosives and incendiary material which involves potential personal injury such as permanent or temporary, partial or complete loss of sight or hearing, partial or complete loss of any or all extremities; other partial or total disabilities of equal severity; and/or loss of life resulting from work situations wherein protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for such personal injury. Normally, such work situations would result in extensive property damage requiring complete replacement of equipment and rebuilding of the damaged area; and could result in personal injury to adjacent employees. *Examples:* —Working with, or in close proximity to operations involved in research, in testing, manufacturing, inspection, renovation, maintenance and disposal, such as: —Screening, blending, drying, mixing, and pressing of sensitive explosives and pyrotechnic compositions such as lead azide, black powder and photoflash powder. —Manufacture and distribution of raw nitroglycerine. —Nitration, neutralization, crystallization, purification, screening and drying of high explosives. —Manufacture of propellants, high explosives and incendiary materials. —Melting, cast loading, pellet loading, drilling, and thread cleaning of high explosives. —Manufacture of primary or initiating explosives such as lead azide. —Manufacture of primer detonator mix. —Loading and assembling high-energy output flare pellets. —All dry-house activities involveing propellants or explosives. —Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. —All operations involving fire fighting on an artillery range or at an ammunition manufacturing plant or storage area, including heavy duty equipment operators, truck drivers, etc. —All operations involving regrading and cleaning of artillery ranges. —At-sea shock and vibration tests. Arming explosive charges and/or working with, or in close proximity to, explosive-armed charges in connection with at-sea shock and vibration tests of naval vessels, machinery, equipment and supplies. —Handling or engaging in destruction operations on an armed (or potentially armed) warhead.	Nov. 1, 1970
4%	3. *Explosives and incendiary material—low degree hazard.* a. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.	Nov. 1, 1970

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	b. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used and wherein protective device and/or safety measures have not practically eliminated the potential for such injury. *Examples* —All operations involving loading, unloading, storage and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard—see category 2 above.) —Duties such as weighing, scooping, consolidating and crimping operations incident to the manufacture of stab, percussion, and low energy electric detonators (initiators) utilizing sensitive primary explosives compositions where initiation would be kept to a low order of propagation due to the limited amounts permitted to be present or handled during the operations. —Load, assembly and packing or primers, fuses, propellant charges, lead cups, boosters, and time-train rings. —Weighing, scooping, loading in bags and sewing of ignitor charges and propellant zone charges. —Loading, assembly, and packing of hand-held signals, smoke signals, and colored marker signals. —Proof-testing weapons with a known overload of power or charges. —Arming/disarming or the installation/removal of any squib, explosive device, or component thereof, connected to or part of a solid propulsion system, including work situations involving removal, inspection, test, and installation of aerospace vehicle egress and jettison systems and other cartridge-actuated devices and rocket assisted systems or components thereof, when accidental or inadvertent operation of the system or a component might occur.	Mar. 13, 1977
8%	4. *Poisons (toxic chemicals)—high degree hazard.* Working with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritants, which involves potential serious personal injury such as permanent or temporary, partial or complete loss of faculties and/or loss of life including exposure of an unusual degree to toxic chemicals, dust, or fumes of equal toxicity generated in work situations by processes required to perform work assignments wherein protective devices and/or safety measures have been developed but have not practically eliminated the potential for such personnel injury. *Examples* —Handling and storing toxic chemical agents including monitoring of areas to detect presence of vapor or liquid chemical agents; examining of material for signs of leakage or deteriorated material; decontaminating equipment and work sites; work relating to disposal of deteriorated material (exposure to conjunctivitis, pulmonary edema, blood infection, impairment of the nervous system, possible death). —Renovation, maintenance, and modification of toxic chemicals, guided missiles, and selected munitions.	Nov. 1, 1970

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	—Operating various types of chemical engineering equipment in a restricted area such as reactors, filters, stripping units, fractioning columns, blenders, mixers, pumps, and the like utilized in the development, manufacturing, and processing of toxic or experimental chemical warfare agents. —Demilitarizing and neutralizing toxic chemical munitions and chemical agents. —Handling or working with toxic chemicals in restricted areas during production operations. —Preparing analytical reagents, carrying out colorimetric and photometric techniques, injecting laboratory animals with compounds having toxic, incapacitating or other effects. —Recording analytical and biological tests results where subject to above types of exposure. —Visually examining chemical agents to determine conditions or detect leaks in storage containers. —Transferring chemical agents between containers. —Salvaging and disposing of chemical agents.	
4%	5. *Poisons (toxic chemicals)—low degree hazard.* a. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents.	Nov. 1, 1970
	b. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury. *Example* —Handling for shipping, marking, labeling, hauling and storing loaded containers of toxic chemical agents that have been monitored.	Mar. 13, 1977
8%	6. *Micro-organisms—high degree hazard.* Working with or in close proximity to micro-organisms which involves potential personal injury such as death, or temporary, partial, or complete loss of faculties or ability to work due to acute, prolonged, or chronic disease. These are work situations wherein the use of safety devices and equipment, medical prophylactic procedures such as vaccines and antiserums and other safety measures do not exist or have been developed but have not practically eliminated the potential for such personal injury. *Examples* —Direct contact with primary containers of organisms pathogenic for man such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material. Operating or maintaining equipment in biological experimentation or production. —Cultivating virulent organisms on artificial media, including embryonated hen's eggs and tissue cultures where innoculation or harvesting of living organisms is involved for production of vaccines, toxides, etc., or for sources of material for research investigations such as antigenic analysis and chemical analysis.	Nov. 1, 1970

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
4%	7. *Micro-organisms—low degree hazard.* a. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material.	Nov. 1, 1970
	b. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material and wherein the use of safety devices and equipment and other safety measures have not practically eliminated the potential for personal injury.	Mar. 13, 1977
8%	8. *Pressure chamber and centrifugal stress.* Exposure in pressure chambers which subjects employee to physical stresses or where there is potential danger to participants by reason of equipment failure or reaction to the test conditions; or exposure which subjects an employee to a high degree of centrifugal force which causes an unusual degree of discomfort. *Examples* —Participating as a subject in diving research tests which seek to establish limits for safe pressure profiles by working in a pressure chamber simulating diving or, as an observer to the test or as a technician assembling underwater mock-up components for the test, when the observer or technician is exposed to high pressure gas piping systems, gas cylinders, and pumping devices which are susceptible to explosive ruptures. —Participating in altitude chamber studies ranging from 18,000 to 150,000 feet either as subject or as observer exposed to the same conditions as the subject. —Participating as subject in centrifuge studies involving elevated G forces above the level of 5 G's whether or not at reduced atmospheric pressure. —Participating as a subject in a rotational flight simulator in studies involving continuous rotation in one axis through 360° at rotation rates greater than 15 r.p.m. for periods exceeding three minutes.	July 1, 1972
8%	9. *Work in fuel storage tanks.* When inspecting, cleaning or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, and failure of the breathing apparatus would result in serious injury or death within the time required to leave the tank.	July 1, 1972
	10. *Firefighting.* Participating or assisting in firefighting operations on the immediate fire scene and in direct exposure to the hazards inherent in containing or extinguishing fires.	July 1, 1972
25%	*High degree* —Fighting forest and range fires on the fireline.	
9%	*Low degree* —All other firefighting.	

See footnote at end of table.

320-051 - 92 - 15

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
8%	11. *Experimental landing/recovery equipment tests.* —Participating in tests of experimental or prototype landing and recovery equipment where personnel are required to serve as test subjects in spacecraft being dropped into the sea or laboratory tanks.	July 1, 1972
8%	12. *Land impact or pad abort of space vehicle.* Actual participation in dearming and safing explosive ordnance, toxic propellant and high-pressure vessels on vehicles that have land impacted or on vehicles on the launch pad that have reached a point in the countdown where no remote means are available for returning the vehicle to a safe condition.	July 1, 1972
4%	13. *Mass explosives and/or incendiary material.* Working within a controlled danger area in, on, or around wharves, transfer areas, or temporary holding areas in a transshipment facility when explosives are in the process of being shifted to or from a conveyance. Such an area shall include land and sea areas within which it has been determined that personnel are subject to an unusual degree of exposure or liability to serious injury or death from potential explosive effect. A transshipment facility for this purpose is a port or sea terminal established for the marshalling or temporary assembly of explosives prior to shipment where amounts in excess of 250,000 pounds net explosive weight (NEW) are present on a regular or recurring basis.	July 1, 1972
4%	14. *Duty aboard aircraft carrier.* Duty aboard an aircraft carrier when exposed to hazards connected with aircraft launch and recovery: *Examples* —Participating in carrier suitability trials aboard aircraft carriers when work is performed on the flight deck during launch, recovery and refueling operations. —Operating or monitoring camera equipment adjacent to flight deck in the area of maximum hazard during landing sequence while conducting photographic surveys aboard aircraft carriers during periods of heavy aircraft operations.	July 1, 1972
8%	15. *Participating in missile liquid propulsion or solid propulsion situations.* Participating in research and development, or preoperational test and evaluation situations involving missile liquid or solid propulsion systems where a mechanical, or other equipment malfunction, or accidental combination of certain fuels and/or chemicals, or transient voltage and current buildup on or within the system when the system is in a "go" condition on the test stand, or sled, can result in explosion, fire, premature ignition or firing. *Examples* —Test stand or tract tests, when adequate protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for personal injury, under any of the following conditions: a. Tanks are being pressurized above normal servicing pressure. b. Assembly, disassembly or repair of contaminated plumbing containing inhibited red fuming nitric acid and unsymmetrical dimethylhydrazine or other hypergolic fuels is required. c. Fueling and defueling. —Hoisting hypergolic liquid fueled systems into, or out of, a test stand, where the working area is confined, and external plumbing is present resulting in a situation where the plumbing may be damaged causing a leak.	Mar. 4, 1974

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	—Tests on foreign missiles where technical data is questionable or not available. —Manned test firings of small, close support missiles for which safety performance data are not yet available. —Removal of a missile, propulsion system or component thereof from a test stand, fixture, or environmental chamber where there is reason to believe that the item may be unusually hazardous due to damage resulting from the test.	
8%	16. *Asbestos.* Working in an area where airborne concentrations of asbestos fibers may expose employees to potential illness or injury and protective devices or safety measures have not practically eliminated the potential for such personal illness or injury.	Mar. 9, 1975

[1] Effective date is the beginning of the first pay period on or after the date specified.

Base Safety Office
Marine Corps Base
Camp Lejeune, North Carolina 28542

5100
SAFE
1Mar93

From: Base Safety Manager
To: Civilian Personnel Director (Attn: Superintendent, Classification Branch)
Via: Assistant Chief of Staff, Manpower 3-2-93

Subj: JOB SAFETY ANALYSIS (JSA) AT BUILDING FC-285, TEXTILE AREA, FIRE EXTINGUISHER RECHARGING ROOM

Encl: (1) Ltr from CG 2dFSSG 5100 SAF3029U dtd 12Feb93 w/encl

1. In response to our recent telephone conversation, a job safety analysis (JSA) was conducted in the Fire Extinguisher Recharging Room, Building FC-285. The JSA was conducted to determine potential risks and exposures to which Mr. David Winley might be exposed for the purpose of validating environmental differential pay. As indicated in the enclosure, controls are in place and operational to engineer out the potential hazards. The overhead canopy, for example, removes the potential risks presented by the Halon and Carbon Dioxide. The employee has received adequate training, and informational material (Material Safety Data Sheets) is readily available to him. Personal protective equipment; i.e. eyewear, is also provided to the employee.

2. Based on the environmental controls, plus the training and personal protective equipment provided to this employee, no unusual physical or biological hazards are present to validate environmental differential pay.

3. Point of contact for this study is Mr. Jack Erdman, extension 5725.

H. F. Ramsey

H. F. RAMSEY

UNITED STATES MARINE CORPS
2d FORCE SERVICE SUPPORT GROUP
U.S. MARINE CORPS FORCES, ATLANTIC
CAMP LEJEUNE, NORTH CAROLINA 28542-5701

IN REPLY REFER TO:
5100
SAF3029U
JSA 1-93
12 Feb 93

From: Commanding General, Second Force Service Support Group, U. S. Marine Corps Forces, Atlantic, Camp Lejeune, North Carolina 28542
To: Director, Civilian Personnel, Marine Corps Base, Camp Lejeune North Carolina (ATTN: Classification Branch)
Via: Commanding General, Marine Corps Base, Camp Lejeune North Carolina (Attn: AC/S, Manpower/Ground Safety Manager)

Subj: JOB SAFETY ANALYSIS (JSA) AT BUILDING FC-285, TEXTILE AREA, FIRE EXTINGUISHER RECHARGING ROOM

Ref: (a) Mtg btwn MCB Safety (Mr. Erdman) and 2d FSSG Safety (GySgt Reeves) on 5 Feb 1993
(b) MCO 5100.8E

Encl: (1) Job Safety Analysis

1. In response to references (a) and in accordance with reference (b) a Job Safety Analysis (JSA) was conducted of the subject area by GySgt J. Reeves (MOS 9956) of the 2d FSSG Safety Office on 9 February 1993. This JSA is submitted to provide information necessary to assist in the determination of Environmental Differential Pay for a civilian employee, Mr. Winley, employed in the subject area.

2. The purpose of the Job Safety analysis included as enclosure (1) is to identify in the work-place any hazardous conditions, point out potential mishap situations, provide corrective action for effective control measures, determine employees level of skills and knowledge, eliminate unsafe procedures, determine physical and emotional task requirements assigned, assess each step in the operation, and evaluate the whole interaction of man, material, equipment and environmental conditions.

3. In addition to the fire extinguisher recharging duties addressed in the JSA, Mr. Winley performs duties fabricating tents in a separate area of FC-285. The tent fabrication process is currently under evaluation by the Group Industrial Hygiene Office for potential airborne contaminant generated by chemical treatments to the tent material. Results of the Industrial Hygiene survey may be instrumental in the determination of Environmental Differential Pay and the will be forwarded when completed.

Subj: JOB SAFETY ANALYSIS (JSA) AT BUILDING FC-285, TEXTILE AREA, FIRE EXTINGUISHER RECHARGING ROOM

4. Points of contact at this command are LT Gray (AC/S, G-4/IHO) and GySgt Reeves (AC/S, G-4/Safety) at extensions 3924/2294.

M. S. GRAY, JR.
By direction

Copy to:
CG, MCB Logistics Safety (Ms. Waters)
CO, 2d MaintBn (MOS)
CO, 2d MaintBn (S-4/Safety)

JOB SAFETY ANALYSIS BLDG 285
FIRE EXTINGUISHER RECHARGING ROOM
2D MAINT BN, 2D FSSG, CLNC

Date(s) of analysis:	9, February 1993
Purpose:	Determination of Environmental Differential Pay
Unit/Command:	Engineer Maintenance Company 2d Maintenance Battalion, 2d FSSG, CLNC
Hazard:	Compressed gas cylinders (fire extinguishing media, Halon and CO2)
Mishap:	None
Inspectors/Qualifications:	GySgt Reeves, J.M. (9956) (9958)

Enclosure (1)

JOB SAFETY ANALYSIS
BLDG 285, CLNC
Fire Extinguisher Servicing Section

1. The Job Safety Analysis (JSA) of this facility is divided into two (2) categories: first, employee skills; second, hazard analysis. The JSA was conducted with the participation of personnel from MCB Ground Safety, MCB Logistics Safety, 2d Maintenance Battalion Ground Safety and shop supervisors. The inspector received cooperation from Mr. Winley and the Textile Section personnel that was beneficial in assessing the unit's safety posture. The facility was inspected for all Occupational Safety and Health hazards associated with this type of work place. Department of Transportation rules were consulted and will apply for this analysis. The results of the Job Safety Analysis (JSA) are as follows:

A. **Employee skills (Analysis)**

(1) **Training and Education** - Mr Winley, D. A. had received training in hydrostatic testing from the manufacture of the fire extinguisher recharging equipment in or about the year 1977. Mr Winley has been servicing and hydro testing fire extinguishers for twenty years without a serious or less than serious mishap. Mr Winley was able to explain the correct procedures for servicing and testing cylinders as described in 49 CFR 173. 300 (a) (all) and NFPA Handbook (7th Edition) 5-308 through 312. No other additional training from any agency has been given to Mr Winley since 1977. The Federal Hazard Communication Training, 29CFR 1910.1200 was the only training noted that this employee must have.

(2) **Education** - Initial from the manufacture and twenty years of self taught.

(3) **Experience** - Twenty years.

(4) **Procedures** - The servicing, testing and filling of portable fire extinguishers, primarily CO2 and Halogenated compounds.

(5) **Behavioral** - (Management and Supervision) - N/A

(6) **Medical STRESSORS** - No unusual physical hazards present. No biological stressors present . Small quantities of a chemical stressors of gases, Halon and Carbon Dioxide are present. The chemical stressors are removed from the work space by engineering controls (overhead canopy ventilation hood) for employee protection.

(7) **Safety Communications** - The command's and the unit's Safety programs were in place.

(8) **Design** - This facility is adequate for this type of operation.

(9) **Equipment** - Hydrostatic test machine, portable test cage, vise for securing cylinder.

(10) **Environmental Condition** - The environmental conditions of the facility are not anticipated to pose a hazard or a risk. Additional information will be provided at the completion an Industrial Hygiene survey.

B. **Hazard Analysis** - (ERGONOMICS) Man, Material, and Equipment

(1) **New Operations, Job Assignments** - No new operations have been introduced into the workplace. Job assignment is specific and understood by the employee.

(2) **Equipment** - The responsibility of all equipment in the workplace is that of the Mr Winley. The equipment at the time of this analysis was operable and in good operating condition. Note: Mr Winley used a test cylinder and performed his operation from start to finish.

(3) **Engineering Controls and Responsibilities** - In place. Engineering Controls are designed to engineer into a workplace the safety factor and to engineer out the hazards. These safety factors were in place and operable. Evaluation of the overhead canopy ventilation is to be included in the Industrial Hygiene survey.

(4) **Administrative Control** - The education, training and inspection program are the responsibility of the Company and Battalion Safety personnel and appear to be sufficient.

(5) **Personal Protective Equipment (PPE)** - This is the least preferred measures to reduce or eliminate workplace hazards. The control and serviceability of the PPE program at this facility is within standards. PPE should be used only after other control methods have been proven to be technically or economically infeasible.

Hazard Control Fundamental
Bldg 285-Textiles-Fire Extinguisher Recharging

Summary/Narrative: This JSA addresses only those portions of Mr. Winley's (payroll number R323093287) job pertaining to the refilling of portable fire extinguishers in Building FC-285. Proper safety procedures required for the recharging of fire extinguishers appear to be in place and implemented in compliance with the National Fire Protection Handbook (7th Edition) 5-308, 309, 310, 311, and 312 and 49 CFR 173.300 (a) (all). Servicing of compressed cylinders (fire extinguisher) and exposure to halogenated agents does potentially pose a safety and health risk, however controls are in place to minimize the risk as much as possible.

POSITION DESCRIPTION *(Please Read Instructions on the Back)*

ORIGINAL

1. Agency Position No.: 27X78 001

2. Reason for Submission: [X] Redescription [ ] Reestablishment [ ] New [ ] Other
(Show any positions replaced)

3. Service: [ ] Hdqtrs. [X] Field

4. Employing Office Location: CLNC

5. Duty Station:

6. OPM Certification No.: 2399

7. Fair Labor Standards Act: [ ] Exempt [X] Nonexempt

8. Financial Statements Required: [ ] Executive Personnel Financial Disclosure [ ] Employment and Financial Interests

9. Subject to IA Action: [X] Yes [ ] No

10. Position Status: [X] Competitive BUS:0010 [ ] Excepted *(Specify in Remarks)* [ ] SES (Gen.) [ ] SES (CR)

11. Position Is: [ ] Supervisory [ ] Managerial [X] Neither

12. Sensitivity: [X] 1—Non-Sensitive [ ] 2—Noncritical Sensitive [ ] 3—Critical Sensitive [ ] 4—Special Sensitive

13. Competitive Level Code: 0000

14. Agency Use: HAXHOH

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. U.S. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review						
d. First Level Review	Fabric Worker	WG	3105	07	DB	10/18/78
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position *(if different from official title)*

17. Name of Employee *(if vacant, specify)*

18. Department, Agency, or Establishment: Marine Corps Base CLNC

a. First Subdivision: Logistics Department

b. Second Subdivision: Maintenance Cadre Branch

c. Third Subdivision

d. Fourth Subdivision

e. Fifth Subdivision

Employee Review—This is an accurate description of the major duties and responsibilites of my position.

Signature of Employee *(optional)*

Supervisory Certification. *I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.*

a. Typed Name and Title of Immediate Supervisor

Signature: See attached Date:

b. Typed Name and Title of Higher-Level Supervisor or Manager *(optional)*

Signature: See attached Date:

21. **Classification/Job Grading Certification.** *I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.*

Typed Name and Title of Official Taking Action

Signature: See attached Date:

22. Position Classification Standards Used in Classifying/Grading Position

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee *(optional)*										
b. Supervisor										
c. Classifier										

Remarks

25. Description of Major Duties and Responsibilities *(See Attached)*

Per ORIGINAL Classified CE (3)

ITION OR JOB DESCRIPTION UE

NAVSO 12510/7 (REV. 10-67)
(See Instructions on Reverse)

S/N 0104-LF-942-4340

☐ PD ☐ JD NO. 27X78001

OFFICIAL CLASSIFICATION OR RATING ACTION

POSITION OR JOB TITLE	SCHED. OR SERV.	SERIES	GRADE/ PAY LEVEL /FORMULA	CLASSI-FIERS INITIALS	CLASSIFICATION OR RATING OFFICIAL *(Signature, Title and Date)*
1. THIRD ACTION —					
2. SECOND ACTION					
3. FIRST ACTION Fabric Worker	WG	3105	07	DD	W. R. Martin W. R. MARTIN 18 Oct 78 By direction

4. RECOMMENDED

5. NAME OF EMPLOYEE Vacant D.A. Winley

POSITION OR JOB LOCATION

6. ACTIVITY - NAME AND LOCATION Marine Corps Base, Camp Lejeune, N. C.

7. ORGANIZATIONAL SUBDIVISIONS ~~Department~~ Logistics Department ~~Base Materiel Battalion~~

8. (2nd) Maintenance ~~(Cadre)~~ Div / CADRE

9. (3rd) ~~Engineer Maintenance Company~~

10. (4th)

11. ORGANIZATIONAL TITLE OF POSITION OR JOB *(If any)*

12. EMPLOYEES NOW PERFORMING DUTIES *(Ungraded jobs only)*

(No.:)	(Title:)	(No.:)	(Title:)
			FLSA: Exempt ☐ Nonexempt * ✓ Unit Status ~~3670 UE~~ 0010

CFI —
SPC C
BOC —

FOR INITIATING OFFICE ACTION

REASON FOR SUBMISSION

☒ 13. DUTIES AND RESPONSIBILITIES NOT ELSEWHERE DESCRIBED - COMPLETE DESCRIPTION ATTACHED.

	POS. OR JOB #	CLASS. OR RATING
14. ATTACHED AMENDMENT NO. ____ TO-		
15. IDENTICAL TO-		
16. ATTACHED STATEMENT OF DIFFERENCE TO-		
17. REPLACES- —		
18. OTHER *(Specify)* New Position		

CERTIFICATIONS:

The description of the duties and responsibilities of this position or job is complete and accurate.

	DATE
19. SIGNATURE *(Employee)*	
20. SIGNATURE AND TITLE *(Immediate supervisor)* *(Position No., Classification or Rank)*	
21. SIGNATURE AND TITLE *(Person authorized to establish position or job)*	

22. REMARKS

20. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

J. E. QUINN CO
Immediate Supervisor

G. W. SIMS, Major, USMC
Department Head

The classification of this position may be appealed by the incumbent at any time. Appeals from classification actions which result in demotion or reduction in compensation must be timely in order for retroactivity to apply. See your classifier or appropriate activity instruction for procedures. Civil Service Commission classification standards and Department of the Navy classification guides are available for review in the Wage and Classification Office.

SECNAVINST 12510.7; *IPM Bul 551-16 + -17 applied 11/14/85. cd

23. CLASSIFICATION OR RATING RECERTIFICATION:					
Position reviewed & classif. determined proper. 3/23/79 OCR	PMP-575186 OCR				

POSITION JOB DESCRIPTION F/FABRIC WORKER WG-7 SERIES 3105

I. Introduction - This position is located in the ~~General Property Repair Platoon, Engineer Maintenance Company, 2d Maintenance Battalion, 2d Force Service Support Group~~ Logistics Department Maint Div/CADRE, Camp Lejeune, North Carolina 28542. The primary purpose of this position is to provide fabric repair and limited construction of all Marine Corps related items of textile fabrications, and/or other items as specified by proper authority.

II. Major Duties - The major duties of the WG-7 fabric worker includes the restoration of various tentage, tarpaulins, vehicle covers, and other textile related items which may require darning, stitching, patching, hemming, overedging, cutting, modifying and/or alterations. These major duties are interrelated and would consume from 75 to 80% of an annual work cycle. 20% of the time would be consumed in equipment repair/adjustments, and work preparation. Required to fill and test fire extinguisher bottles and perform minor repairs on test equipment. (10%)

III. Skill and Knowledge - The paramount skills and knowledge required of the WG-7 fabric worker are: The expert use and basic maintenance of light, medium, and heavy duty sewing machines. Be able to darn, tackbutton, overedge, attach buttons and grommets, and be skilled at hand sewing, utilizing sewing awls, sailmakers needles and other related hand sewing equipment. Have basic arithmetic reasoning and the ability to adapt it to resolving dimensions dealing with patterns, diagrams, etc. Possess the ability to read, write, interpret written/oral instructions, read blue prints, understand and interpret specifications. Must be knowledgeable of the operation of Hydrostatic Test Equipment.

IV. Responsibility - This position requires that the fabric worker be fully responsible for task assignments, beginning with and continuing to the completion of the task. This responsibility will be inclusive of reading related technical manuals and guides.

A. Complexity of Work - This position requires simple repetitive action or actions, utilizing sewing machines, darners, overedgers, tackbuttoners, grommet presses and manual type fabric repair equipment. This work requires varied degrees of accuracy and precision, ranging from hand sewing of simple button replacements to replacing panels and grommet holes in the corners of tentage, and performing extensive modifications as set forth in the standard modification instructions and publications.

B. Scope of Work - The scope of work that the fabric worker will be involved with includes responsibility for a complete cycle of operations or process, including planning and work lay-outs.

Enclosure (1)

C. Nature and degree of responsibility for making judgements and decisions - The WG-7 fabric worker, with the exception of unusual projects that requires special instructions, will function independently of considerable supervisory controls. Routine repairs and fabrications will normally require no supervision, in that instructions are generally specific and complete. Technical manuals are standard, and do not require delegating authority to deviate to the fabric worker. The fabric worker is expected to make routine decisions as to how his/her skills are to be applied within the basic guidelines of the specific grade and step.

V. Physical Effort - The fabric workers position requires long hours of sitting at sewing machines and knelling to hand sew patches. This position also involves pulling and lifting large tents and tarpaulins. The individual fabric worker will be lifting items weighing up to fifty pounds, and up to two hundred pounds with the aid of three or more people. Strain will be incurred as a result of prolonged bending, sitting, knelling, reaching and squatting. Normal hearing and seeing is required with or without the aid of corrective devices.

VI. Working Conditions - The working area of the fabric worker is adequately climatized, however, at times, especially in the summer, there will be periods of mugginess and abnormal heat. Fans are available and when they're in operation offers adequate relief from the heat. At extremely busy hours of the day during the winter months, the access doors will cause the working spaces to become only semi-comfortable. The repair shop has adequate lighting and cement floors. Shop personnel, when the need arises are adequately equipped with protective clothing and safety devices. Conditions within the repair areas are not conductive to unsatisfactory health and safety conditions which lend themselves to abnormal hazards.

PD #27-78
18 Oct 1978

EVALUATION STATEMENT

I. Introduction: This job located in Engineer Maintenance Company, Maintenance Cadre, Base Materiel Battalion, Marine Corps Base, Camp Lejeune, North Carolina. The primary purpose of this job is to provide fabric repair and construction.

II. Series and Title: The primary duties of this job falls within the coverage of the Fabric Worker Series WG-3105. This series covers work involved in making, modifying, altering, and repairing equipment or other items such as carrying cases, canvas, and nylon. All jobs in this series are entitled Fabric Worker.

III. Grade: The grade of this job is determined by application of the above cited standards.

The incumbent repairs various tentage, tarpaulins, vehicle covers, and other textile related items which require darning, stitching, patching, hemming, overedging, cutting, modifying, and/or alterations. The incumbent must be skilled in the use of light, medium, and heavy duty sewing machines. Skill is required in basic arithmetic reasoning and the ability to adapt it to resolving dimensions dealing with patterns, diagrams, etc. The duties are performed from written and oral instructions. These duties are typical of those discussed at the WG-7 level in the cited standards. Grade 7 fabric workers make, modify, repair, replacement parts for standard-type articles such as truck tarpaulins, machinery and equipment covers and other items of moderate complexity. Grade 7 fabric workers, take measurements and make simple patterns when necessary. The WG-7 worker must be able to make major repairs to tent parts such as stovepipe openings and window framework assemblies. Grade 7 worker perform tasks on the basis of written and oral instructions.

This job is nonexempt for FLSA purposes.

IV. Classification: Fabric Worker, WG-3105-7.

DURREL BROWN

DURREL BROWN

UNITED STATES MARINE CORPS
Engineer Maintenance Company
2d Maintenance Battalion
2d Force Service Support Group
Fleet Marine Force, Atlantic
Camp Lejeune, North Carolina 28542-5704

1000
Engr
06 Jul 92

FIRST ENDORSEMENT on Plt Cmdr, Small Craft Repair ltr 1000 over FAB dtd 29 Jul 92

From: Commanding Officer
To: Director, Civilian Personnel (Attn: Classification Branch)
Via: Commanding Officer, 2d Maintenance Battalion (Attn: MOS)

Subj: REQUEST FOR VERIFICATION OF CIVILIAN PAYMENT FOR ENVIRONMENTAL DIFFERENTIALS; CASE OF MR. WINLEY

1. Forwarded, recommending approval. Mr. Winley's job specifications require him to be exposed to hazardous conditions while recharging fire bottles on a regular basis.

2. Point of contact at this command is Capt Hooks at extension 5704/3921.

J. D. HOOKS

UNITED STATES MARINE CORPS
Engineer Maintenance Company
2D Maintenance Battalion
2D Force Service Support Group
Fleet Marine Force, Atlantic
Camp LeJeune, North Carolina 28542

1000
FAB
29 JUL 92

From: Platoon Commander, Fabric Repair
To: Director, Civilian Personnel (ATTN: Classification Branch)
Via: Commanding Officer, Engineer Maintenance Company
Commanding Officer, 2D Maintenance Battalion (ATTN: MOS)

Subj: REQUEST FOR VERIFICATION OF CIVILIAN PAYMENT FOR ENVIRONMENTAL DIFFERENTIALS: CASE OF MR. WINLEY

Ref: (a) BO I2532.1T

1. Per the reference, paragraph 6, verification of payment for environmental differential is requested to compensate Mr. Winley (if applicable) for exposure to the following:

a. Pressurized gases while recharging fire extinguishing apparatuses.

(1). Types of gases exposed are; Carbon Dioxide(CO 2) and Halon 1301.(Toxic at a low degree of hazard)

(2). Protective devices are installed and recommended for use on a routine basis.

2. Point of Contact this command is, CWO REED, 3878/3759.

W. REED III

UNITED STATES MARINE CORPS
JAN 21 2 47 PM '93 Marine Corps Base
Camp Lejeune, North Carolina 28542

12000
SAFO
20 Jan 93

MEMORANDUM

From: Assistant Chief of Staff, Logistics
To: Civilian Personnel Division (Attn: Margaret Brown)

Subj: ENVIRONMENTAL DEFERENTIAL PAYMENT (EDP) REQUEST

Ref: (a) Phoncon btwn M. Brown (CPD) and A. Waters (BLOG) on 20 Jan 93

1. As requested by the reference, the following information is resubmitted.

2. On 30 December 1991 David Winley was injured while recharging a fire extinguisher. Approximately ten percent of Mr. Winley's worktime is dedicated to recharging extinguishers. As a result of this mishap, Mr. Winley's supervisor submitted an EDP request.

3. Point of contact is A. Waters (BLOG), extension 2535/2507.

Nancy C. Kalm
NANCY C. KALM
Operations Officer

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN MANPOWER MANAGEMENT
WASHINGTON, D. C. 20390

IN REPLY REFER TO

OCMM 5321:dmm

21 SEP 1973

From: Director of Civilian Manpower Management
To: Commanding General, Marine Corps Base, Camp Lejeune, North Carolina 28542
Via: Commandant of the Marine Corps

Subj: Request for environmental pay category

Ref: (a) Your ltr 49/WRM/rmb 12532/2 of 24 Jul 1973 w/CMC End-1 of 2 Aug 1973
(b) FPM Supplement 532-1, S8-7 and Appendix J

1. Reference (a) requested establishment of a new environmental pay category to compensate employees working in swampy, marshy, densely wooded, or isolated areas infested with poisonous snakes and insects.

2. We have considered the local work operations and inherent conditions in light of Civil Service Commission (CSC) instructions in reference (b) covering the environmental differential pay plan and determined that the conditions described in reference (a) do not satisfy existing CSC criteria for hazards, physical hardships, or working conditions of an unusually severe nature. Accordingly, the subject request cannot be approved.

Jean M. Becht

JEAN M. BECHT
By direction

Copy to:
ROCMM Norfolk

CPO P
W&C M78

DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
WASHINGTON, D.C. 20380

IN REPLY REFER TO
ABG-cjn
26 Sep 1973

SEP 28 1 47 PM '73

FIRST ENDORSEMENT on DOCMM ltr OCMM 5321:dmm of 21 Sep 1973

From: Commandant of the Marine Corps
To: Commanding General, Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Request for environmental pay category

1. Forwarded. In view of the fact that the subject request has been disapproved, consideration should be given to making appropriate protective clothing available where obvious hazards exist.

Gordon H. Van Keuren

GORDON H. VAN KEUREN
By direction

Copy to:
ROCMM Norfolk
OCMM (Code 5321)

47/WRT/rmb
12532/1
12 June 1973

Civilian Personnel Officer

Base Maintenance Officer

Environmental differential pay

Ref: (a) GenServBr BMaint ltr 15D/WRT/mjw 12532 of 24 May 1973
(b) FPM Supplement 532-1

1. The request contained in reference (a) for payment of an environmental differential has been reviewed in light of reference (b) which provides for such payments for certain categories of exposure to various degrees of hazards, physical hardships, and working conditions of an unusual nature. Authorization of environmental differential pay is restricted to those categories defined in reference (b). Since the working conditions described in the basic correspondence are not covered by existing definitions, there is no authority for payment of the requested differential.

2. The work situation described in paragraph 1a of reference (a) was observed by members of the Wage and Classification staff along with the section supervisor on 11 June 1973. It is recognized that the possibility of personal injury does exist. The nature and degree of hazard is not considered to exceed that normally expected when operating a bulldozer in the clearing of brush, trees or stumps or in the pulling of disks used in chopping up the soil and debris in the cleared area. Other employees at the work site are not believed to be exposed to the same degree of hazard as that of the Engineering Equipment Operator.

3. Exposure to the hazards of insects, ticks and poisonous snakes in several work situations appear to exceed that which is normally associated with the jobs. Before payment can be made for such exposure, a new environmental differential pay category must be authorized. Only the CSC has authority to establish new environmental differential pay categories. The OCMM is being requested to seek CSC approval for a new environmental differential pay category involving the hazards of poisonous snakes and insects.

M

A. I. PAGE

15B/BWE/ib
12532
30 May 1973

THIRD ENDORSEMENT on TransGenFormn, WS-12, ltr 15D/WRT/mjw 12532 of 24 May 1973

From: Base Maintenance Officer
To: Civilian Personnel Officer

Subj: Environmental Differential Pay; request for

1. Forwarded for appropriate action.

B. W. Elston

B. W. ELSTON
By direction

15D/LMB/mjw
12532
24 May 1973

FIRST ENDORSEMENT on Transportation General Foreman, WS-12, ltr
15D/WRT/mjw over 12532 of 24 May 1973

From: Ground Structures General Foreman
To: Civilian Personnel Officer
Via: (1) Director, Maintenance & Repair Division
(2) Base Maintenance Officer

Subj: Environmental Differential Pay; request for

1. Forwarded for appropriate action.

L. M. Brown
L. M. BROWN

15D/JBS/cfb
12532
29 May 73

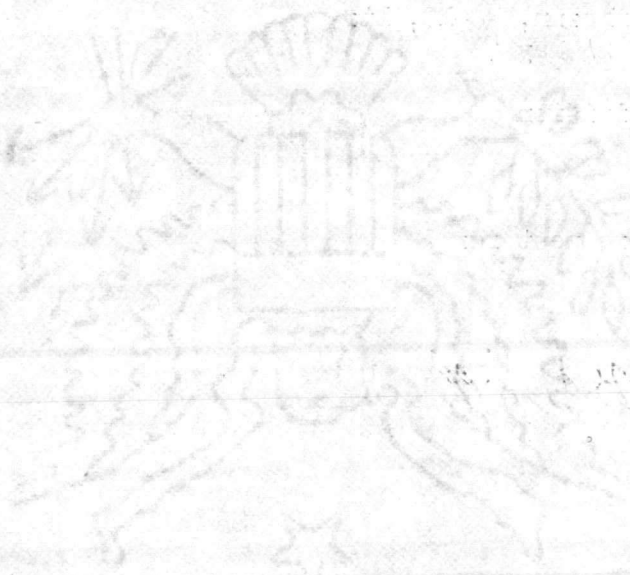
SECOND ENDORSEMENT on Transportation GenFormn, WS-12, ltr
15D/WRT/mjw 12532 of 24 May 73

From: Director, Maintenance & Repair Division
To: Civilian Personnel Officer
Via: Base Maintenance Officer

Subj: Environmental Differential Pay; request for

1. Forwarded for appropriate action.

J B Smith
J. B. SMITH



GENERAL SERVICES BRANCH
Base Maintenance Department
Marine Corps Base
Camp Lejeune, North Carolina 28542

15D/WRT/mjw
12532
24 May 1973

From: Transportation General Foreman, WS-12
To: Civilian Personnel Officer
Via: (1) Ground Structures General Foreman
(2) Director, Maintenance & Repair Division
(3) Base Maintenance Officer

Subj: Environmental Differential Pay; request for

Ref: (a) FPM Supplement 532-1

1. In accordance with reference (a), it is requested that additional pay be approved for the below listed work situations when employees are performing this work. Supervisors who will approve this work on the time cards are the Transportation General Foreman, WS-12, and the Heavy Duty Equipment Mechanic Foreman, WS-10.

a. Heavy Equipment Section (Shop 72) has employees who perform work for site preparation (forestry) where trees, limbs, stumps, vines, and such are extremely hazardous. At the present time one employee is on Compensation from a limb striking him while working in site preparation. Classification of employees engaged in this type work are Engineering Equipment Operators, Heavy Duty Equipment Servicemen, Heavy Duty Equipment Mechanics, and Motor Vehicle Operators (Low bed and trailers, gas tankers).

b. Heavy Equipment also has employees who work in swamps while ditching for Insect Vector control work. Subject employees must walk through mud, insects, snakes, ticks, vines, thick brush, and such while performing this type work. Classification of employees engaged in this type work are Crane Operators, Motor Vehicle Operators, Heavy Duty Equipment Servicemen, and Heavy Duty Equipment Mechanics.

Willie R. Terry
WILLIE R. TERRY

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN MANPOWER MANAGEMENT
WASHINGTON, D. C. 20390

IN REPLY REFER TO

OCMM 5321:dmm

21 SEP 1973

From: Director of Civilian Manpower Management
To: Commanding General, Marine Corps Base, Camp Lejeune, North Carolina 28542
Via: Commandant of the Marine Corps

Subj: Request for environmental pay category

Ref: (a) Your ltr 49/WRM/rmb 12532/2 of 24 Jul 1973 w/CMC End-1 of 2 Aug 1973
(b) FPM Supplement 532-1, S8-7 and Appendix J

1. Reference (a) requested establishment of a new environmental pay category to compensate employees working in swampy, marshy, densely wooded, or isolated areas infested with poisonous snakes and insects.

2. We have considered the local work operations and inherent conditions in light of Civil Service Commission (CSC) instructions in reference (b) covering the environmental differential pay plan and determined that the conditions described in reference (a) do not satisfy existing CSC criteria for hazards, physical hardships, or working conditions of an unusually severe nature. Accordingly, the subject request cannot be approved.

Jean M. Becht

JEAN M. BECHT
By direction

Copy to:
ROCMM Norfolk

WAC 47

DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
WASHINGTON, D.C. 20380

IN REPLY REFER TO
ABG-cjn
26 Sep 1973

SEP 28 1 PM

FIRST ENDORSEMENT on DOCMM ltr OCMM 5321:dmm of 21 Sep 1973

From: Commandant of the Marine Corps
To: Commanding General, Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Request for environmental pay category

1. Forwarded. In view of the fact that the subject request has been disapproved, consideration should be given to making appropriate protective clothing available where obvious hazards exist.

GORDON H. VAN KEUREN
By direction

Copy to:
ROCMM Norfolk
OCMM (Code 5321)

DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
WASHINGTON, D. C. 20380

IN REPLY REFER TO

ABG-cjn
2 Aug 1973

AUG 13 3 40 AM '73

FIRST ENDORSEMENT on CG MCB Camp Lejeune, N.C. ltr 49/WRM/rmb
12532/2 of 24 Jul 1973

From: Commandant of the Marine Corps
To: Director of Civilian Manpower Management (Code 53)

Subj: New environmental pay category; request for

1. Forwarded. It is not considered that a sufficient basis on which to make this request exists. Although it is true that the area is infested with snakes and insects, no snake bites of any kind have been reported by employees to the Base Industrial Nurse within the past three years. Forty-eight insect bites were reported as identified below. None of these resulted in time lost from work beyond the remainder of the day in which the bite was reported:

4	spider bites
12	wasp
2	bee
8	yellow jacket
3	red ant
12	unknown
5	tick
1	worm
48	Total

2. It would appear that protective clothing such as snake leggings or rubber boots might minimize the impact of a snake bite should one occur; however, these civilian employees are not required to wear any clothing of this nature. In addition, employees do not carry snake bite or first aid kits with them in the event of a bite; however, they are provided with insect repellant. With respect to any first aid training to ward off infection in the event of a bite, classes are offered by the Safety Office when requested, but requests have not been received for such training on the part of these employees.

S. SCHULMAN
By direction

Copy to:
CG MCB Camp Lejeune

49/WRM/rmb
12532/2
24 July 1973

From: Commanding General
To: Director, Civilian Manpower Management (Code 053)
Via: Commandant of the Marine Corps (Code ABG)

Subj: New environmental pay category; request for

Ref: (a) CMMI 532-1, S8-7
(b) CG ltr 49/WRM/smb over 12532 dtd 22 Nov 1972

Encl: (1) Definition of proposed new environmental pay category

1. In accordance with reference (a), it is requested that a new environmental differential pay category be established recognizing the hazards described in enclosure (1). These hazards are considered unusual in nature, exceeding those normally expected in the affected jobs and warrant payment of an environmental differential.

2. To understand more clearly the extent of the hazard, some background information is provided as to the topography and activities of the Base. The Marine Corps Base consists of 110,000 acres of which 26,000 acres are water. Of the 84,000 acres of land area, 60,000 acres are under forestry management, 6,000 devoted to firing ranges and impact areas, and 3,000 acres are in improved areas. The remaining approximate 15,000 acres is marshland. An unknown number of acres under the forestry management plan is in low swampy areas. Adequate drainage of all these areas (marshland, low and swampy, forested and improved) requires that a vast network of drainage ditches/canals be constructed and maintained. This network of ditches/canals measures into several hundred miles. Many of the ditches/canals wind for great distances into the swamp. Most of these areas are infested with poisonous snakes and insects such as ticks, spiders and mosquitos. In these areas, travel to and from the work site to perform the work, service and repair equipment or to inspect the completed work is on foot. In some instances, the distance to be traveled is up to two miles, generally through dense woods or swamp. As an example, in refueling of the cranes or other engineering equipment five gallon cans of fuel oil must be handcarried to the work site. Similar hazards are present in all of the work situations cited in enclosure (1).

3. It is considered most equitable to set the differential rate at eight percent and payable for the hours in a pay status in recognition of the nature of and continuing effects from the injury. Snake bite can result in death or lengthy incapacitation especially if medical aid is not promptly received. In the cited work examples, employees are working alone and without radio contact in areas accessible only on foot through the woods or swamp. The nearest access roads passable by a motor vehicle are rough

49/WRM/rmb
12532/2
24 July 1973

Subj: New environmental pay category; request for

dirt trails winding several miles into the woods from the improved road. In case of snake bite, for example, the employee would have to travel hundreds of yards on foot (or attempt to drive the crane or bulldozer) to reach the access road or trail and then drive several miles (assuming a vehicle was available) to the nearest point where assistance may be available. In turn, the medical facilities are located many miles from the work site.

4. The type of work cited in the examples in enclosure (1) is essential in the maintenance and operation of the Base. Employees engaged directly in this work or supporting the work include such personnel as crane operators, mechanics, servicemen, and laborers. The work situations are considered to expose these employees to hazards not practically eliminated and significantly beyond that normally expected for their classification.

5. The recommendations of Local 2065 AFGE were solicited. The Local president verbally expressed concurrence in the recommendation, but he chose not to prepare written comments.

A. I. PAGE
By direction

Copy to:
Local 2065 AFGE

1. Proposed environmental differential category definition:

Poisons (Snake and Insect Bites)

Working in swampy, marshy, densely wooded or isolated areas infested with poisonous snakes and poisonous insects such as ticks, mosquitos and spiders which involves potential serious personal injury such as death and/or loss of ability to work due to prolonged illness wherein protective devices and/or safety measures have not practically eliminated the potential for such personal injury. Includes traveling on foot to and from work sites in such areas to perform the work, repair and service equipment, and to inspect finished work as appropriate.

Examples:

—Digging new ditches/canals or clearing existing drainage ditches/canals in such areas by use of draglines, other engineering equipment or by hand. Includes removing of felled trees, debris and stumps in path of equipment.

—Clearing right-of-way along route for new ditches/canals or along existing ditches/canals that have become overgrown with trees, bushes, vines and weeds by use of hand and power tools such as axes, bush axes, and power saws.

—Larviciding and weed control—spraying oil on standing water in ditches, ponds, etc. in any of the areas cited above to kill mosquito and other insect larva. Prepare and disperse oil bags in such standing water. Spraying along ditches, power and communication lines to kill or control weeds, brushes, etc.

—Preparing sites for reforestation (seeding and planting of seedlings) by use of bulldozer and disks.

Differential rate: Eight percent.

Payment basis: Hours in pay status.

49/WRM/rmb
12532/2
14 June 1973

From: Civilian Personnel Officer
To: President, Local 2065, AFGE

Subj: Amendment to the schedule of environmental pay differentials

Ref: (a) FPM Supplement 532-1
(b) CMMI 532-1.58-7

Encl: (1) Proposed environmental differential category definition

1. Under certain conditions, employees may be paid an environmental differential (additional pay) for exposure to various degrees of hazards, physical hardships, and working conditions of an unusual nature. Categories of work situations for which such differentials may be paid are established by the Civil Service Commission and defined in Appendix J to reference (a). Requests for additions to the schedule of payable categories must be submitted to the Civil Service Commission by the Office of Civilian Manpower Management.

2. Enclosure (1) is the definition of a proposed new pay category being recommended for inclusion in reference (a). Your views and recommendations are requested in accordance with reference (b).

A. I. PAGE

1. Proposed environmental differential category definition:

Poisons (Snake and Insect Bites)

Working in swampy, marshy, densely wooded or isolated areas infested with poisonous snakes and poisonous insects such as ticks, mosquitos and spiders which involves potential serious personal injury such as death and/or loss of ability to work due to prolonged illness wherein protective devices and/or safety measures have not practically eliminated the potential for such personal injury. Includes traveling on foot to and from work sites in such areas to perform the work, repair and service equipment, and to inspect finished work as appropriate.

Examples:

—Digging new or clearing existing drainage ditches in such areas by use of draglines, other engineering equipment or by hand. Includes removing of felled trees, debris and stumps in path of equipment.

—Clearing right-of-way along route for new ditches or along existing ditches that have become overgrown with trees, bushes, vines and weeds by use of hand and power tools such as axes, bush axes, and power saws.

—Larviciding and weed control—spraying oil on standing water in ditches, ponds, etc. in any of the areas cited above to kill mosquito and other insect larva. Prepare and disperse oil bags in such standing water. Spraying along ditches, power and communication lines to kill or control weeds, brushes, etc.

—Preparing sites for reforestation (seeding and planting of seedlings) by use of bulldozer and disks.

2. Differential rate: Eight percent of 2nd step of WG-10. (This is the standard formula used for computing all such differentials.) Based on the current schedule 8% amounts to $.39 per hour.

3. Payment basis: Hours in pay status.

Enclosure (1)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN MANPOWER MANAGEMENT
REGIONAL OFFICE
NORFOLK, VIRGINIA 23511

TELEPHONE NO.
690-2341 (autovon)
IN REPLY REFER TO
12510
JKS/cek
16 November 1972

From: Director, Regional Office of Civilian Manpower, Norfolk
To: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Review of certain Crane Operator jobs at Marine Corps Base, Camp Lejeune

Ref: (a) Your telcon with Mr. R. L. Fodrey, DROCM, on 1 Nov 1972 and Mr. J. K. Saunders of the ROCMM on 2 Nov 1972
(b) Telcon between Mr. William Martin, MCB and Mr. Jack Saunders, ROCMM of 16 Nov 1972
(c) FPM Supplement 532-1, SubChapter S8-7

1. As a result of your request in reference (a), Mr. Saunders of this office visited the Marine Corps Base, Camp Lejeune during the week of 6 November 1972 to review subject jobs. On 9 November 1972 job number 9-70 located in the Redistribution and Disposal Branch incumbered by Mr. Earl W. Williams was audited with both Mr. Williams and his supervisor, Mr. Mattox Cavenaugh. Also on 9 November a group meeting was held attended by Messrs. Parker, Rochell and Justice, Operators, and their supervisor, Mr. Willie Terry, Transportation General Foreman. The duties and responsibilities outlined in job descriptions numbered 38-71, 36-71 and 37-71 were discussed in detail during this meeting. During the afternoon of 9 November Mr. Saunders accompanied Mr. Harmon E. Parker to a number of work sites throughout the base which were selected by Mr. Parker as being representative of the kinds of work situations encountered by the incumbents of these three jobs. The work of these three individuals was again discussed in detail with Mr. Terry, the supervisor on 10 November 1972 and to some further extent with Mr. Parker on this same date.

2. Based on the above review it is our conclusion that job number 9-70 (Mr. Earl Williams) is properly classified as Crane Operator, WG-9; that job number 36-71 (Mr. Jerry I. Rochell) is properly classified as Crane Operator, WG-9 and that job number 37-71 (Mr. James B. Justice) is properly classified as Engineering Equipment Operator, WG-10.

12510
JKS/cek
16 November 1972

Subj: Review of certain Crane Operator jobs at Marine Corps Base, Camp Lejeune

3. The primary operator duties found in job number 38-71 (vacant, but formerly incumbered by Mr. H. Parker) which include the operation of a crawler crane equipped with dragline to dig drainage ditches and canals throughout the numerous swampy areas of the base do not, upon initial review, appear to exceed those outlined in the Crane Operator standards for the GS-9 level. However the job description does not clearly portray certain conditions which tend to increase the operator difficulty in this job. Maneuverability is complicated because of the existence of many stumps, holes, and water filled and/or soft areas requiring the use of mats. Also the operator works alone in this job and must place and move his own mats. Many of these ditches and/or canals wind for great distances into the swamp (some up to two miles). Both maneuverability prior to and crane stability during dragline operations are made more difficult because of these swamp conditions and also because of the thick growth of large trees in some swamp areas. These somewhat unusual conditions were discussed with you and Mr. William Martin prior to the departure of Mr. Saunders and again during reference (b). We agree that these working conditions create an operator situation which appears to exceed the overall job described at WG-9. The job is not considered to equate fully to the WG-11 criteria however. Accordingly we believe that your current plan of seeking the required OCMM approval to use grade WG-10 for this job is appropriate.

4. In addition to the operator problems noted above environmental differential pay for hazardous working conditions might be considered for job number 38-71 during certain summer months. Apparently many of the swampy areas of the based are infested with poisonous snakes and certain poisonous insects such as ticks and spiders. The operator is required to travel to and from the crane on foot during refueling operations and at the beginning and end of the work shift. In some instances the distance to be traveled is up to 2 miles. Since Appendix J of FPM Supplement 532-1 does not now contain such a environmental differential pay category it will be necessary to seek OCMM support in requesting CSC approval for any new category believed warranted. Reference (c) provides further guidance on this point.

5. Please advise if we can be of further assistance in these matters.

R. L. FODREY

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DESCRIPTION:

Poisons (D)

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Confidential Records Management, Inc.
New Bern, NC
1-888-622-4425
9/08

Poisons (D)

UNITED STATES MARINE CORPS
Civilian Human Resources Office - East
Camp Lejeune Satellite Office
33 Holcomb Boulevard
Camp Lejeune, North Carolina 28547-2508

12510
HREL
25 Aug 97

MEMORANDUM

From: Site Manager
To: Head, Facilities Management Department
Via: Diane Thomas, Naval Hospital

Subj: ENVIRONMENTAL DIFFERENTIAL PAY (EDP) REQUEST

Ref: (a) Your ltr 12000 13 of 19 May 97
(b) 5 CFR Part 532, Subpt. E, App. A., Part II
(c) Safety Manager ltr 5100 00E of 10 Jul 97
(d) USNH E-Mail 12500 of 16 Jun 97 (J. L. Waldrop)
(e) Fact-finding conducted by Mary Gramby on 30 Jul 97

1. Reference (a) requested payment of EDP for high degree exposure to poisons (toxic chemicals).

2. Reference (b) provides the criteria for payment of EDP (8 percent poisons/toxic chemicals) high degree hazard as follows: "Payment is warranted when an employee is required to work with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritants, which involves potential serious personal injury such as permanent or temporary, partial or complete loss of faculties and/or loss of life including exposure of an unusual degree to toxic chemicals, dust, or fumes of equal toxicity generated in work situations by processes required to perform work assignments wherein protective devices and/or safety measures have been developed but have not practically eliminated the potential for such personal injury."

3. Reference (c) provides information that, based on established requirements, a pesticide building (NH-114) has been constructed containing certain specific features to protect the employee while mixing chemicals such as a high volume fan and hood to remove the fumes, exhaust fans to clear the space of chemicals, emergency eyewash and shower, emergency spill kit, etc. In addition, the employee is provided with and is required to use personal protective equipment that consists of an approved respirator, gloves, apron, goggles, face shield, and boots.

4. Reference (d) states that the pesticides, herbicides, and insecticides are stored, mixed and applied on a part-time basis by one certified person in the Facilities Management Department.

Subj: ENVIRONMENTAL DIFFERENTIAL PAY (EDP) REQUEST

The work area, Building NH-114, is dedicated and built for the pest control functions and processes. It has been checked by Industrial Hygiene and meets all specifications for pest control use as set forth by MIL-MDBK-1028/8, Department of Defense Pest Control Facilities. The pest control individual has been monitored by Industrial Hygiene when mixing and applying pesticides. All monitoring results were well below the permissible exposure limits set forth in Occupational Safety and Health Administration regulations, 29 CFR 1910.1000.

5. It is confirmed that the employee works with and/or in close proximity to poisons (toxic chemicals). However, reference (b) only authorizes the payment of EDP for the situation outlined in paragraph 2 above. The Industrial Hygienist's report on the status of the building and work operations, as stated in reference (c), indicates that this activity has achieved the standards set forth in applicable guides that eliminates unnecessary exposure to chemicals and thereby reduces exposure to health hazards. By the proper use of the available uniquely constructed facility, safety measures and/or protective equipment, etc., the potential for personal injury has been practically eliminated. Readings well below the permissible exposure limits have been documented by the Industrial Hygienist and the Occupational Health Staff. There has been no reported indication of injuries or illnesses related to overexposure and no abnormal tests or readings indicated or recorded. EDP in this situation is not warranted.

6. If incidents occur as discussed during reference (e), i.e., safety measures, equipment, devices, etc., fail, malfunction, or become torn, worn, or ineffective leaving the employee unprotected and exposed to an unusual degree; such instances should be fully documented and submitted for consideration. However, to date, no instances have occurred.

7. For further assistance/information please contact Mary Gramby at extension 1532.

for DONALD L. SMYTHE

RD

FAX TRANSMISSION

DEPARTMENT OF THE NAVY
NAVAL HOSPITAL
CIVILIAN PERSONNEL DIVISION
CAMP LEJEUNE, NC 28547-0100
(910) 451-4083

FAX: (910) 451-4084

To: Margaret Brown
Mary Gramby

Date: 20 May 1997

Fax #: 1878

Pages: 3 , including this cover sheet.

From: Diane Thomas

Subject: Request for Evaluation of Environmental Differential Pay
JD #H3411

COMMENTS:

Per our telephone conversation, the attached letter is forwarded for your review. The original will be forwarded in the guard mail this afternoon.

Thanks.

Give to Kathy BOWH-114

EDP

EDP

RD

FAX TRANSMISSION

DEPARTMENT OF THE NAVY
NAVAL HOSPITAL
CIVILIAN PERSONNEL DIVISION
CAMP LEJEUNE, NC 28547-0100
(910) 451-4083

FAX: (910) 451-4084

To: Margaret Brown
Mary Gramby

Date: 20 May 1997

Fax #: 1878

Pages: 3 , including this cover sheet.

From: Diane Thomas

Subject: Request for Evaluation of Environmental Differential Pay
JD #H3411

COMMENTS:

Per our telephone conversation, the attached letter is forwarded for your review. The original will be forwarded in the guard mail this afternoon.

Thanks.

EDP2.SAM

RD

FAX TRANSMISSION

DEPARTMENT OF THE NAVY
NAVAL HOSPITAL
CIVILIAN PERSONNEL DIVISION
CAMP LEJEUNE, NC 28547-0100
(910) 451-4083

FAX: (910) 451-4084

To: Margaret Brown
Mary Gramby

Date: 20 May 1997

Fax #: 1878

Pages: 3 , including this cover sheet.

From: Diane Thomas

Subject: Request for Evaluation of Environmental Differential Pay
JD #H3411

COMMENTS:

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DESCRIPTION:

Ref A

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New Bern, NC
1-888-622-4425
9/08

DEPARTMENT OF THE NAVY
NAVAL HOSPITAL
CAMP LEJEUNE, NC 28547-0100

12000
13
19 May 97

From: Head, Facilities Management Department
To: Position Classification Specialist, Classification Branch, Camp Lejeune Satellite Office
Via: Head, Civilian Personnel Division, Manpower Management Department

Subj: POSITION DESCRIPTION MAINTENANCE WORKER, WG-4749-08, NAVAL HOSPITAL, CAMP LEJEUNE, NC

Ref: (a) BO 12532.1T

1. I have reviewed the subject position description and respectfully request that the employee filling the position should be paid poisons (toxic chemicals) - high degree in accordance with reference (a).

2. My request is based on the following:

- The maintenance worker performing this position also performs pest control work for the Facilities Management Department at the Naval Hospital. The Pest Control Program requires the maintenance worker to use about 65 percent of his time on the Pest Control Program. He is required to mix various pesticides and herbicides to perform the Pest Control Program. The pesticides and herbicides are mixed in a mixing room at NH-114 which has an exhaust fan to remove fumes. Some of the pesticides and herbicides require a respiratory for application. Other toxic chemicals have to be handled and applied with care throughout the hospital and hospital grounds.

3. The type of differential pay warranted would seem to be poisons (toxic chemicals) - high degree (FD). We have taken corrective actions such as reducing mixing chemicals where possible, wearing protective equipment to reduce the hazards, and purchasing new products that are safer for the environment and applicator.

DEPARTMENT OF THE NAVY
NAVAL HOSPITAL
CAMP LEJEUNE, NC 28547-0100

12000
13
19 May 97

From: Head, Facilities Management Department
To: Position Classification Specialist, Classification Branch, Camp Lejeune Satellite Office
Via: Head, Civilian Personnel Division, Manpower Management Department

Subj: POSITION DESCRIPTION MAINTENANCE WORKER, WG-4749-08, NAVAL HOSPITAL, CAMP LEJEUNE, NC

Ref: (a) BO 12532.1T

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3. The type of differential pay warranted would seem to be poisons (toxic chemicals) - high degree (FD). We have taken corrective actions such as reducing mixing chemicals where possible, wearing protective equipment to reduce the hazards, and purchasing new products that are safer for the environment and applicator.

Subj: POSITION DESCRIPTION MAINTENANCE WORKER, WG-4749-08, NAVAL HOSPITAL, CAMP LEJEUNE, NC

3. The shop that is affected is the Service Shop 32.

K. J. BARTOE
LT, CEC,USN

Copy to:
Arthur Banks
Luther Pierce
Jimmy Raynor

TAB PLACEMENT HERE

DESCRIPTION:

Ref C

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Confidential Records Management, Inc.
New Bern, NC
1-888-622-4425
9/08

Naval Hospital
P. O. Box 10100
Camp Lejeune, North Carolina 28547-0100

5100
OOE
10 July 97

MEMORANDUM

From: Safety Manager, Naval Hospital
To: Ms. Brown, Civilian Human Resources Office

Subj: Pesticide Facility, Naval Hospital

Ref: (a) Per Phoncon between John Kokinda and Ms. Brown of 08 Jul 97

1. In answer to reference (a) , the pest control operator is required to use personal protective equipment that consist of an approved respirator, gloves, apron, goggles, face shield and boots in the performace of his duties. His duties consist of mixing, applying, storing and cleanup of pesticides.

2. The pesticide building, NH-118, was constructed to meet the requirements set forth for construction of such a structure. The building is designed to prevent the discharge of pesticides into to waste water system and ground water. The building is equipped with a high volume fan and hood to remove the fumes from the operator while mixing. The storage spaces are equipped with exhaust fans to clear the space of chemicals prior to entering. There is an emergency eyewash and shower in the event of contact with a pesticide. There is also an emergency spill kit available.

3. It is my opinion that while the pest controller is working under the above conditions that it should be considered a high degree hazard.

JOHN W. KOKINDA

Naval Hospital
P. O. Box 10100
Camp Lejeune, North Carolina 28547-0100

5100
OOE
10 July 97

MEMORANDUM

From: Safety Manager, Naval Hospital
To: Ms. Brown, Civilian Human Resources Office

Subj: Pesticide Facility, Naval Hospital

Ref: (a) Per Phoncon between John Kokinda and Ms. Brown of 08 Jul 97

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JOHN W. KOKINDA

TAB PLACEMENT HERE

DESCRIPTION:

Ref d

☐ Tab page did not contain hand written information

☒ Tab page contained hand written information
*Scanned as next image

Confidential Records Management, Inc.
New Bern, NC
1-888-622-4425
9/08

Contact Hospital Safety office also.
4337
4354
John Kokinda

To: GS-12 MARGARET E BROWN@CPD@MCB LEJEUNE
Cc:
Bcc:
From: GS-12 JIM L WALDROP@HEALTHPRO@MCB LEJEUNE
Subject: NAVAL HOSPITAL PEST CONTROL
Date: Monday, June 16, 1997 8:14:53 EDT
Attach:
Certify: Y
Priority: Normal
Defer until:
Expires:
Forwarded by:

As per your request this a description of the work processes in reguards to Pest Control at the Naval Hospital, Camp Lejeune, NC. The pesticides, herbicides, and insecticides are stored, mixed and applied by one certified person in the facilities management department, Naval Hospital. The work area, building NH-114, is dedicated and built for Pest Control functions. NH-114 is designed for those work processes and has been checked by Industrial Hygiene and does meet all specifications for pest control use as set forth by -HDBK-1028/8, DOD Pest Control Facilties. The work area has a local aust system, appropriate personal protectiive equipment, respiratory protection, shower, change and laundry facilities to keep exposure control to a minimum. The pest control individual has been been monitored by Industrial Hygene when mixing and applying pesticides. All monitoring results were well below the Permissible Exposure Limits (PEL) set forth in OSHA regulations,(29 CFR 1910.1000. One pest controller is enrolled in the pesticide, hearing and respiratory protection programs at the Occupational Health Clinic, Bldg.65. The pest controller applys and mixes pesticides 1-2 times a week for approx. 2 hours each work order.

V/R
JW

LEF
01

Contact Hospital Safety office also.
4337
4354
John Kokinda

To: GS-12 MARGARET E BROWN@CPD@MCB LEJEUNE
Cc:
Bcc:
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V/R
JW

NOTE:

AS OF 8/25/97 MARY GRAMBY STILL HAD HER HAND WRITTEN NOTES FROM THE FACTFINDING. SHE WILL ATTACH THESE NOTES TO THIS FILE COPY AS SOON AS POSSIBLE.

R. DEL MAURO

UNITED STATES MARINE CORPS
Civilian Personnel Division
Marine Corps Base
PSC Box 20004
Camp Lejeune, North Carolina 28542-0004

12532
BCPD
6 Jan 95

MEMORANDUM

From: Civilian Personnel Director
To: Mr. Harold Norris, Materiel Receiving and Distribution Branch
Via: Traffic Management Officer, Logistics Department

MEB

Subj: ENVIRONMENTAL DIFFERENTIAL PAY (EDP)

Ref: (a) Your memo of 28 Jun 94 (telefaxed 1 Sep 94)
(b) CFR 532
(c) PHONCON TMO Mr. Fountain/CPD Mrs. Brown of 28 Dec 94

1. Your request contained in reference (a) has been reviewed by the classification staff and the Base Safety Office. The situation described is one where the Material Handlers unload and deliver and the General Equipment Inspectors inspect toxic chemicals and other hazardous materials on a regular basis.

2. Reference (b) authorizes the payment of EDP on the basis of hours in a pay status at the rate of four percent for employees "... working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substance) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to the more toxic agents as in the case described under high hazards for this class of hazardous agents and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury; for example, handling for shipping, marking, labeling, hauling, and storing loaded containers of toxic chemical agents that have been monitored."

3. While reference (a) provides no information on what actions have been taken to practically eliminate the potential for personal injury, Base Safety Office indicates that all of the items loaded, delivered, or inspected by the above employees are in sealed containers and palletized. The employees are required to wear gloves. On a regular basis, employees are required to attend safety training. This information was verified per reference (c). Further, protective hoods, jackets, shoes, and glasses are available as required by current safety regulations and guidance.

Subj: ENVIRONMENTAL DIFFERENTIAL PAY

4. Because, as described in paragraph 3, above, the potential for personal injury due to exposure to poisons has been practically eliminated, the work situation described does not meet the criteria outlined in reference (b) for poisons (toxic chemicals). Therefore, the payment of EDP is not warranted.

5. If you have questions concerning this information, please contact Mrs. Margaret Brown at extension 1532.

DONALD L. SMYTHE
Acting

OPTIONAL FORM 99 (7-90)

FAX TRANSMITTAL # of pages ▶ 1

To Mrs Brown	From Ed Fountain
Dept./Agency CPD	Phone # 2501
Fax # 1878	Fax # 2986

NSN 7540-01-317-7368 5099-101 GENERAL SERVICES ADMINISTRATION

ANAGEMENT DIVISION
NE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA

28 JUN 94

MEMORANDUM

From: Supervisor, R & D Branch, TMD
To: Traffic Manager

Subj: Environmental Differential Pay

Ref: (a) 5 CFR Ch.1 (1-1-94 edition)
(b) BO 12532.1T

Encl: (1) 5 CFR Ch.1 (page 450-455)

1. In accordance with the ref. a and b, the agency is required to pay differential pay if the employee is exposed to the hazard conditions listed in the references. It is requested that a clarification/interpretation of the regulations be made to determine if the employees, particularly the General Equipment Inspectors qualify for environmental differential pay. The information below is provided to help make that determination.

a. The material handlers unload and deliver toxic chemicals and other hazardous materials on a regular basis.

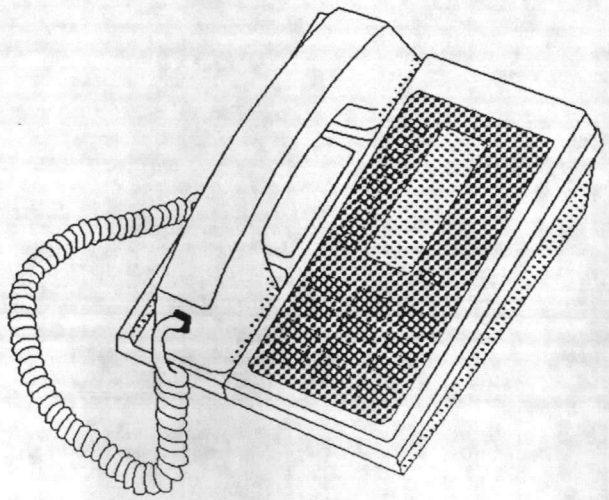
b. The General Equipment Inspectors inspect hazardous materials on a regular basis, listed below are some of the items they inspect on a routine basis:

1. Acetylene
2. Oxygen
3. Chlorine
4. Halon
5. Ammonia
6. Argon
7. Motor Oil
8. Grease
9. Hydraulic Fluids
10. Acids
11. Vaccines
12. Freon
13. Batteries

2. The above list is just some of the items that are unloaded/loaded and inspected at Bldg 1011, Receiving and Distribution Branch, Traffic Management Division.

HAROLD NORRIS

HUMAN RESOURCES OFFICE
CAMP LEJEUNE



FAX TRANSMITTAL SHEET	# OF PAGES > 2
TO: H. Ramsey	FROM: M. E. Brown
DEPT/AGENCY: B. Safety	PHONE: 1532
FAX # 5725	FAX # (910) 451-1878, DSN 484-1878

To: Safety Manager@SAFETY@MCB LEJEUNE
Cc:
Bcc:
From: Supvy Pos Class Spec@CPD@MCB LEJEUNE
Subject: re:
Date: Tuesday, November 8, 1994 11:39:52 EST
Attach:
Certify: Y
Forwarded by:

THANKS. I WILL LET YOU KNOW WHAT I HEAR FROM GLENEE. MARGARET

To: Supvy Pos Class Spec@CPD@MCB LEJEUNE
Cc:
Bcc:
From: Safety Manager@SAFETY@MCB LEJEUNE
Subject: re:
Date: Monday, November 7, 1994 16:13:15 EST
Attach:
Certify: Y
Forwarded by:

MARGARET, SORRY TO BE SO UNTIMELY GETTING THIS BACK TO YOU. WE CAN'T COME UP WITH ANYTHING UNIQUE ABOUT THIS OPERATION. IF GENERAL WAREHOUSEMEN RATE HAZ DUTY PAY, THEN EVERY WAREHOUSEMAN ON BASE MAY RATE THE SAME THING. TRUE, THE EMPLOYEES HANDLE THESE MATERIALS, BUT THEY ARE IN SEALED CONTAINERS/PALLETIZED/ ETC. AS A NORM. THE ONLY WAY TO KNOW FOR SURE IF THERE IS AN EXPOSURE IS TO HAVE AN INDUSTRIAL HYGIENIST GO OVER AND MONITOR PERSONNEL DURING THEIR ROUTINE WORKDAY. I WOULD SUGGEST YOU FORWARD THIS REQUEST TO GLENEE SMITH, EXT 2707, TO MONITOR THE WORK ENVIRONMENT FOR POTENTIAL EXPOSURE TO CHEMICALS.
V/R HELEN

To: BBSA01@CLEMCB01@BBSNAD0A
Cc:
Bcc:
From: Supvy Pos Class Spec@CPD@MCB LEJEUNE
Subject:
Date: Wednesday, October 12, 1994 14:41:57 EDT
Attach:
Certify: N
Forwarded by:

I AM FAXING A MEMO FROM LOGISTICS FOR YOUR REVIEW. APPARENTLY THE EMPLOYEES UNLOAD, DELIVER AND INSPECT HAZARDOUS MATERIALS ON A REGULAR BASIS. PLEASE ADVISE. THANKS. MARGARET

12/15/94

Telephone followup with [illegible]. She will respond.

Found previous response. ~~A~~and not read.

7/25/94

1878

RD

Mrs Brown

GPD

This is what I talked to you about this Morning — It would apply to just about everyone in TMO —

E L Fountain

TRAFFIC MANAGEMENT DIVISION
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA

28 JUN 94

MEMORANDUM

From: Supervisor, R & D Branch, TMD
To: Traffic Manager

Subj: Environmental Differential Pay

Ref: (a) 5 CFR Ch.1 (1-1-94 edition)
(b) BO 12532.1T

Encl: (1) 5 CFR Ch.1 (page 450-455)

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b. The General Equipment Inspectors inspect hazardous materials on a regular basis, listed below are some of the items they inspect on a routine basis:

1. Acetylene	6. Argon	11. Vaccines
2. Oxygen	7. Motor Oil	12. Freon
3. Chlorine	8. Grease	13. Batteries
4. Halon	9. Hydraulic Fluids	
5. Ammonia	10. Acids	

2. The above list is just some of the items that are unloaded/loaded and inspected at Bldg 1011, Receiving and Distribution Branch, Traffic Management Division.

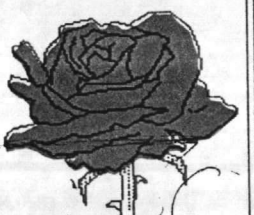
Harold Norris
HAROLD NORRIS

I Robert M. Wolfe, on 28 June 1994, requested from my immediate supervisor "Jack Carroll" to see about getting "Hazard Pay Differential" for employees WG-5 Material Handlers and WG-7 General Equipment Inspectors, in accordance with "5 CFR Ch.1 (1-94 Edition). Mr. Carroll sent me to his immediate Supervisor, "Harold Norris".

Mr. Norris listened to what I had to say. I gave Mr. Norris a copy of "5 CFR Ch.1 (1-94 Edition). Mr. Norris Norris asked me to submit a list of chemicals which are handled. See enclosure (1), which I complied with.

Mr. Norris said he would submit this to higher authorities and would get back with me.

Margaret E. Brown
Classification Superintendent
Building 33, MCB
Ext. 1532



Harold Norris

Employee

Ed Fountain
2541/201
Harold Norris
5245/243

Unload + Inspecting
Hazardous material
Harold Norris

① 55 gal drum of
Benzene

② If there was a leak
move with forklift
load on mule train

To: BBEM1J@CLEMCB01@BBSNAD0A
Cc:
Bcc:
From: Supvy Pos Class Spec@CPD@MCB LEJEUNE
Subject:
Date: Tuesday, August 30, 1994 14:03:15 EDT
Attach:
Certify: Y
Forwarded by: Safety Manager@SAFETY@MCB LEJEUNE

Comments by: Safety Manager@SAFETY@MCB LEJEUNE
Forwarded to: Brown@CPD@MCB LEJEUNE
Comments:

MARGARET, WE HAVE BEEN IN TOUCH WITH BASE MAINT SEVERAL TIMES RE THIS REQUEST; HOWEVER, NO ONE KNOWS WHAT WE ARE TALKING ABOUT. THEY REPORT WORK CONDITIONS ARE UNCHANGED. CAN YOU GIVE ME MORE TO WORK WITH? DON'T KNOW WHICH WAY TO GO WITH IT. THANKS. HELEN

Comments by: Supvy Pos Class Spec@CPD@MCB LEJEUNE
Forwarded to: BB5A01@CLEMCB01@BBSNAD0A
Comments:

PLEASE PROVIDE ADVISE ON THE SAFETY ASPECTS OF WORK SITUATIONS IN SHOPS 81 AND 87 AT BASE MAINTENANCE. DON GURGANUS HAS BEEN ASKED TO FURNISH MORE DEFINITIVE INFORMATION ON THE WORK SITUATIONS IN QUESTION. THANKS. MARGARET

---------- [Original Message] ----------

THE SAFETY OFFICE IS BEING ASKED TO PROVIDE ADVICE ON THE SAFETY ASPECTS OF WORK SITUATIONS IN SHOPS 81 AND 87. PLEASE PROVIDE A DETAILED DESCRIPTION OF THE WORK SITUATIONS AS THEY EXIST. THANKS. MARGARET.

To: Supvy Pos Class Spec@CPD@MCB LEJEUNE
Cc:
Bcc:
From: Administrative Officer@MAIN1@MCB LEJEUNE
Subject: re:
[redacted]: Wednesday, September 7, 1994 16:25:10 EDT
[redacted]ch:
Certify: N
Forwarded by:

THE POSITION INVOLVED IN SHOP 81 ARE:
MAINTENANCE MWCHANIC WORKER
BOILER PLANT OPERATOR
COAL HANDLING EQUIPMENT OPERATOR
BOILER PALNT WORKER
MAINTENANCE MECHANIC

THE POSITIONS INVOLVED IN SHOP 87 ARE:
PIPEFITTER
PIPEFITTER HELPER
PIPEFITTER WORKER
MAINTENANCE MECHANIC HELPER
WELDER

THE TEMPERATURE VARIES WITH THE WEATHER TEMPERATURE. TEMPERATURE VARIES WITH WHEATHER THE LINES ARE LOADER OR UNLOADED.

ALL OCCUPATIONAL HEALTH AND SAFETY , OSHA AND MARINE CORPS REGULATIONS ARE IN PLACE AND ADHERED TOO. THE WORK PLACES ARE BEING INSPECTED FOR SAFETY HAZARDS [redacted]BASE SAFETY AND MONITORED BY THE NAVAL HOSPITAL FOR PHYSICAL AND CHEMICAL [redacted] PLACE HAZARDS
THE INDUSTRIAL HYGIENE SURVEY'S ARE AVAILABLE AT BASE MAINTENANCE FOR REVIEW.

RESPECTFULLY

DON GURGANUS
MONITORIED BY THE NAVAL HOSPITAL

To: BBBM1J@CLEMCB01@BBSNAD0A
Cc:
Bcc:
From: Supvy Pos Class Spec@CPD@MCB LEJEUNE
Subject:
Date: Tuesday, August 30, 1994 14:03:15 EDT
Attach:
Certify: Y
Forwarded by:

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provisions of sections 5544 and 5550 of title 5, United States Code.

§ 532.511 Environmental differentials.

(a) Entitlements to environmental differential pay.

(1) In accordance with section 5343(c)(4) of title 5, United States Code, an employee shall be paid an environmental differential when exposed to a working condition or hazard that falls within one of the categories approved by the Office of Personnel Management.

(2) Each installation or activity must evaluate its situations against the guidelines issued by the Office of Personnel Management to determine whether the local situation is covered by one or more of the defined categories.

(b) Amount of environmental differential payable.

(1) An employee entitled to an environmental differential shall be paid an amount equal to the percentage rate authorized by the Office of Personnel Management for the category in which the working condition or hazard falls, multiplied by the rate for the second step of WG-10 for the appropriated fund employees and NA-10 for the nonappropriated fund employees on the current regular non-supervisory wage schedule for the wage area for which the differential is payable, counting one-half cent and over as a whole cent.

(2) An employee entitled to an environmental differential on an actual exposure basis shall be paid a minimum of one hour's differential pay for the exposure. For exposure beyond one hour, the employee shall be paid in increments of one quarter hour for each 15 minutes or portion thereof in excess of 15 minutes. Entitlement begins with the first instance of exposure and ends one hour later, except that when exposure continues beyond the hour, it shall be considered ended at the end of the quarter hour in which exposure actually terminated.

(3) An employee entitled to an environmental differential on the basis of hours in a pay status shall be paid for all hours in a pay status on the day on which he/she is exposed to the situation.

(4) An employee may not be paid more than one environmental differential for a particular period of work.

(5) The payment of environmental differential pay is computed on the basis of the highest environmental differential rate authorized during the period of entitlement.

(6) The number of hours an employee is paid environmental differential shall not exceed the number of hours of duty performed by the employee on the day of exposure, except as required by paragraph (b)(3) of this section.

(c) *Basic pay.* Environmental differential pay is part of basic pay and shall be used to compute premium pay (pay for overtime, holiday, or Sunday work), the amount from which retirement deductions are made, and the amount on which group life insurance is based. It is not part of basic pay for purposes of lump-sum annual leave payments and severance pay nor is its loss an adverse action.

(d) The schedule of environmental differentials is set out as Appendix A to this subpart and is incorporated in and made a part of this section.

[46 FR 21344, Apr. 10, 1981, as amended at 49 FR 49841, Dec. 24, 1984; 55 FR 46180, Nov. 1, 1990]

§ 532.513 Flexible and compressed work schedules.

Federal Wage System employees, other than Nonappropriated Fund employees of the Armed Forces as defined in 5 U.S.C. 2105(c), who are authorized to work flexible and compressed work schedules under sections 6122 and 6127 of 5 U.S.C. shall be paid premium pay in accordance with the provisions of subchapter II of chapter 61 of title 5, United States Code. Subpart D of part 610 of this title supplements that subchapter and must be read with it.

[49 FR 37055, Sept. 21, 1984]

Appendix A to Subpart E of Part 532—Schedule of Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature

This appendix lists the environmental differentials authorized for exposure to various degrees of hazards, physical hardships, and working conditions of an unusual nature.

Part I.—Payment for Actual Exposure

Differential rate (percent)	Category for which payable	Effective date
100	1. *Flying.* Participating in flights under one or more types of the following conditions.....	Nov. 1, 1970.
	a. Test flights of a new or repaired plane or modified plane when the repair or modification may affect the flight characteristics of the plane;	
	b. Flights for test performance of plane under adverse conditions such as in low altitude or severe weather conditions, maximum load limits, or overload;	
	c. Test missions for the collection of measurement data where two or more aircraft are involved and flight procedures require formation flying and/or rendezvous at various altitudes and aspect angles;	
	d. Flights deliberately undertaken in extreme weather conditions such as flying into a hurricane to secure weather data;	
	e. Flights to deliver aircraft which have been prepared for one-time flight without being test flown prior to delivery flight;	
	f. Flights for pilot proficiency training in aircraft new to the pilot under simulated emergency conditions which parallel conditions encountered in performing flight tests;	
	g. Low-level flights in small aircraft including helicopters at altitude of 500 feet and under in daylight and 1,000 feet and under at night when the flights are over mountainous terrain, or in fixed-wing aircraft involving maneuvering at the heights and times specified above, or in helicopters maneuvering and hovering over water at altitudes of less than 500 feet;	
	h. Low-level flights in an aircraft flying at altitudes of 200 feet and under while conducting wildlife surveys and law enforcement activities, animal depredation abatement and making agricultural applications, and conducting or facilitating search and rescue operations; flights in helicopters at low levels involving line inspection, maintenance, erection, or salvage operations;	
	i. Flights involving launch or recovery aboard an aircraft carrier;	
	j. Reduced gravity light testing in an aircraft flying a parabolic flight path and providing a testing environment ranging from weightlessness up through 2 gravity conditions;	
25	2. *High work*.....	Nov. 1, 1970.
	a. Working on any structure of at least 100 feet above the ground, deck, floor or roof, or from the bottom of a tank or pit;	
	b. Working at a lesser height:	
	(1) If the footing is unsure or the structure is unstable; or	
	(2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, a similar support); or	
	(3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning or similar environmental factors render working at such height(s) hazardous.	
15	3. *Floating targets.* Servicing equipment on board a target ship or barge in which the employee is required to board or leave the target vessel by small boat or helicopter.	Nov. 1, 1970.
4	4. *Dirty work.* Performing work which subjects the employee to soil of body or clothing:	Nov. 1, 1970.
	a. Beyond that normally to be expected in performing the duties of the classification; and	
	b. Where the condition is not adequately alleviated by the mechanical equipment or protective devices being used, or which are readily available, or when such devices are not feasible for use due to health considerations (excessive temperature, asthmatic conditions, etc); or	
	c. When the use of mechanical equipment, or protective devices, or protective clothing results in an unusual degree of discomfort.	
4	5. *Cold work.* a. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit).	Nov. 1, 1970.
	b. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Mar. 13, 1977.

PART I.—PAYMENT FOR ACTUAL EXPOSURE—Continued

Differential rate (percent)	Category for which payable	Effective da
4	6. *Hot work.* a. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit.	Nov. 1, 1970.
	b. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Mar. 13, 1977.
4	7. *Welding preheated metals.* Welding various metals or performing an integral part of the welding process when the employee must work in confined spaces in which large sections of metal have been preheated to 150 degrees Fahrenheit or more, and the discomfort is not alleviated by protective devices or other means, or discomforting protective equipment must be worn.	Nov. 1, 1970.
4	8. *Micro-soldering or wire welding and assembly.* Working with binocular-type microscopes under conditions which severely restrict the movement of the employee and impose a strain on the eyes, in the soldering or wire welding and assembly of miniature electronic components..	Nov. 1, 1970.
25	9. *Exposure to hazardous weather or terrain.* Exposure to dangerous conditions of terrain, temperature and/or wind velocity, while working or traveling when such exposure introduces risk of significant injury or death to employees; such as the following: *Examples:* —Working on cliffs, narrow ledges, or steep mountainous slopes, with or without mechanical work equipment, where a loss of footing would result in serious injury or death. —Working in areas where there is a danger of rockfalls or avalanches. —Traveling in the secondary or unimproved roads to isolated mountaintop installations at night, or under adverse weather conditions (snow, rain, or fog) which limits visibility to less than 100 feet, when there is danger of rock, mud, or snowslides —Traveling in the wintertime, either on foot or by vehicle, over secondary or unimproved roads or snowtrails, in sparsely settled or isolated areas to isolated installations when there is danger of avalanches, or during "whiteout" phenomenon which limits visibility to less than 10 feet —Working or traveling in sparsely settled or isolated areas with exposure to temperatures and/or wind velocity shown to be of considerable or very great danger on the windchill chart (Exhibit 1 of this appendix), and shelter (other than temporary shelter) or assistance is not readily available —Snowplowing or snow and ice removal on primary, secondary or other class of roads, when (a) there is danger of avalanche or (b) there is danger of missing the road and falling down steep mountainous slopes, because of lack of snow-stakes, "whiteout" conditions, or sloping icepack covering the snow	July 1, 1972.
25	10. *Unshored work.* Working in excavation areas before the installation of proper shoring or other securing barriers, or in catastrophe areas, where there is a possibility of cave-in, building collapse or falling debris when such exposures introduce risk of significant injury or death to employees, such as the following: *Examples:* —Working adjacent to the walls of an unshored excavation at depths greater than six feet (except when the full depth of the excavation is in stable solid rock, hard slag, or hard shale, or the walls have been graded to the angle of repose; that is, where the danger of slides is practically eliminated), when work is performed at a distance from the wall which is less than the height of the wall —Working within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, tornado or similar cause —Working underground in the construction and/or inspection of tunnels and shafts before the necessary lining of the passageway have been installed —Duty underground in abandoned mines where lining of tunnels or shafts is in a deteriorated condition	July 1, 1972.
15	11. *Ground work beneath hovering helicopter.* Participating in operation to attach or detach external load to helicopter hovering just overhead.	July 1, 1972.
15	12. *Hazardous boarding or leaving of surface craft.* Boarding or leaving vessels or transferring equipment to or from a surface craft under adverse conditions of foul weather, ice, or night when sea state is high (three feet and above), and deck conditions and/or wind velocity in relation to the size of the craft introduce unusual risks to employees. *Examples:* —Boarding or leaving vessels at sea. —Boarding or leaving, or transferring equipment between small boats or rafts and steep, rocky, or coral-surrounded shorelines —Transferring equipment between a small boat and a rudimentary dock by improvised or temporary facility such as an unfastened plank leading from boat to dock	July 1, 1972.

PART I.—PAYMENT FOR ACTUAL EXPOSURE—Continued

Differential rate (percent)	Category for which payable	Effective date
	—Boarding or leaving, or transferring equipment from or to ice covered floats, rafts, or similar structures when there is danger of capsizing due to the added weight of the ice	
8	13. *Cargo handling during lightering operations.* Off-lading of cargo and supplies from surface ships to Landing Craft-Medium (LCM) boats when swells or wave action are sufficiently severe as to cause sudden listing or pitching of the deck surface or shifting or falling of equipment, cargo, or supplies which could subject the employee to falls, crushing, ejection into the water or injury by swinging cargo hooks.	July 1, 1972.
15	14. *Duty aboard surface craft.* Duty aboard a surface craft when the deck conditions or sea state and wind velocity in relation to the size of the craft introduces the risk of significant injury or death to employees, such as the following:.	July 30, 1972.
	Participating as a member of a water search and rescue team in adverse weather conditions when winds are blowing at 35 m.p.h. (classified as gale winds) or in water search and rescue operations at night	
	—Participating as a member of a weather projects team when work is performed under adverse weather conditions, when winds are blowing at 35 m.p.h., and/ or when seas are in excess of 14 feet, or when working on outside decks when decks are slick and icy when swells are in excess of 3 feet	
	—When embarking, disembarking or traveling in small craft (boat) on Lake Ponchartrain when wind direction is from north northeast or northwest, and wind velocity is over 15 knots; or when travel on Lake Ponchartrain is necessary in small craft, without radar equipment, due to emergency or unavoidable conditions and the trip is made in dense fog run procedures	
	—Participating in deep research vessel sea duty wherein the team member is engaged in handling equipment on or over the side of the vessel when the sea state is high (12-knot winds and 3-foot waves) and the work is done on relatively unprotected deck areas	
	—Transferring from a ship to another ship via a chair harness hanging from a highline between the ships when both vessels are under way	
	—Duty performed on floating platforms, camels, or rafts, using tools equipment or materials associated with ship repair or construction activities, where swells or wave action are sufficiently severe to cause sudden listing or pitching of the deck surface or dislodgement of equipment which could subject the employee to falls, crushing, or ejection into the water	
50	15. *Work at extreme heights.* Working at heights 100 feet or more above the ground, deck, floor or roof, or from the bottom of a tank or pit on such open structures as towers, girders, smokestacks and similar structures: (1) If the footing is unsure or the structure is unstable; or (2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, or a similar support); or (3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning, or similar environmental factors render working at such height(s) hazardous	Oct. 22, 1972.
6	16. *Fibrous Glass Work.* Working with or in close proximity to fibrous glass material which results in exposure of the skin, eyes or respiratory system to irritating fibrous glass particles or slivers where exposure is not practically eliminated by the mechnical equipment or protective devices being used.	Feb. 28, 1975.
50	17. *High Voltage Electrical Energy.* Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers, when adverse weather conditions such as steady rain, high winds, icing, lightning, or similar environmental factors make the work unusually hazardous.	Apr. 11, 1977.
6	18. *Welding, Cutting or Burning in Confined Spaces.* Welding, cutting, or burning within a confined space which necessitates working in a horizontal or nearly horizontal position, under conditions requiring egress of at least 14 feet over and through obstructions including: (1) access openings and baffles having dimensions which greatly restrict movements, and (2) irregular inner surfaces of the structure or structure components.	Jan. 18, 1978.

PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS

Differential rate (percent)	Category for which payable	Effective date
50	1. *Duty aboard submerged vessel.* Duty aboard a submarine or other vessel such as a deep-research vehicle while submerged..	Nov. 1, 1970.

PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (percent)	Category for which payable	Effective date
8	2. *Explosives and incendiary material—high degree hazard.* Working with or in close proximity to explosives and incendiary material which involves potential personal injury such as permanent or temporary, partial or complete loss of sight or hearing, partial or complete loss of any or all extremities; other partial or total disabilities of equal severity; and/or loss of life resulting from work situations wherein protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for such personal injury. Normally, such work situations would result in extensive property damage requiring complete replacement of equipment and rebuilding of the damaged area; and could result in personal injury to adjacent employees. *Examples* —Working with, or in close proximity to operations involved in research, in testing, manufacturing, inspection, renovation, maintenance and disposal, such as: —Screening, blending, drying, mixing, and pressing of sensitive explosives and pyrotechnic compositions such as lead azide, black powder and photoflash powder —Manufacture and distribution of raw nitroglycerine —Nitration, neutralization, crystallization, purification, screening and drying of high explosives —Manufacture of propellants, high explosives and incendiary materials —Melting, cast loading, pellet loading, drilling, and thread cleaning of high explosives —Manufacture of primary or initiating explosives such as lead azide —Manufacture of primer or detonator mix —Loading and assembling high-energy output flare pellets —All dry-house activities involving propellants or explosives —Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials —All operations involving fire fighting on an artillery range or at an ammunition manufacturing plant or storage area, including heavy duty equipment operators, truck drivers, etc. —All operations involving regrading and cleaning of artillery ranges —At-sea shock and vibration tests. Arming explosive charges and/or working with, or in close proximity to, explosive-armed charges in connection with at-sea shock and vibration tests of naval vessels, machinery, equipment and supplies —Handling or engaging in destruction operations on an armed (or potentially armed) warhead	Nov. 1, 1970.
4	3. *Explosives and incendiary material—low degree hazard.* a. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.	Nov. 1, 1970.
	b. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used and wherein protective device and/or safety measures have not practically eliminated the potential for such injury *Examples* —All operations involving loading, unloading, storage and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard—see category 2 above.) —Duties such as weighing, scooping, consolidating and crimping operations incident to the manufacture of stab, percussion, and low energy electric detonators (initiators) utilizing sensitive primary explosives compositions where initiation would be kept to a low order of propagation due to the limited amounts permitted to be present or handled during the operations —Load, assembly and packing of primers, fuses, propellant charges, lead cups, boosters, and time-train rings —Weighing, scooping, loading in bags and sewing of ignitor charges and propellant zone charges —Loading, assembly, and packing of hand-held signals, smoke signals, and colored marker signals —Proof-testing weapons with a known overload of powder or charges —Arming/disarming or the installation/removal of any squib, explosive device, or component thereof, connected to or part of a solid propulsion system, including work situations involving removal, inspection, test and installation of aerospace vehicle egress and jettison systems and other cartridge actuated devices and rocket assisted systems or components thereof, when accidental or inadvertent operation of the system or a component might occur	Mar. 13, 1977.

PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (percent)	Category for which payable	Effective date
8	4. *Poisons (toxic chemicals)—high degree hazard.* Working with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritants, which involves potential serious personal injury such as permanent or temporary, partial or complete loss of faculties and/or loss of life including exposure of an unusual degree to toxic chemicals, dust, or fumes of equal toxicity generated in work situations by processes required to perform work assignments wherein protective devices and/or safety measures have been developed but have not practically eliminated the potential for such personal injury. *Examples* —Handling and storing toxic chemical agents including monitoring of areas to detect presence of vapor or liquid chemical agents; examining of material for signs of leakage or deteriorated material; decontaminating equipment and work sites; work relating to disposal of deteriorated material (exposure to conjunctivitis, pulmonary edema, blood infection, impairment of the nervous system, possible death) —Renovation, maintenance, and modification of toxic chemicals, guided missiles, and selected munitions —Operating various types of chemical engineering equipment in a restricted area such as reactors, filters, stripping units, fractioning columns, blenders, mixers, pumps, and the like utilized in the development, manufacturing, and processing of toxic or experimental chemical warfare agents —Demilitarizing and neutralizing toxic chemical munitions and chemical agents —Handling or working with toxic chemicals in restricted areas during production operations —Preparing analytical reagents, carrying out colorimetric and photometric techniques, injecting laboratory animals with compounds having toxic, incapacitating or other effects —Recording analytical and biological tests results where subject to above types of exposure —Visually examining chemical agents to determine conditions or detect leaks in storage containers —Transferring chemical agents between containers —Salvaging and disposing of chemical agents	Nov. 1, 1970.
4	5. *Poisons (toxic chemicals)—low egress hazard.* a. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents.	Nov. 1, 1970.
	b. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury *Example* —Handling for shipping, marking, labeling, hauling and storing loaded containers of toxic chemical agents that have been monitored	Mar. 13, 1977.
8	6. *Micro-organisms—high degree hazard.* Working with or in close proximity to micro-organisms which involves potential personal injury such as death, or temporary, partial, or complete loss of faculties or ability to work due to acute, prolonged, or chronic disease. These are work situations wherein the use of safety devices and equipment, medical prophylactic procedures such as vaccines and antiserims and other safety measures do not exist or have been developed but have not practically eliminated the potential for such personal injury. *Examples* —Direct contact with primary containers of organisms pathogenic for man such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material. Operating or maintaining equipment in biological experimentation or production —Cultivating virulent organisms on artificial media, including embryonated hen's eggs and tissue cultures where inoculation or harvesting of living organisms is involved for production of vaccines, toxides, etc., or for sources of material for research investigations such as antigenic analysis and chemical analysis	Nov. 1, 1970.
4	7. *Micro-organisms—low degree hazard.* a. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material	Nov. 1, 1970.

PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (percent)	Category for which payable	Effective date
	b. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material and wherein the use of safety devices and equipment and other safety measures have not practically eliminated the potential for personal injury	Mar. 13, 1977.
8	8. *Pressure chamber and centrifugal stress.* Exposure in pressure chamber which subjects employee to physical stresses or where there is potential danger to participants by reason of equipment failure or reaction to the test conditions; or exposure which subjects an employee to a high degree of centrifugal force which causes an unusual degree of discomfort	July 1, 1972.
	Examples	
	—Participating as a subject in diving research tests which seek to establish limits for safe pressure profiles by working in a pressure chamber simulating diving or, as an observer to the test or as a technician assembling underwater mock-up components for the test, when the observer or technician is exposed to high pressure gas piping systems, gas cylinders, and pumping devices which are susceptible to explosive ruptures	
	—Participating in altitude chamber studies ranging from 18,000 to 150,000 feet either as subject or as observer exposed to the same conditions as the subject	
	—Participating as subject in centrifuge studies involving elevated G forces above the level of 5 G's whether or not at reduced atmospheric pressure	
	—Participating as a subject in a rotational flight simulator in studies involving continuous rotation in one axis through 360° at rotation rates greater than 15 r.p.m. for periods exceeding three minutes	
8	9. *Work in fuel storage tanks.* When inspecting, cleaning or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, and failure of the breathing apparatus would result in serious injury or death within the time required to leave the tank	July 1, 1972.
	10. *Firefighting.* Participating or assisting in firefighting operations on the immediate fire scene and in direct exposure to the hazards inherent in containing or extinguishing fires	July 1, 1972.
25	*High degree*	
	—Fighting forest and range fires on the fireline	
8	*Low degree*	
	—All other firefighting	
8	11. *Experimental landing/recovery equipment tests*	July 1, 1972.
	—Participating in tests of experimental or prototype landing and recovery equipment where personnel are required to serve as test subjects in spacecraft being dropped into the sea or laboratory tanks	
8	12. *Land impact or pad abort of space vehicle.* Actual participation in dearming and safing explosive ordnance, toxic propellant, and high-pressure vessels on vehicles that have land impacted or on vehicles on the launch pad that have reached a point in the countdown where no remote means are available for returning the vehicle to a safe condition	July 1, 1972.
4	13. *Mass explosives and/or incendiary material.* Working within a controlled danger area in, on, or around wharves, transfer areas, or temporary holding areas in a transshipment facility when explosives are in the process of being shifted to or from a conveyance	July 1, 1972.
	Such an area shall include land and sea areas within which it has been determined that personnel are subject to an unusual degree of exposure or liability to serious injury or death from potential explosive effect	
	A transshipment facility for this purpose is a port or sea terminal established for the marshalling or temporary assembly of explosives prior to shipment where amounts in excess of 250,000 pounds net explosive weight (NEW) are present on a regular or recurring basis	
4	14. *Duty aboard aircraft carrier.* Duty aboard an aircraft carrier when exposed to hazards connected with aircraft launch and recovery:	July 1, 1972.
	Examples	
	—Participating in carrier suitability trials aboard aircraft carriers when work is performed on the flight deck during launch, recovery and refueling operations	
	—Operating or monitoring camera equipment adjacent to flight deck in the area of maximum hazard during landing sequence while conducting photographic surveys aboard aircraft carriers during periods of heavy aircraft operations	Mar. 4, 1974.

PART II.—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (percent)	Category for which payable	Effective date
8	15. *Participating in missile liquid propulsion or solid propulsion situations.* Participating in research and development, or preoperational test and evaluation situation involving missile liquid or solid propulsion systems where mechanical, or other equipment malfunction, or accidental combination of certain fuels and/or chemicals, or transient voltage and current buildup on or within the system when the system is in a "go" condition on the test stand, or sled, can result in explosion, fire, premature ignition or firing *Examples* —Test stand or track tests, when adequate protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for personal injury, under any of the following conditions: a. Tanks are being pressurized above normal servicing pressure b. Assembly, disassembly, or repair of contaminated plumbing containing inhibited red fuming nitric acid and unsymmetrical dimethylhydrazine or other hypergolic fuels is required c. Fueling and defueling —Hoisting hypergolic liquid fueled systems into, or out of, a test stand, where the working area is confined, and external plumbing is present resulting in a situation where the plumbing may be damaged causing a leak —Tests on foreign missiles where technical data is questionable or not available —Manned test firings of small, close support missiles for which safety performance data are not yet available —Removal of a missile, propulsion system or component thereof from a test stand, fixture, or environmental chamber where there is reason to believe that the item may be unusually hazardous due to damage resulting from the test	
8	16. *Asbestos.* Working in an area where airborne concentrations of asbestos fibers may expose employees to potential illness or injury and protective devices or safety measures have not practically eliminated the potential for such personal illness or injury	Mar. 9, 1975.

1/2 000

CIVILIAN PERSONNEL DIVISION
Marine Corps Base
Camp Lejeune, North Carolina 28542
'91 FEB [illegible] 1 54

FEB 21 1991

MEMORANDUM

From: Civilian Personnel Director
To: Base Safety Manager, Manpower Department

Subj: APPROVAL OF HAZARD DIFFERENTIAL PAY ON CASE BY CASE BASIS

Ref: (a) CG ltr 7540 COMPT dtd 6 Jul 90
(b) Yr ltr 12500 SAFD dtd 29 Aug 86
(c) FPM Supplement 990-2, Chapter 550, Subchapter 59
(d) FPM Supplement 990-2, Chapter 550, Subchapter 59, Appendix A

1. Reference (a) was initiated by an evaluation of civilian payroll and timekeeping operations for calendar years 1988 and 1989 conducted by the Resources Evaluation and Analysis Division which included audit of environmental differential pay. This letter directed that all such requests be reevaluated.

2. Reference (b) requested that such differential be authorized for General Schedule employees serving as the Installation Gas Free Engineer, under the provisions of references (c) and (d). The request was approved by this office on 15 October 1986 but only applicable to the work in fuel storage tanks.

3. Reference (d) provides a category of "Work in Fuel Storage Tanks" for which Hazard Duty Pay (HDP) may be authorized. The criteria for such payment is very specifically outlined as applying only "When inspecting, cleaning or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, AND failure of the breathing apparatus would result in serious injury or death within the time required to leave the tank."

4. When work is performed that meets the specific criteria outlined in paragraph 3, HDP for the situation would be payable. However, since this is not a commonly occurring situation, and the criteria is very precise, approval will be granted on an "as requested" basis not on a blanket approval basis. When work is performed which meets the criteria outlined in paragraph 3, a written request should be made to this office outlining the specifics of the situation. It should include the date and site of the tank, a statement of the circumstances which caused the situation to meet the criteria for payment, and the name of the employee involved. Based upon this information, individual approval will be granted if warranted

OPTIONAL FORM 99 (7-90)

FAX TRANSMITTAL # of pages ▶ 2

To MARGARET BROWN	From BASE SAFETY
Dept./Agency CPD	Phone # 3891
Fax # 1878	Fax # 5725

NSN 7540-01-317-7368 5099-101 GENERAL SERVICES ADMINISTRATION

5. The category of "Work in fuel storage tank" is payable for all hours in a pay status at the rate of 25% of base pay. An employee is entitled to payment of HDP for all hours of a shift on which the exposure occurs.

DONALD L. SMYTHE

UNITED STATES MARINE CORPS
Marine Corps Base
Camp Lejeune, North Carolina 28542

CPO/DTB/tan
12532/2
20 June 1977

MEMORANDUM

From: Commanding General
To: Officer in Charge, Support Division, Base Materiel Battalion

Subj: Request for Environmental Pay; review of

Ref: (a) OIC, SuptDiv ltr SU/JHT/vkd over 12532 dtd 9 Jun 1977
(b) FPM Supplement 532-1, Appendix J

1. The request contained in reference (a) has been reviewed against the criteria in reference (b) by members of the Classification Staff. It has been determined that the protective devices provided the employee practically eliminate any hazard from exposure to INSTAPAK operations. For this reason, no environmental differential may be paid.

A. I. PAGE
By direction

12532/2
2 April 1974

Civilian Personnel Officer

Base Motor Transport Officer

Review of Work Situation

Ref (a) BMTO memo dtd 25 Feb 1974
(b) FPM Supplement 532-1, Appendix J

1. In response to reference (a), a member of the Classification Staff reviewed the various work situations referred to in your request which you believed warranted additional pay (an environmental differential) in recognition of the hazards present. An environmental differential as defined in reference (b) is warranted only for exposure to hazards, physical hardships, of working conditions of an unusual nature. In addition, when these circumstances are present in a job but can be practically eliminated by the use of protective equipment, an environmental differential is not payable. In this case hazards from the use of acids may be eliminated or greatly reduced by use of respirators and rubber aprons. For these reasons, the request contained in reference (a) may not properly be approved.

A. I. PAGE

SUPPORT DIVISION
Base Materiel Battalion
Marine Corps Base
Camp Lejeune, North Carolina 28542

SU/JHT/vkd
12532
9 Jun 1977

From: Officer in Charge
To: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: INSTAPAK Operation, Preservation, Packaging and Packing Branch, Building 915, Base Materiel Battalion

Ref: (a) BO 12532.1H

Encl: (1) Copy of undated letter 62:CRT:sp 6260.4 from Commanding Officer, Naval Medical Field Research Laboratory, to Base Safety Manager, and enclosures referred to therein

1. As may be noted from enclosure (1), industrial hygiene on-site survey of subject operation was conducted on 5 May 1977. The report made as result of that survey contains recommendations to provide exhaust type ventilation and to provide operator with a plastic or rubber apron. Action is being taken to comply with both recommendations. All other precautionary measures referred to in enclosure (1) are currently observed in this operation.

2. It is requested that determination be made as to whether the INSTAPAK operation qualifies employees involved in its operation to environmental pay differential as delineated in reference (a).

B. J. TROUT

62:CRT:sp
6260.4

From: Commanding Officer
To: Base Safety Manager, Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Industrial Hygiene On-site Survey of INSTAPAK Operation

Ref: (a) Base Safety ltr 62/DWT:rja over 5260 dtd 5 May 1977

Encl: (1) Industrial Hygiene On-site Survey Report
(2) National Safety Council Data Sheet 489, Revision A Isocyanates
(3) BUMEDINST 6260.16; Subj: Polyurethane paints and other substances containing isocyanates
(4) Industrial Ventilation Manual, 13th Edition, Table Exhaust Booth

1. As requested by reference (a), an on-site survey of the INSTAPAK Operation, Preservation, and Packaging Branch, Building 915, Base Material Battalion was conducted on 5 May 1977. A report of that survey is forwarded as enclosure (1).

C.R. THOMPSON
By direction

Copy to:
CO Base Material Bn.
OIC, Preservation & Packaging Branch
Occupational Health Nurse, Bldg. 15

INDUSTRIAL HYGIENE ON-SITE SURVEY REPORT

I. TITLE: On-site Survey of the INSTAPAK Operation, Preservation and Packaging Branch, Building 915, Base Material Battalion, Marine Corps Base, Camp Lejeune, North Carolina

II. SURVEY NUMBER: 0810577

III. INTRODUCTION: As requested by reference (a), an On-site Survey of the INSTAPAK Operation, Preservation and Packaging Branch, Building 915, Base Material Battalion, Marine Corps Base, Camp Lejeune, North Carolina was conducted on 5 May 1977.

IV. SURVEY CONDUCTED BY: The survey was conducted by Mr. E.P. SMITH, Environmental Health Technician, GS-7. Mr. R.J. ANDREWS, Base Safety Specialist accompanied the surveyor through the areas of interest.

V. MATERIALS AND METHODS: An On-site Survey of the working environment of the INSTAPAK operation was conducted at 1300 on 5 May 1977. No materials required.

VI. REFERENCES:
(a) Encyclopedia of Occupational Health and Safety
(b) National Safety Council Data Sheet 489, Revision A Isocyanates
(c) Industrial Ventilation Manual, 13th Edition (American Conference of Governmental Industrial Hygienists)
(d) BUMEDINST 6260.16; Subj: Polyurethane paints and other Substances containing isocyanates
(e) Occupational Health and Safety Act of 1970

VII. FINDINGS:

A. The INSTAPAK machine, Model 601 is located in the center part of the warehouse in the Preservation and Packaging Branch, Building 915. The polyurethane foam is used as a padding, packing, or cushioning substance for shipping material. The operation consists of mixing and spraying of polyurethane foam by one man on an intermittent basis (Possible exposure of up to 8 hrs/day). Polymeric Isocyanate (diphenylemethane diisocyanate), Component A and Urethane Foam Resin, Component B are used in this operation. Component A is also known as MDI. These two components are heated to 130° Fahrenheit.

B. During the survey this INSTAPAK was not in operation; therefore, atmospheric samples were not collected.

C. The following toxicity warning appeared on the container of Component A: (a) Do not get in eyes, on skin, or on clothing (b) Do not breathe vapor (c) Keep container closed (d) Use with adequate ventilation (e) Wash throughly after handling.

H. The following toxicity warning appeared on the container of Component B: (Contains: F-11 Fluorocarbon and Silicone Oil). Eye Contact, immediately flush eyes with large amounts of water.

VIII. CONTROLS PRESENT:
(1) Natural Ventilation
(2) Seven foot floor fan
(3) Eye Wash Fountain (75 feet from operation)
(4) Deluge Shower (75 feet from operation)
(5) Rubber Gloves
(6) Rubber Arm Protectors
(7) Dust Respirator with R-58 cartridge
(8) Plastic sheeting used for lining boxes utilized as an apron

IX. EVALUATION: Lack of local-exhaust ventilation. Lack of plastic or rubber apron. References: (a) (b) (c) and (d). See enclosure (2) and (3).

X. RECOMMENDATIONS:

A. Provide local-exhaust ventilation by means of either an exhaust-ventilated table, exhaust booth, or a laboratory type fume hood in which to conduct this procedure. The average rate of airflow through the face of the hood or booth should be at least 150 fpm. See enclosure (4) for a suggested design. References: (a) National Safety Council Data Sheet 489, Revision A. (b) Industrial Ventilation Manual, 13th Edition (American Conference of Industrial Hygienists).

B. Provide operator with a plastic or rubber apron in accordance with References (a) and (b). Plastic or rubber apron may be found in Safety Equipment Manual NAVMAT P-10470.

C. Reference (e) requires this survey be retained for a minimum of 5 years.

DATA SHEET 4

Revision

(Extensiv

ISOCYANATES

(TDI and MDI)

This revision was prepared by the Health Committee of the Rubber and Plastic Section, Industrial Conference, National Safety Council, 425 N. Michigan Ave., Chicago 60611, and is published by the Council.

ISOCYANATES are a class of research and industrial chemicals. The two most commonly used are organic isocyanates:

- **Tolylene diisocyanate** — a liquid for which the common name is toluene diisocyanate, **TDI.**
- **Methylene bis (4-phenylisocyanate)** — a solid known as **MDI.**

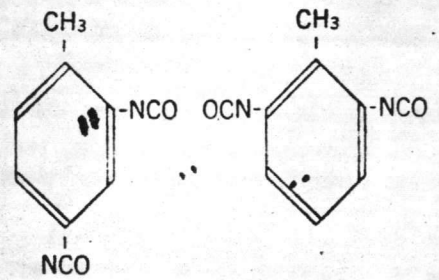
These two forms — TDI and MDI — will be discussed in this data sheet along with the various hazards involved during their use and precautions to follow to avoid physical impairment.

Physical properties

2. TDI is produced commercially in two isomeric forms, 2, 4, and 2, 6; MDI is produced in one form.

The accompanying table lists t physical properties of TDI an MDI.

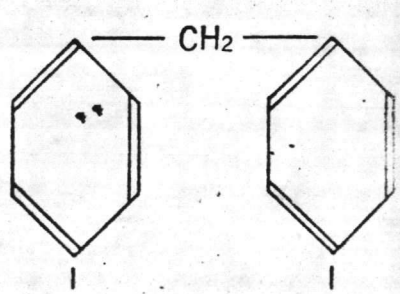
Trade names in and chemic



2,4 Tolylene Diisocyanate

2,6 Tolylene Diisocyanate

TDI Isomers



MDI

Enclosure (2)

Physical Properties of Selected Isocyanates

	TDI	MDI
Specific Gravity	1.22 @ 25 C (77 F)	1.23
Relative vapor density (air=1)	6.0	8.6
Boiling point	250 C (482 F) @ 760 mm Hg 117 C (242.6 F) @ 10 mm Hg	172 C (341.6 F) @ 1 mm 187 C (368.6 F) @ 2 mm
Freezing point	20 to 23 C (69.8 to 73.4 F) (2,4 isomer) 14±1 C (80% to 20% mixture) 10±1 C (65% to 35% mixture)	37 C (98.6 F) (commercial) 39 C (102.2 F) (purified)
Vapor pressure	0.05 mm Hg at 25 C (77 F)	
Solubility	Soluble in aromatic hydrocarbons, nitrobenzene, acetone, ethers, and esters	Soluble in aromatic hydrocarbons, nitrobenzene, acetone, ethers, and esters
Flashpoint (open cup)	270 F	385 F

Trade names in and chemical formulas of the available materials are:

TDI

$C_6H_3(NCO)_2CH_3$

Hylene T: 100% 2,4 isomer

Hylene TM: 80% 2,4; 20% 2,6

Hylene TM65: 65% 2,4; 35% 2,6

Nacconate 100: 100% 2,4

Nacconate 80: 80% 2,4; 20% 2,6

Nacconate 65: 65% 2,4; 35% 2,6

Mondur TDS: 100% 2,4

Mondur TD80: 80% 2,4; 20% 2,6

Mondur TDL: 65% 2,4; 35% 2,6

MDI

$NCO \cdot C_6H_3 \cdot CH_2 \cdot C_6H_4 \cdot NCO$

Hylene M: 91% MDI, 9% inert

Hylene M50: 50% MDI, 50% orthodichlorobenzene

Nacconate 300

Mondur M

Uses

3. Isocyanates are used chiefly in polyurethane rubber-like polymers (foam, castings, and coatings) and as adhesives.

Shipping regulations

4. There is no Interstate Commerce Commission* classification for TDI or MDI. Shipment is made in drums, tank cars, and tank trucks. During the winter months, some suppliers use heated cars to prevent freezing. The railroad shipping classification is "Chemicals, NOIBN"; the truck classification is "Chemicals, NOI."

Storage

5. Isocyanates should be stored preferably at room temperature between 75 F and 100 F. Freezing will not harm either TDI or MDI, but, if it does occur, the material must be completely thawed and then thoroughly mixed before it is used, to prevent fractional crystalization or stratification.

6. Water or acid, when mixed with an isocyanate, will generate carbon dioxide, a potential cause of violent rupture of closed vessels. Therefore, moisture must never be permitted to enter containers of isocyanates. Transfer of isocyanates from containers should be made through closed systems, designed to prevent entrance of even atmospheric moisture; drum heads must be thoroughly dried before bungs are opened, and pipelines kept free of moisture.

7. Care should be taken to prevent contact between isocyanates and strong alkali — such as caustic soda, which could cause uncontrollable polymerizations.

8. Spills and leaks of either TDI or MDI should be neutralized promptly to prevent contamination of work-room air. This can be done by covering the area with fuller's earth or an absorbent clay, and sweeping up the moist waste, then discarding it out of doors or in a well ventilated place. The sweeping should be followed by a five per cent ammonia wash solution and detergent. A more effective neutralizing agent is a powder with the following composition:

Sawdust	23 lbs.
Fuller's earth	38.5 lbs.
Total carrier solids	61.5 lbs.
Ethanol	19.2 lbs.
Triethanolamine	3.8 lbs.
Ammonium hydroxide	3.8 lbs.
Water	11.5 lbs.
Dye (water-solvent-type)	0.2 lbs.
Total active solution	38.5 lbs.

9. The powder is prepared by completing the mixing of sawdust and fuller's earth, with the water and dye, and followed by the other ingredients, stirring continuously. The powder can be stored in polyethylene bags indefinitely and used when needed.

10. Spills over process equipment or piping can be neutralized by spraying the insocyanate with a mixture of 50 per cent ethanol, 40 per cent water, and 10 per cent ammonia. However, this solution cannot be used around an open flame or other sources of ignition.

Personnel hazards

11. All work areas should be checked frequently for levels of atmospheric concentrations of isocyanates.* Results should be evaluated by qualified industrial hygiene personnel to assure that control measures are adequate.

12. Primary irritation of the skin may occur from contact with either

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* Now part of the U. S. Department of Transportation, Washington, D. C. 20591.

* The methods for determining atmospheric concentrations of TDI can be adapted for use with other isocyanates, which present inhalation hazards.

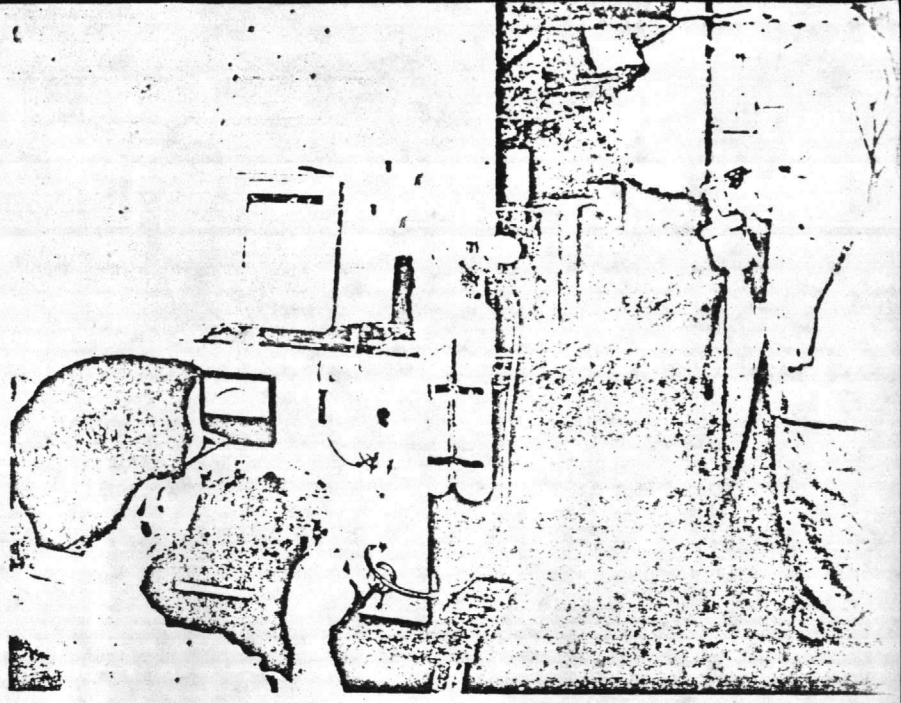
MDI or TDI, and sensitization may result from repeated contacts. Direct contact of either TDI or MDI with the eyes may cause injury.

Personal protective equipment

13. Respiratory protective equipment should be worn for clean-up of spills, repair of contaminated equipment, and similar emergency exposures to hazardous atmospheric concentrations of TDI or MDI. Approved U.S. Bureau of Mines organic vapor gas masks with full face pieces can furnish protection only to a maximum of two per cent concentration. Where the concentration is not known or is higher than two per cent, either self-contained air or oxygen breathing equipment, specifically approved by USBM for given time lengths of exposure, or hose masks with blowers should be worn.

14. Face shields, acid-type safety goggles, or safety glasses with unperforated side shields should be worn by all personnel when handling isocyanates.

15. Rubberized or plastic-covered gloves, plastic or rubber aprons, and plastic or rubber sleeves, should also be worn to minimize contact with isocyanates. Contaminated garments should be removed promptly and should not be reused until they have been decontaminated.



Concentrations of isocyanate solvents in the air may be measured with a flame ion[iza]tion meter and recorder. Photo courtesy Argonne National Laboratory.

Ventilation

16. All operations in which TDI or MDI is used should be closed wherever possible. Total enclosure, accompanied by good general ventilation, is usually sufficient to keep atmospheric concentrations at a safe level.

17. If total enclosure of processes is impractical for manufacturing reasons, then local exhaust of processes using isocyanates is mandatory. All mixing booths should have a minimum face velocity of 100 linear feet per minute. Drying tunnels should have a face velocity 200 feet per minute. Requirements for mold-opening areas and spray and paint areas will vary with the individual operation, but in cases adequate local exhaust should be used to maintain atmospheric concentrations of isocyanates below 0.02 ppm at all times.

18. Recirculation of exhaust air from these processes is hazardous unless a suitable air scrubber medium for complete removal TDI or MDI can be used.

19. Areas in which polyurethane foam products are inspected or stored should be supplied with good general ventilation. Residual amounts of unreacted TDI or MDI may be present for a short time in the finished foam and may produce hazardous atmospheric concentrations if slices or sections are made.

20. Proper maintenance of ventilating equipment is essential for satisfactory performance. Frequent inspections should be made to assure efficiency of operation.[5]

Fire hazards

21. Isocyanate fires should be

TOLYLENE DIISOCYANATE

DANGER! HAZARDOUS LIQUID AND VAPOR CAUSES BURNS

Do not get in eyes, on skin, on clothing.
Do not breathe vapor.
Use only with adequate ventilation.
In case of contact, immediately flush eyes or skin with plenty of water for at least 15 minutes; for eyes, get medical attention.
Remove and wash clothing before re-use.

The Manufacturing Chemists' Association recommends that all containers of tolylene diisocyanate should bear the label shown here in addition to or in combination with any label, warning, or other statement required by statutes, regulations, or ordinances.

extinguished with carbon dioxide, dry chemical, or an inert gas. On large fires, water should be applied in large quantities, preferably in the form of a spray. Fires in polyurethane foam products in which residual amounts of isocyanates may be present should be controlled by automatic sprinklers supplemented by water streams in sprayed forms.

22. Because of the inhalation hazard of TDI and MDI, and their pyrolytic products, firefighters require the protection of approved self-contained breathing apparatus. They should also wear standard firefighting protective clothing — helmets, firemen's coats, and boots.

First aid

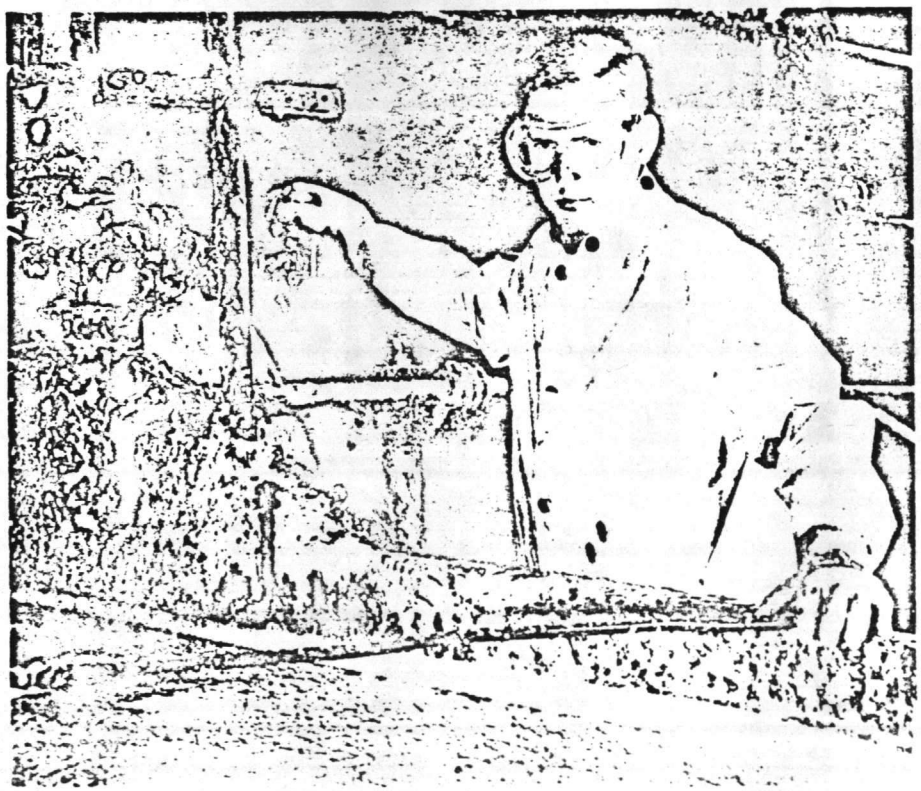
23. It is highly desirable for a physician to spell out first aid procedures and for workers to be trained in them. Prompt removal of individuals overcome from contaminated atmospheres is essential. If breathing has stopped, artificial resuscitation should be initiated immediately. If the victim is breathing but obviously suffering from respiratory irritations, oxygen should be administered promptly by someone experienced in its administration.

24. If isocyanates enter the eyes, immediate first aid must be given. The eyes must be held open and washed in a continuous stream of water for a minimum of 15 minutes. Medical attention should be promptly sought. Eye-washing fountains should be available in the immediate area wherever isocyanates are used.

25. If the skin becomes contaminated with isocyanates, it should be be flushed immediately with water. Safety showers should be available in areas where isocyanates are used.

26. If clothing becomes contaminated with isocyanates, it should be removed at once, and the affected skin area should be washed with mild soap and water. Then a 30 per cent isopropyl alcohol (rubbing alcohol) should be applied to the affected area.

27. After first aid has been given affected individuals should be referred to a physician promptly.



Both eye and skin protection is recommended for employees working with isocyanates. If workers do get splashed with the chemical, eyewash fountains, showers, and protective creams can prevent injury.

Toxicity

28. Oral toxicity for both TDI and MDI is low. The acute inhalation toxicity of TDI and MDI is severe. Atmospheric concentrations immediately hazardous to life are not known. An experiment conducted on rats produced fatalities after exposure to 600 ppm of TDI for six hours.[2] Another experiment reported that 50 per cent of the rabbits, exposed to 11 ppm of TDI for four hours, died.[2]

29. Use of a solvent or other dispersion medium for an isocyanate (*e.g.*, orthodichloro-benzine) may also create an acute inhalation hazard.

30. The severe inhalation hazard of isocyanates can be critical. Deaths, due to exposure, have been reported. The typical reaction is an asthmatic attack, with marked difficulty in respiration. The result may be chemical pneumonitis. Individual susceptability varies widely and the response resembles that of an allergy. It is believed sensitization can occur, so that *any* subsequent exposure in a sensitized individual will provoke an attack. While most of the animal and human data have been obtained from the use of TDI, it is believed that the effects of MDI and other isocyanates is similar and equally severe for equivalent quantities. However, because of the greated volatility of TDI, the hazards associated with its use is more severe than that of MDI and other less volatile isocyanates.

Threshold limit values

31. A maximum atmospheric level of 0.02 ppm of TDI has been recommended for prolonged human exposures. This is below the level of

Enclosure (2)

odor perception for most individuals.

Medical examinations

32. Before an employee is assigned to isocyanate operations, a physical examination, including a 14-inch by 17-inch chest Xray, and a vital capacity measurement should be given. Only employees free of respiratory pathology, or with no history of asthma or other allergies, should be assigned to potential exposures.

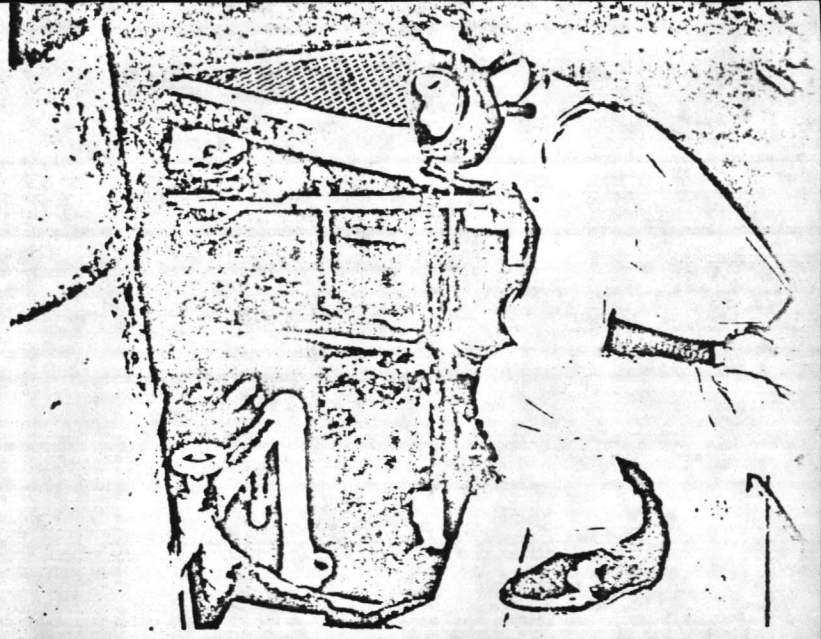
33. An annual physical examination, including a large chest Xray, should be given to all exposed personnel. An employee showing symptoms of asthma or respiratory irritation should be permanently removed from the area of operation.

34. Empty drums that contain TDI or MDI should be stored in such a manner to prevent entrance of moisture or chemicals. The bungs should be loose-fitting to provide escape of the carbon dioxide gas in the event of accidental entrance of water or reactive chemicals. DRUMS SHOULD NOT BE REUSED. Personnel handling them should be warned of inhalation hazards.

35. Polyurethane foam, freshly removed from molds, may contain free isocyanates. Therefore, scrap pieces generated around newly opened molds should be promptly placed in a ventilated scrap bin or drum.

ACKNOWLEDGEMENT

This revision was prepared by the Health Committee of the Rubber and Plastic Section of the National Safety Council. The original edition was extensively reviewed by Council members and representatives of chapters of the American Society of Safety Engineers. It had been approved for publication by the Publications Committee of the Industrial Conference of the National Safety Council, 425 N. Michigan Ave., Chicago 60611, and is published by the Council.



A mask with a constant flow airline, like the one worn by the worker show recommended for use in isocyanate atmospheres.

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2. B. Duncan, *et al.*, "To isocyanate Inhalation Toxic thology and Mortality," *Am dustrial Hygiene Association* 23:447 (1962), AIHA, vost, Detroit 48227.

3. "Checking Performance haust Systems," Data Sheet tional Safety Council, 425 N gan Ave., Chicago 60611.

Enclosure (2)

DEPARTMENT OF THE NAVY
Bureau of Medicine and Surgery
Washington, D.C. 20372

BUMEDINST 6260.16
BUMED-561
9 October 1974

BUMED INSTRUCTION 6260.16

From: Chief, Bureau of Medicine and Surgery
To: All Ships and Stations

Subj: Polyurethane paints and other substances containing isocyanates; measures for control of health hazards related to

Encl: (1) Polyurethane paints and related substances and their uses
(2) Precautionary measures for isocyanates
(3) Medical evaluation and surveillance procedures

1. Purpose. Establishes procedures for control of health hazards related to polyurethane paints and other substances containing isocyanates.

2. Discussion. The use of polyurethane paints and other substances which contain isocyanates is increasing in the Navy. Examples are given in enclosure (1). These materials generally present no special hazard to health once "cured," but do present special problems during preparation, application, and "curing" by reason of isocyanate vapors given off. These isocyanate vapors can cause irritation of the skin, eyes, or respiratory tract, can sensitize exposed persons, and can make them allergic to isocyanates. Subsequent exposure to very small amounts of isocyanates can cause severe allergic reactions in sensitized individuals and may produce symptoms similar to those of asthma. When sensitization occurs, it tends to be permanent and generally precludes any further exposure to isocyanates.

3. Action

a. Commanders of activities where polyurethane paints or other substances containing isocyanates are used shall:

(1) Conduct, or cause to have conducted, an on-site industrial survey of the work areas at least once a year.

(2) Insure that the paints and other substances are issued are used only for authorized applications. They shall be used in accordance with the precautionary measures outlined in enclosure (2) and with measures recommended as the result of an on-site industrial hygiene survey.

(3) Require that medical evaluation and surveillance of all personnel exposed to isocyanates be conducted in accordance with enclosure (3).

b. Commands from which personnel are ordered to Aircraft Paint and Final Finish Course (000370) shall conduct, or cause to be conducted, medical evaluation of all such personnel prior to detachment. The evaluation shall be in accordance with provisions of enclosure (3) and shall be documented in the Health Record. Upon reporting for the course, persons found qualified shall present a copy of the evaluation and favorable recommendation. Persons found not medically qualified shall be retained by the command, and cancellation or change of orders shall be requested in accordance with current directives.

D. L. CUSTIS

Distribution:
SNDL Parts 1 and 2
MARCORPS Codes H and I

Stocked:
CO, NAVPUBFORMCEN
5801 Tabor Ave.
Phila., PA 19120

Enclosure (3)

Polyurethane Paints and Related Substances and Their Uses

1. Aliphatic Polyurethane Paint. Used for glossy exterior finishes. This is now the standard topcoat for the general exterior surfaces of Navy and Marine Corps aircraft and has replaced the former standard epoxy and acrylic finishes. Specifications MIL-F-18624 (Finishes, Organic, Weapons System, Application and Control of) and MIL-C-18263 (Colors, Exterior, Naval Aircraft; Requirements for) have incorporated these changes. This type of paint is relatively chalk resistant and tougher, and easier to maintain than the previously used finishes.

2. Aromatic Polyurethane Paint. Used to coat radomes of high performance all-weather aircraft. These coatings are rubbery and easier to apply than the neoprene coatings formerly used. The paint tends to yellow on exposure, but has outstanding resistance to rain erosion. Expanded use on radomes, radar antenna housings, and other critical applications is anticipated.

3. Polyurethane Foam. Used as a padding, packing, or cushioning material.

4. Insulating and Sealing Materials. Used for electrical insulation or for sealing around wires or tubes penetrating ships' hulls. The material is set in place in the soft, uncured state and sets up on curing to form a relatively hard water-tight seal. Some of these substances contain other materials which require further precautions.

Precautionary Measures for Isocyanates

1. Restriction of Issue and Use. Polyurethane paints and other substances containing unreacted isocyanates shall be restricted as follows:

a. Production type mixing and spray painting operations employing the standard type spray guns, whether vibrator, air supply, or airless types.

b. Touch-up of small, localized surface areas.

c. Such other uses as may be specifically approved by the Bureau of Medicine and Surgery and by appropriate safety organizations.

2. Environmental Control Measures. Polyurethane paints and related substances shall be prepared and used under the following environmental control measures:

a. Production type operations shall be performed only in specifically designated areas with local exhaust ventilation and such other environmental control measures as may be recommended on the basis of an on-site industrial hygiene survey.

b. Touch-up type operations shall be performed only in areas with good general ventilation, such as the hangar deck of a carrier or in a hangar ashore with the doors open. Unprotected personnel in adjacent areas shall not be exposed to mist, spray, or vapor. Application shall be restricted to brush, roller coat, or self-pressurized aerosol spray kit, such as the "Jet-Pak" (NSN IRM4940-00-803-6444 SX). No individual shall apply more than one quart of polyurethane paint by self-pressurized spray kit in any 24-hour period.

c. Other specifically authorized uses will include observance of specified environmental control measures.

3. Personal Protective Equipment. Personnel preparing or applying polyurethane paints or related materials shall be equipped with appropriate personal protective equipment as follows:

a. Production type operations. Protective equipment recommended as a result of an on-site industrial hygiene survey.

b. Touch-up operations. In other than production type operations:

(1) A well-fitted airline supplied respirator or a well-fitted double cartridge organic vapor respirator (NSN-IH-4240-00-276-8935) with fresh cartridges (NSN-IH-4240-00-272-9958) inserted daily.

(2) Solvent-resistant gauntlet type gloves (Small: NSN 8415-00-753-6551; Medium: NSN 8415-00-753-6552; Large: NSN 8415-00-753-6553; Ex-large: NSN 8415-00-753-6554).

(3) Safety goggles (NSN 4240-00-052-3776).

(4) Full clothing with collar buttoned and sleeves taped at the wrist.

c. Other. Protective equipment and measures specified by the Bureau of Medicine and Surgery and by the appropriate safety organization.

4. Substitution

a. Substitution of other items for those listed above is explicitly prohibited, unless such substitution has been specifically approved in writing by the Chief of the Bureau of Medicine and Surgery and by the appropriate safety organization.

b. The MARK V Protective Mask shall not be used in polyurethane painting operations or in work involving related materials.

Medical Evaluation and Surveillance Procedures

1. Preliminary Medical Evaluation. All persons selected to perform tasks involving the preparation or application of polyurethane paints or other substances containing unreacted isocyanates shall undergo medical evaluation prior to assuming such tasks. History or evidence of sensitivity to isocyanates, cardiorespiratory disease, dermatitis, or current conjunctivitis is considered disqualifying. The evaluation shall include, but shall not necessarily be limited to, the following:

a. Review of medical history, with special attention to complaints referable to the cardiorespiratory system, eyes, skin, and allergies.

b. Basic monitoring battery of height, weight, pulse, and blood pressure.

c. Examination by physician, nurse, or designated ancillary medical personnel of exposed skin, mucous membranes, and eyes.

d. A 14" x 17" posterio-anterior chest roentgenogram, reviewed by a roentgenologist or other person designated by the Chief, Bureau of Medicine and Surgery.

e. Complete blood count, to include hemoglobin or hematocrit, white blood cell count, and differential.

f. Pulmonary function tests, to include forced expiratory volume in 1 second (FEV - 1) and forced vital capacity (FVC). (Elaborate pulmonary function equipment is not necessary. Any device which permits reasonably accurate measurement of FEV - 1 and FVC is adequate.)

2. Medical Surveillance Procedures. Persons occupationally exposed to polyurethane paints or other substances containing unreacted isocyanates shall be kept under medical surveillance. Procedures shall include:

a. Annually

(1) Review of the person's interval medical history.

(2) Basic monitoring battery of height, weight, pulse, and blood pressure.

(3) Examination of exposed skin, mucous membranes, and eyes by a physician, nurse, or designated ancillary medical personnel.

(4) A 14" x 17" posterio-anterior chest roentgenogram, reviewed by a roentgenologist or other person designated by the Chief, Bureau of Medicine and Surgery.

b. Every 6 Months

(1) Complete blood count, to include hemoglobin or hematocrit, white blood cell count, and differential.

(2) Pulmonary function tests, to include forced expiratory volume in 1 second (FEV - 1) and forced vital capacity (FVC), as in paragraph 1f.

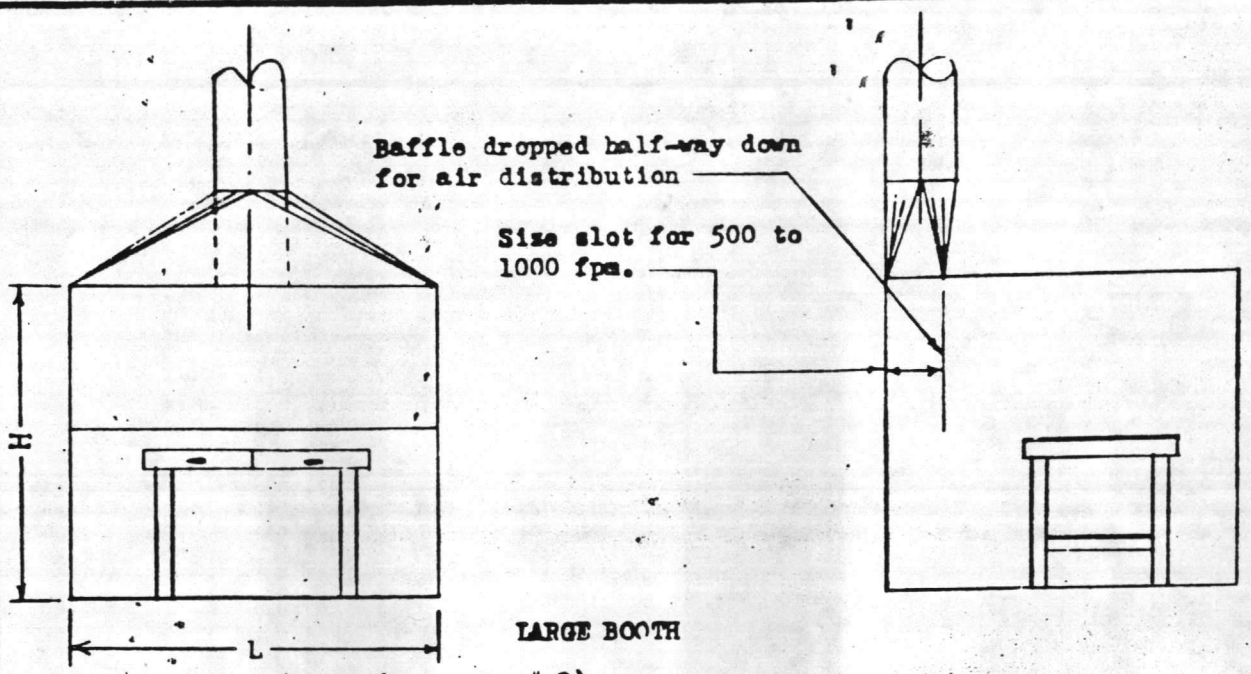
c. In the Event of Certain Symptoms. Persons occupationally exposed to polyurethane paints or other substances containing unreacted isocyanates who develop symptoms of cardiorespiratory disease, skin, or eye irritation shall be referred to a physician for evaluation.

3. Recording of Sensitization to Isocyanate. When a person is found to be sensitized to isocyanates, entries shall be made in the person's Health Record as follows:

a. Chronological Record of Medical Care (SF 600). An entry shall be made on a separate SF 600, which shall contain no other entries, except for notations concerning any other hypersensitivities to drugs or chemicals. The "Page No." shall be "special" and this page shall be placed on top of all other forms on the right side of the Health Record. This entry should read:

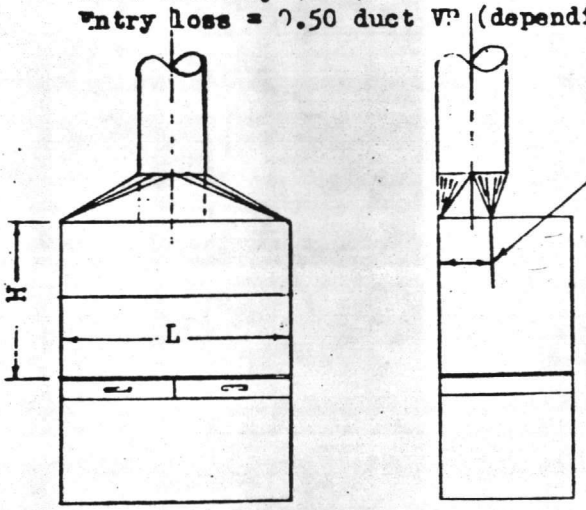
"This person is sensitized to isocyanates and should not be exposed further to unreacted isocyanates in polyurethane paints or other substances. RETAIN THIS PAGE PERMANENTLY IN HEALTH RECORD."

b. Immunization Record (SF 601). Enter under "Remarks and Recommendations": "Sensitized to isocyanates."



LARGE BOOTH

Q(CFM)= V x HL (see note # 2)
Duct velocity (FPM) = 2000
Entry loss = 0.50 duct VP (depending upon transition angle) + 1.78 Slot VP



SMALL BENCH TYPE BOOTH
Q(CFM)= V x HL (see note #2)
Duct velocity (FPM) = 2000
Entry loss = 0.25 - 0.50 Duct VP + 1.78 Slot VP

NOTE: 1) Reference: ANS Fundamentals Governing The Design and Operation of Local Exhaust Systems, ANSI Z9.2-1960.

2) ANS for Ventilation and Operation of Open-Surface Tanks, ANSI Z9.1-1971 Table #3 for V value.

TABLE EXHAUST BOOTH

INDUSTRIAL VENTILATION MANUAL, 13th EDITION
AMERICAN CONFERENCE OF GOVERNMENTAL INDUSTRIAL HYGIENISTS

DATE 1 JUL 73
DRAWN DJL
APPROVED 6313
SCALE none
PLATE 38

Does in
Not Approved Envir Book

~~T1550~~
T12550

22 Apr 85

Commanding General, Marine Corps Base, Camp Lejeune

Officer in Charge, Direct Support Stock Control, Marine Corps Base, Camp Lejeune

ENVIRONMENTAL PAY FOR PROPANE GAS STORAGE AND DISPENSING

Ref: (a) OJC-DSSC ltr 1200 DSC dtd 26 Mar 85
(b) FPM Supplement 532-1, Appendix J

1. The duties described in reference (a) as being performed by the employees were reviewed to see if they qualify for environmental differential pay. Work of this nature is not described in reference (b) nor is any similar circumstance. Additionally, contact with the Base Safety Office established that the potential for personal injury has been practically eliminated. This was accomplished through complete training in the proper handling of the vehicles and in the procedures for carrying, storing, and dispensing the propane.

2. In light of the above information, it is determined that environmental differential pay is not warranted.

HOSEA HORNE, JR.
By direction

Copy to:
AC/S Logistics

WRITER: H. P. CARSON CPD X1532
TYPIST: M. PIERCE 22 Apr 85

PROGASTRHAZ#2

UNITED STATES MARINE CORPS
Direct Support Stock Control
Assistant Chief of Staff, Logistics
Marine Corps Base
Camp Lejeune, North Carolina 28542

12000
DSSC
26 March 1985

From: Officer in Charge, Direct Support Stock Control
To: Civilian Personnel Department (Attn: Mrs. Downey)
Via: Assistant Chief of Staff, Logistics

Subj: DUTIES OF DSSC PERSONNEL INVOLVED IN THE PROPANE GAS OPERATION

Ref: (a) OIC-DSSC ltr 12000 DSSC dtd 18 March 1985

1. The following is furnished in amplification of the reference:

a. Civilian and military employees of the DSSC will initially be involved in the following propane gas operation:

(1) Transporting of propane by operation of a 2,000 gallon tanker truck on and off Base.

(2) Refilling of 70 pound cylinders at the Propane Storage Site at Building 804.

(3) Transporting of the above cylinders in a stake bed truck to propane fueled equipment sites throughout the Camp Lejeune complex.

(4) Unhooking empty/partial empty cylinders from equipment and hooking full cylinders to the equipment.

(5) Storage of both empty and filled propane cylinders.

(6) Operation of pumping equipment on the tanker truck.

b. This operation could rapidly expand from 23,000 gallons per year to 225,000 gallons per year (based on current Requirements Contract administered by the Base Contracting Officer). This could necessitate operation of the tanker; filling and storage in tanks (possibly 1,000 gallon) at the end use sites; storage in large capacity tanks at the propane facility and use of different types of pumping equipment.

J.M. CONDON

UNITED STATES MARINE CORPS
Direct Support Stock Control
Assistant Chief of Staff, Logistics
Marine Corps Base
Camp Lejeune, North Carolina 28542

12000
DSSC
18 March 1985

From: Officer in Charge, Direct Support Stock Control
To: Civilian Personnel Department
Via: Assistant Chief of Staff, Logistics S C Parker 3/19/85

Subj: REQUEST FOR INFORMATION CONCERNING STATUS OF PERSONNEL WHOSE DUTIES REQUIRE THEM TO RECEIVE, STORE AND DISPENSE PROPANE GAS

1. This DSSC is currently in the process of assuming responsibility of propane gas support for this Base for use in certain end items of equipment.

2. Formal training in characteristics, handling and safety procedures has been completed.

3. The following personnel's duties will involve working with the subject fuel:

3 WG-7 Motor Vehicle Operators
2 WG-8 Fuel Distribution Workers
1 WS-8 Fuel Distribution Worker Foreman

4. Request clarification of the following:

Will the employee be eligible to receive hazardous pay while working with the subject fuel?

J.M. CONDON

CPD/DB/mp
12532/2
22 Oct 1981

From: Commanding General
To: Base Maintenance Officer

Subj: Environmental Differential Pay; request for

Ref: (a) FPM Supplement 532-1, S-7 Appendix J
(b) MAIN ltr MAIN/WRC/kmd dtd 29 May 1981

1. The request for payment of environmental differential has been reviewed in light of reference (a). A review of the work situation discussed in reference (b) was conducted by the Classification Branch, Civilian Personnel Division. In addition, contact was made with the Base Safety Manager regarding the hazards involved in exposure to polychlorinated biphenyls (PCB). This office was advised that both employees and supervisors had been thoroughly briefed in proper handling, storage, transportation and cleaning up spills of PCB. When these procedures are followed and the proper safety equipment used, this practically eliminates any potential danger to the employees involved. The shop supervisors acknowledged that the proper safety equipment was readily available to employees.

2. Since the safety procedures and equipment provided to employees have practically eliminated the hazard involved in the work situation discussed, payment for an environmental differential is not considered appropriate.

3. The shop supervisors should be instructed to ensure that employees follow the proper safety procedures and utilize the safety equipment provided at all times when exposed to the working conditions discussed in reference (b).

HOSEA HORNE, JR.
By direction

called June 16 Talked Mr Roose & Jerry Ramsey 31 July

CPO 11 Class —

called Ramsey 24 Aug 81

BASE MAINTENANCE DEPARTMENT
Marine Corps Base
Camp Lejeune, North Carolina 28542

MAIN/WRC/kmd
12530
29 May 1981

X

From: Electrician General Foreman
To: Civilian Personnel Officer
Via: (1) Maintenance General Foreman
(2) Director, Maintenance and Repair Division
(3) Base Maintenance Officer JUN 1 1981

Subj: Environmental Differential Pay; request for

Ref: (a) BO 12532.1M

1. In accordance with reference (a), it is requested that environmental differential pay be approved for the duties described below:

Hazardous Work - Employees of the Electrical Distribution (high voltage) Shop are required to perform work on transformers that are filled with contaminated polychlorinated biphenyls (PCB). Employees are also required to clean up this liquid from spills and leaking transformers. This involves working on some transformers that are marked with PCB and some that are not marked.

2. Employees required to perform these duties are Electrician WG-10 (HV) and Electrician WG-8 (HV).

3. Responsible supervisor to sign timecards for this differential pay is the Electrician Foreman (HV) WS-9.

W. R. Cauley

W. R. CAULEY

UNITED STATES MARINE CORPS
Marine Corps Base
Camp Lejeune, North Carolina 28542

CPO/DTB/tan
12532/2
22 June 1977

MEMORANDUM

From: Commanding General
To: Base Motor Transport Officer

Subj: Additional Pay; request for

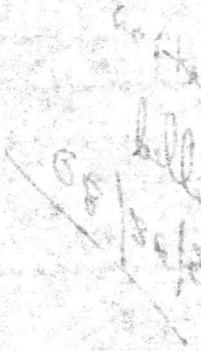
Ref: (a) MTO ltr MTO/JFD/ks over 12532 dtd 19 May 1977
(b) FPM Supplement 532-1, S8-7, Appendix J
(c) CO, NRMC ltr 62:CRT:sp over 6260.4/6260.7 dtd 17 Jun 1977

1. The request for additional pay contained in reference (a) has been reviewed in light of reference (b). It has been determined that an environmental differential for the category Poisons (Toxic Chemicals), low degree, is appropriate until such time as the recommendations in paragraph IV.A.(1) or (2) of reference (c) have been implemented. When these recommendations have been implemented, the payment of environmental differential must be terminated.

2. The amount of differential for this degree of hazard is 4% of the second step rate for Wage Grade 10 or $.29 per hour. When exposed to this category hazard, i.e., Poisons (Toxic Chemicals) at any time during the shift, the employee is entitled to payment for all payable hours of the shift.

A. I. PAGE
By direction

Work situation
Cancelled
3/28/80



BASE MOTOR TRANSPORT
Marine Corps Base
Camp Lejeune, North Carolina 28542

MTO/JFD/ks
12532
19 May 1977

From: Base Motor Transport Officer
To: Civilian Personnel Officer

Subj: Authorization for Pay for Environmental Differential; request for

Ref: (a) BO 12532.1H

1. In accordance with the provisions of reference (a), it is recommended that authorization be approved for additional pay for the employees of this department performing assigned additional duties in which they are exposed to unusually severe working conditions involving exposure to fumes from maintaining automotive/vehicle batteries.

2. The employees concerned are required to check batteries with a hydrometer and volt meter for serviceability, fill new batteries with electrolite and drain unserviceable batteries of electrolite into a storage tank.

3. Although protective equipment is provided, battery fumes still exist and are considered a hazard and causes an unusual degree of discomfort to the employees concerned.

4. In addition, in accordance with instructions set forth in reference (a), the following information is provided.

Unit	Position Authorized to Approve Payment
Battery Shop (BMT)	Automotive Mechanic Foreman

John F. Drummond
JOHN F. DRUMMOND

CPO P
EPO E
retain for file → Class M
Emp 1

62:CRT:sp
6260.4/6260.7

17 JUN 1977

From: Commanding Officer
To: Base Safety Officer, Marine Corps Base, Camp Lejeune, North Carolina 28542

Subj: Industrial Hygiene Toxic Chemical and Ventilation Survey

Ref: (a) BSO ltr SAFD/RJA/hr over 5100, dtd 2 June 1977

Encl: (1) Industrial Hygiene Chemical and Ventilation Survey
(2) Navy Industrial Environmental Health Bulletin, NAVMED P-5112 (Sulfuric Acid)
(3) Plates 29 and 38 for General Room Ventilation for Battery Charging and Table Exhaust Booth.

1. As requested by reference (a), an Industrial Hygiene Survey of Toxic Chemicals and Ventilation used at Battery Charging Station, Base Motor Transport, Building 1502 was conducted on 27 May 1977. A report of that survey is forwarded as enclosure (1).

C.R. THOMPSON
By direction

Copy to:
Base Motor Transport Officer, MCB
CPO, MCB
Industrial Health Nurse, Bldg. 15

CIVILIAN PERSONNEL OFF
CIVILIAN PERSONNEL OFF
MARINE CORPS BASE
MARINE CORPS BASE
NORTH CAROLINA 28542
NORTH CAROLINA 28542

JUN 21 2 44 PM '77
JUN 21 2 44 PM '77

INDUSTRIAL HYGIENE TOXIC CHEMICAL AND VENTILATION SURVEY

I. TITLE: Toxic Chemical and Ventilation Survey of Battery Charging Station, Building 1502, Base Motor Transport, Marine Corps Base, Camp Lejeune, North Carolina.

II. SURVEY NUMBER: 0850677

III. INTRODUCTION: A Toxic Chemical and Ventilation Survey of Battery Charging Station, Building 1502, Base Motor Transport Marine Corps Base, Camp Lejeune, North Carolina was conducted on 27 May 1977. Mr. E.P. SMITH, Environmental Health Technician, GS-7 conducted the survey with Mr. R.J. ANDREWS, Base Safety Specialist accompanying the surveyor through the area of interest. An Alnor Velometer, Model 6000-P was used for measuring ventilation. A walk-through survey of the actual working environment was conducted.

IV. REFERENCES:

(a) Navy Industrial Environmental Health Bulletin, NAVMED P-5112
(b) Safety Precautions for Shore Activities, NAVMAT P-5100
(c) Safety Equipment Manual, NAVMAT P-10470
(d) Occupational Safety and Health Standards, Federal Register
(e) Industrial Ventilation Manual, 13th Edition

V. FINDINGS:

A. Building 1502; Base Motor Transport; is a cement block constructed building. The Battery Charging Station is an enclosed room measuring 30 x 30 x 14. Maximum number of batteries on charge at any one time during normal work day is eight. There are no batteries placed on overnight charge. Total personnel exposed within battery charging station is two. At time of survey only one battery was charging. There was no strong odor of acid in battery charging area. Workers state there is a strong odor of acid in battery charging area and this occurs daily. Vent caps are kept in place to avoid electrolyte spray when charging batteries. Battery charging bench is located on the right side of Battery Charging Station away from exhaust fans.

Personnel Protection located within Battery Charging Station:

1. Chemical Goggles
2. Chemical Plastic Aprons
3. Chemical Rubber Gloves
4. Deluge Shower and Water Hose
5. Chemical Eye Wash Fountain
6. Rubber Boots
7. Explosion Proof Light Fixtures
8. Two 14", Window Exhaust Fans

B. Listed below are the ventilation measurements taken within Battery Charging Station:

1.	Exhaust Fan, Left Side	160 fpm
2.	Exhaust Fan, Right Side	275 fpm
3.	Grill at door opening	1150 fpm
4.	Battery Bench, Present Location	0 - 25 fpm
5.	Left Side of Shop next to wall	0 - 25 fpm
6.	Directly under exhaust fan by windows left side 36" above floor level	75 - 125 fpm
7.	Directly under exhaust fan by windows, right side	150 - 200 fpm

C. COMMENTS:

1. Servicing of storage batteries at Marine Corps installations is generally limited to charging operations and the necessary handling of electrolyte. Occasionally, large scale operations will involve the handling of relatively large volumes of electrolyte, high charging rates and replacement of battery posts. (The manufacture, major repair and reclamation of batteries is not normal to Marine Corps operations.) The charging of lead-acid batteries generates hydrogen that evolves with sulfuric acid mist, (Refer to Enclosure (2)), while the charging of nickle-cadmium batteries generates hydrogen and alkali mist. The mists are carried off by the rising gas bubbles formed at the plates during charging. Experience has shown that where charging areas have inadequate ventilation, equipment and room surfaces usually show the damage of the action of acid and alkali mists.

2. The frequency rate of eye injuries and acid burns at battery operations is not high, but the injuries are severe when they occur. Splashes or spills of electrolyte in the eyes or on the skin cannot wait for treatment at the local medical facility. The immediate use of copious quantities of water is considered to be the best first aid measure. Eye lavages and deluge showers meet this requirement most effectively. Site location of these facilities is important. They should be co-located in the immediate work area since the employee must institute the flushing process as rapidly as possibe. Where installed water supplies are absent or inadequate, portable self-contained units are available. The provision of lavages and showers should be based on the probability of electrolyte spill or splash rather than the size of the operation (refer to 29 CFR 1910.151 (c) and 1910.178 (g) (2)). The availability of these facilities must be considered when electrolyte is added to batteries, and particularly when transferring and Handling bulk electrolyte from one site to another.

3. Protective gloves, aprons, and rubber boots and faceshields (or

chemical goggles) should be provided at all battery handling operations.

4. When charging batteries, the vent caps should be kept in place to avoid electrolyte spray. Care shall be taken to ensure that vent caps are functioning. The battery (or compartment) cover(s) shall be open to dissipate heat (refer to 29 CFR 1910.178 (g)(9)).

5. Ventilation requirements are based on the size and layout of charging operations (refer to 29 CFR 1910.178 (g)(2)). Where low rate (overnight) charging is accomplished with the batteries remaining in the vehicles, good natural or general ventilation is usually sufficient. Where a small charging station (five batteries or less) is located in the general shop area, good natural or general ventilation should suffice. A general ventilation design rate of 2 cubic feet per minute per square foot of floor (charging room) area involved will usually control gas and mist generation. Where the battery shop is physically separated from the other operations, either general ventilation ($2ft^3/min$ per ft^2 of floor space) or local exhaust ventilation is recommended. Local-exhaust by a lateral exhaust or other type hood at the charging rack should provide a control velocity of a least 50 fpm to overcome normal room currents (refer to Enclosure (3). Efficient utilization of space, proper engineering analysis of hood design and consideration of ventilation requirements can result in the use of minimal ventilation rates and volumes. The charging area should be no longer than necessary for the operation or the total volume of air required may be unnecessarily excessive.

D. EVALUATION:

1. Insufficient ventilation at the site of the batteries being charged (0 - 25 fpm).

VI. RECOMMENDATIONS:

A. Provide adequate ventilation at battery area. This can be accomplished by two methods:

(1) either provide general ventilation capable of producing an air exchange of 2 ft^3/min per square foot of total open floor area, or
(2) install a local-exhaust system capable of producing an air velocity of at least 50 fpm at the site of the batteries being charged (Refer to Enclosure (3) Plates 29 and 38).

(3) Ensure that the workers utilize the personnel protection gear provided.

(4) After installation of additional ventilation, contact O&PMS for re-measurement of air flow.

(5) Proper utilization of the personnel protective gear plus the installation of additional ventilation will provide an environment in which there is negligible risk to the health of the worker; therefore, the payment of environmental differential pay does not appear to be justified.

NAVY ENVIRONMENTAL HEALTH BULLETIN

SULFURIC ACID

SYNONYMS: Oil of Vitriol, Hydrogen Sulfate, Battery Acid

THRESHOLD LIMIT VALUE (1973)*: 1 mg/M^3

EMERGENCY EXPOSURE LIMIT (1969)*: 5 mg/M^3 for 10 minutes
2 mg/M^3 for 30 minutes
1 mg/M^3 for 60 minutes

ATMOSPHERIC CONCENTRATION IMMEDIATELY HAZARDOUS TO LIFE:
Not known

SIGNIFICANT PROPERTIES: Sulfuric acid in the concentrated form is a colorless, oily-appearing liquid; dilute solutions resemble water. It has a penetrating, acid-like odor. It is highly corrosive to most metals, non-flammable, but in the concentrated form is a strong oxidizing agent that may cause ignition by contact with combustible materials. Fuming acid (often referred to as "oleum") is an oily, yellow liquid giving off SO_3 at room temperatures. The following properties apply to the concentrated acid.

Chemical Formula	H_2SO_4
Molecular Weight	98
Physical State @ 25°C (77°F)	Liquid
Specific Gravity (96-98% pure)	1.841 20°C (68°F)
Boiling Point (98.3% pure)	338°C (640.4°F)
Melting Point (100% pure)	10.36°C (50.7°F)
Melting Point (98% pure)	3.0°C (37.4°F)
Relative Vapor Density	3.4 (air = 1)
Vapor Pressure @ 145.8°C (294.4°F)	.7mm @ 20°C (68°F)
Solubility	Miscible with water in all proportions and with miscellaneous organic solvents
Maximum Saturated Air Concentration (calculated) @ 20°C (68°F)	934 ppm (3736 mg/M^3)

USES: The use of sulfuric acid is wide and varied in industry. Its most common uses include metal cleaning, petroleum refining, fertilizer manufacturing, coke oven gas neutralization, and chemical, plastics, and explosive manufacturing.

* See Appendices A and B for current values

SULFURIC ACID

I. PHYSIOLOGICAL HAZARDS

A. Inhalation - Inhalation of fuming sulfuric acid is intensely irritating to the respiratory tract. Inhalation of hot vapors may result in rapid loss of consciousness with serious damage to lung tissue.

B. Skin Contact - Sulfuric acid is rapidly destructive to body tissues, producing severe burns. Repeated contact with dilute solutions may cause dermatitis.

C. Eye Contact - Contact with eyes rapidly causes severe damage which may be followed by total loss of sight.

D. Ingestion - If swallowed, sulfuric acid can cause extreme injury or death.

II. SPECIAL HAZARDS

A. Sulfuric acid is non-flammable but in the concentrated form it is a strong oxidizing agent that may cause ignition by contact with combustible materials. When diluting sulfuric acid, as with any acid, always add the acid to the water. NEVER ADD WATER TO THE ACID.

B. Sulfuric acid will react with metals to produce explosive hydrogen.

III. PRECAUTIONS

A. Personal Protection - See Safety Equipment Manual NAVMAT P-10470 current edition for appropriate protective equipment.

1. Inhalation - Proper exhaust ventilation should be provided for all operations where sulfuric acid solutions are heated or agitated by air or other means, and in lead storage battery charging operations.

(a) If a worker has been exposed to sulfuric acid mist or to the vapors arising from oleum or hot sulfuric acid, he should be removed at once to an uncontaminated area and a physician called.

(b) Employees who may be subject to severe exposure of sulfuric acid should be provided with proper respiratory protection and trained in its use and care. Such exposure may occur in cleaning acid tanks, making repairs

on tanks, and decontaminating areas following spills. All respiratory equipment should be approved by the U.S. Bureau of Mines/NIOSH for the particular exposure(s) of concern.

2. Skin Contact - Rubber (natural and butyl) gloves and aprons should be worn when there is a possibility of body contact. Protective clothing contaminated by sulfuric acid should be immediately flushed with water and cleaned inside and out each time it is used. Affected areas of the body should be flushed thoroughly with water. Readily accessible, well-marked, rapid action safety showers and eye wash fountains must be available in the areas where sulfuric acid is being handled.

3. Eye Contact - Cup-type or rubber framed goggles equipped with the approved impact resistant glass or plastic lenses, should be worn whenever there is danger of sulfuric acid coming in contact with the eyes. Goggles should be carefully fitted to ensure maximum protection and comfort. Face shield should also be used to protect the face.

4. Ingestion - Containers shall be plainly and appropriately marked as sulfuric acid with the concentration of the acid indicated. With any case of contact with sulfuric acid the Medical Department should be notified immediately.

B. Environmental Protection

1. Provide ample supply of running water and convenient water hoses.

2. Provide eye and skin wash facilities: drinking or eyewash fountain and safety shower.

3. Provide general or local exhaust ventilation as required for all operations where these acid solutions are heated, agitated by air or other means, and lead storage battery charging operations.

IV. STORAGE - Sulfuric acid containers shall be sufficiently vented and isolated from organic materials and such products as nitrites, carbides, chlorates, and metallic powders. The area shall be cool and well-ventilated although heating may be necessary depending on the acid concentration and winter temperatures. Adequate drainage and sufficient quantities of water shall be provided for washing down spills. Electrical fixtures shall be vapor-proof with wiring enclosed in metal conduits. Open lights are prohibited. Drums shall




be placed with the plugs up and will be vented weekly (more often in hot weather) to relieve accumulation of hydrogen pressure.

V. DISPOSAL AND SPILLAGE - The disposal of this material should be in accordance with accepted practices as delineated in the Disposal Method and Procedures Instruction of each activity or base.

VI. HANDLING - When handling sulfuric acid, the Safety Equipment Manual, NAVMAT P-10470 current edition must be consulted to ensure that the proper protective equipment is employed.

VII. SPECIAL MEDICAL INFORMATION FOR PHYSICIANS

A. Examinations

1. Preplacement - Individuals with pre-existing asthma or other respiratory or cardiac disease should be excluded from work with this material since excessive exposures may result in bronchial constriction. Individuals with monocular vision, seriously impaired uncorrected vision or chronic skin disorders should also be excluded from working with sulfuric acid.

2. Periodic - No special recommendations.

B. Emergency Treatment

1. Vapor Inhalation - Remove the victim immediately from the contaminated atmosphere. Administration of oxygen, either at atmospheric or positive pressure, is a useful aid in the prevention of pulmonary edema. Consider the use of antibiotics and corticoids.

2. Ingestion - Avoid lavage or emetics. Rinse mouth with large amounts of water and then ingest copious amounts of water, administer a neutralizer and diluent such as: milk of magnesia, lime water (calcium hydroxide), aluminum hydroxide gel or soap solution. Avoid carbonates and bicarbonates (baking soda, chalk, etc.) because they will release carbon dioxide which produces gastric distention and sometimes rupture. Administer a demulcent (olive oil, milk, egg whites, starch water, mineral oil, melted butter).

3. Skin Contact - Wash immediately with soap and copious quantities of running water, for at least 15 minutes. DO NOT DELAY EVEN TO REMOVE CONTAMINATED CLOTHING; this can be done while the affected body areas are being washed. Subsequent medical treatment is the same as for thermal burns.

4. Eye Contact - If sulfuric acid gets into the eyes, irrigate them immediately for at least 15 minutes with copious quantities of running water, holding the lids apart to ensure water contact with all eye and lid tissue surfaces. Local anesthetic drops may be used for pain and discomfort while irrigating.

VIII. REFERENCE INFORMATION

The following reference(s) is/are germane to this Environmental Health Bulletin:

A. Criteria for a Recommended Standard "Occupational Exposure to Sulfuric Acid", U. S. Dept. of Health, Education, and Welfare, Health Services and Mental Health Administration. National Institute for Occupational Safety and Health (1974).

SULFURIC ACID

HAZARDS

Health Hazard - Sulfuric acid is potentially hazardous even in dilute solutions. It is rapidly destructive to both internal and external body tissues.

EMERGENCY PROCEDURES

1. Vapor Inhalation - Remove the victim immediately from the contaminated atmosphere. Call the Medical Department.

2. Skin Contact - Wash immediately with copious quantities of running water. DO NOT DELAY REMOVING CONTAMINATED CLOTHING; this can be done while the affected body areas are being washed. Notify the Medical Department as quickly as possible. Always add acid to water never the reverse.

3. Eye Contact - If sulfuric acid gets into the eyes, irrigate them immediately with copious quantities of running water, holding the lids apart to ensure water contact with all eye and lid tissue surfaces. Call the Medical Department at once.

4. Taken Internally - If sulfuric acid is taken internally and the worker is conscious encourage him to wash out his mouth with copious quantities of water and then ingest large amounts of water; if the worker is unconscious, place him face down to avoid aspiration and strangulation. In either case, notify the Medical Department immediately.

5. Burns - In cases of severe or extensive sulfuric acid burns, shock symptoms such as rapid pulse, sweating and collapse may appear at any time. In such a case, place the victim on his back (except for an unconscious worker who has swallowed this chemical), continue the prescribed first aid treatment, and keep him warm until the arrival of the Medical Department personnel.

6. Fire - Sulfuric acid is non-flammable but in high concentrations may cause ignition by contact with combustible materials. Smoking is prohibited near open drums and tank cars. Extinguish fires with water, fog, foam, carbon dioxide, or dry chemical.

7. Spills - Dilute and wash away with water.

TO BE REPRINTED

AND POSTED

NOTES: Fans in wall used only where general room-type ventilation will handle problem.
Fan (F) should be mounted as near source of contaminant as possible. A number of smaller fans will distribute the air flow better than one large fan.
Deflector (H) will improve air flow pattern. End shields on deflector desirable.
Baffle (B) of some type should be installed when winds affect capacity of fan.
Stack installed to above roof when direct discharge would create nuisance.

Drawing reproduced from American National Standard Practices for Ventilation and Operation of Open-Surface Tanks (ANSI Z9.1-1971) with the permission of the American National Standards Institute.

General Room Ventilation For Battery Charging

INSUSTRIAL VENTILATION MANUAL, 13th EDITION
AMERICAN CONFERENCE OF GOVERNMENTAL INDUSTRIAL HIGIENISTS

DATE 1 JUL 73
DRAWN DJL
APPROVED [illegible]
SCALE None
PLATE 29

MAR

12550
CPD
16 Jan 90

From: Civilian Personnel Director, Marine Corps Base, Camp Lejeune
To: AC/S, Environmental Management, Marine Corps Base, Camp Lejeune

Subj: ENVIRONMENTAL DIFFERENTIAL

Ref: (a) NREAD ltr 12000 of 12 Sep 89
(b) FPM Supplement 532-1, 58-7, Appendix J
(c) NH ltr 6260.6K of 20 Dec 89
(d) SAFD ltr 12550 of 16 Nov 89

Encl: (1) NH ltr 6260.6K of 20 Dec 89

1. The work situations described in reference (a) have been reviewed by the Classification Branch, the Base Safety Office, and the Occupational Health and Preventive Medicine Department. The enclosure is provided for your information. In accordance with criteria outlined in reference (b) it has been determined that payment will not be authorized for dirty pay. Although neither the job description nor the job grading standard for Material Sorter and Classifier describe the degree to which the employees would be subjected to soil of body or clothing, protective clothing adequately eliminates any unusually dirty conditions. Exposure to toxic chemicals, however, does present unusual hazards which are not practically eliminated by protective clothing/equipment.

2. Reference (c) indicates that occasionally employees may unknowingly enter a dumpster (which might be considered a confined space), encountering fumes of dangerous chemicals. The protective equipment available is only effective for specified exposure levels. If exposure level is in excess of that permitted by OSHA for inhalation of such chemicals as methanol, ethane, etc.; the equipment is useless, and the hazard is not practically eliminated. Therefore, payment of environmental differential for the categories of Poisons (Toxic Chemicals) low degree hazard at the rate of 4%, or Poisons (Toxic Chemicals) high level hazard at the rate of 8%, may be authorized on a case-by-case basis when properly documented, reported, and approved by this office. Such payment will be for all hours in a pay status for the shift during which the employee is exposed.

Subj: ENVIRONMENTAL DIFFERENTIAL

An employee subjected during the same shift to more than one of the above shall be paid for that exposure which results in the highest differential but shall not be paid more than one differential for the same hours of work.

HOSEA HORNE, JR.

Copy to:
Civilian Payroll
Safety
Occupational Health

Navy Med

DEPARTMENT OF THE NAVY
NAVAL HOSPITAL
CAMP LEJEUNE, NORTH CAROLINA 28542-5008

IN REPLY REFER TO
6260.6k
371/89-1067-6k
20 Dec 89

89 DEC 27 PM 8 49

From: Commanding Officer, Naval Hospital, Camp Lejeune, NC
To: Commanding General, Marine Corps Base, Camp Lejeune, NC 28542 (Attn: Civilian Personnel, Classification Superintendent)

Subj: INDUSTRIAL HYGIENE EVALUATION OF ENVIRONMENTAL MANAGEMENT DIVISION MATERIALS SORTERS/CLASSIFIERS

Ref: (a) CPD ltr 12550 of 20 Oct 89

1. Introduction. Reference (a) requested that the Industrial Hygiene Branch, Occupational Health and Preventive Medicine Department evaluate the work situation of Materials Sorters/Classifiers, providing comments and recommendations relative to potential exposures from chemical and physical hazards. The review was conducted by Ms. G. Smith and Ms. P. Raper (Industrial Hygienists).

2. Findings.

a. The Materials Sorters/Classifiers personnel are responsible for classifying, sorting, and dismantling a variety of scrap metal and cardboard within designated dumpsters. Personnel wear protective overalls, safety shoes, gloves, chemical goggles and have access to rubber gloves, rubber boots, and full-face air purifying respirators equipped with combination organic vapor/high efficiency (HEPA) cartridges.

b. The possibility of personnel exposure to hazardous waste materials exists as the dumpsters are placed throughout the base for disposal of scrap metal and cardboard. Hazardous waste found in the metal and cardboard dumpsters include the following: CARC paint, cleaning solvents, freon containers, methanol, batteries, lead, and other unknown substances. On at least one occasion, live ammunition has been found in these dumpsters and transported.

c. Personnel may be potentially exposed to physical hazards in the form of sharp edges or jagged, protruding ends of scrap metal objects. Workers may also be potentially exposed to falling (heavy) objects and slip, trip, fall hazards as they work in the dumpsters.

3. Comments/Recommendations.

a. The use of personal protective equipment (PPE) does not eliminate the existence of a hazard. If personal protective equipment should fail through inappropriate selection, a defect, neglect, improper training or donning, the worker is immediately exposed to the hazard. For instance an improper respirator-face

ENCLOSURE (1)

seal or a hole in the glove would result in exposure as would using the organic/HEPA filtered respirator for confined space entry (a dumpster containing a spilled/leaking chemical might be considered a confined space), high levels of known chemical contaminants or unknown levels of unknown chemicals, or chemicals with poor warning properties or for many chemicals that require a different cartridge or filter etc. would be examples of PPE problems resulting in possible work exposure.

b. To reduce the potential for worker exposure to hazardous materials, procedures should be implemented and enforced to ensure that only scrap metal free from chemical contaminants are placed in the dumpsters.

c. Ensure that appropriate Personal Protective Equipment is being selected and worn.

d. Ensure workers receive documented training on the care and use of PPE and the hazards associated with their work.

4. Point of contact concerning this report is Ms. G. Smith and Ms. P. Raper (Industrial Hygienists) at extension 2707.

A. B. WOOD
By direction

Copy to:
Base Safety
Director, Environmental Mgt. Div (EMD)
Ms. Hardison, EMD

UNITED STATES MARINE CORPS
BASE SAFETY OFFICE
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA 28542-5000

IN REPLY REFER TO:
12550
SAFD
16 Nov 89

From: Base Safety Manager
To: Civilian Personnel Division (Attn: Classification Branch)
Via: Assistant Chief of Staff, Manpower 11-20-89

Subj: REQUEST FOR ENVIRONMENTAL DIFFERENTIAL

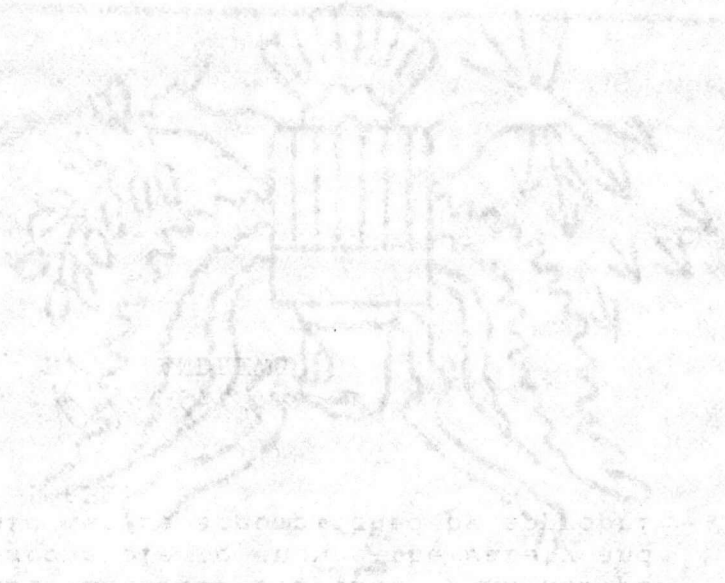
Ref: (a) Yr ltr 12550 CPD of 20 Oct 89

1. As requested, the working conditions of the Material Sorters/Classifiers have been reviewed.

2. While the Sorters must be cognizant of the fact that they may encounter hazardous substances and be trained to respond accordingly, personnel protective equipment (PPE) is available that will ensure adequate protection from any anticipated exposure. Further, all scrap generating units have been instructed as to correct procedures for hazardous material disposal. In this particular case management is responsible to ensure the safety and health of the work force. This can be accomplished by appropriate training and utilization of PPE.

R. J. Andrews
R. J. ANDREWS

39 NOV 20 PM 2 38



12550
CPD
20 Oct 89

From: Civilian Personnel Division, Classification Branch
To: Naval Hospital, Occupational Health and Preventive Medicine

Subj: REQUEST FOR ENVIRONMENTAL DIFFERENTIAL

5107
2707 Commander Wood

Ref: (a) FPM Supplement 532-1

Encl: (1) NREAD Ltr 12000 of 12 Sep 89

1. The work situation described in the enclosure has been reviewed by the classification staff to determine whether the working condition is of an unusually severe nature as outlined in the reference.

2. During the review the Material Sorters and Classifiers wore protective overalls, gloves, goggles and had access to rubber boots and rubber gloves should the need have arisen; however, the supervisor and the incumbents voiced concern about the occasional unsuspecting presence of hazardous chemicals as well as garbage in the bins designated for scrap metals.

3. It is requested that your office further review the work situation and provide comments and/or recommendations relative to the health of these employees engaged in the recycling process at AC/S, Environmental Management Department.

MARY RADABAUGH
Classification Superintendent

Copy to:
NREAD

UNITED STATES MARINE CORPS
NATURAL RESOURCES AND ENVIRONMENTAL AFFAIRS DIVISION
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA 28542-5001

IN REPLY REFER TO:

12000
NREAD
12 Sep 89

89 SEP 13 PM 3 15

From: Director, Natural Resources and Environmental Affairs Division
To: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune
(Attn: Classification)

Subj: APPROVAL OF DIRTY PAY

Ref: (a) BO 12532.1T

1. It is requested that the reference be changed to include Material Sorters/Classifiers and Motor Vehicle Operators (who transport recyclable products) from Natural Resources and Environmental Affairs Division to receive dirty pay for the following working conditions.

a. Working inside scrap metal containers, exposed to contaminates i.e., oils, chemicals, insulation, etc.

b. Checking contents of scrap metal containers and operating automotive equipment to haul scrap metal to salvage lot.

c. Working inside cardboard collection containers, sorting and checking contents for possible recyclables, exposed to all kinds of disposed refuse, to be hauled by operating automotive equipment to a centrally located collection point.

2. The position authorized to approve payment should be the Supervisory Ecologist or Director, Natural Resources and Environmental Affairs Division, extensions 2195/1690.

Julian I Wooten

JULIAN I. WOOTEN

12000
NREAD
12 Sep 89

From: Director, Natural Resources and Environmental Affairs Division
To: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune
(Attn: Classification)

Subj: APPROVAL OF DUTY PAY

Ref: (a) BO 12852.1F

1. It is requested that the reference be changed to include Material Sorters/Classifiers and Motor Vehicle Operators (who transport recyclable products) from Natural Resources and Environmental Affairs Divis on to receive duty pay for the following working conditions:

a. Working inside scrap metal containers exposed to contaminates i.e., oils, chemicals, insulation, etc.

b. Checking contents of scrap metal containers and operating automotive equipment to haul scrap metal to salvage lot.

c. Working inside cardboard collection containers, sorting and checking contents for possible recyclables, exposed to all kinds of disposed refuse, to be hauled by operating automotive equipment to a centrally located collection point.

2. The position authorized to approve payment should be the Supervisory Ecologist or Director, Natural Resources and Environmental Affairs Division, extensions 2195/1830.

JULIAN I. WOOTEN