

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.



*Dirty Work*

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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.

*app* 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.

*app* 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.



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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

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Payroll  
CO, BMatBn

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The following information is an abstract of the report  
submitted to the Board of Education in the year of 1947.  
The report was prepared by the Board of Education in the year 1947.

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Bn-6/JES/ln  
12770  
17 Feb 1972

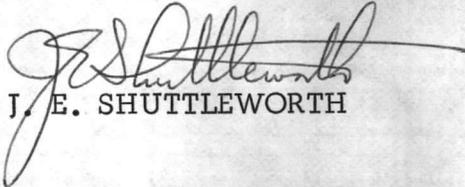
FIRST ENDORSEMENT on Robert Peeler's ltr MO-PP/RP/cgm 12770 of 15 Feb 1972

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

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

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

1. Forwarded for appropriate action.

  
J. E. SHUTTLEWORTH

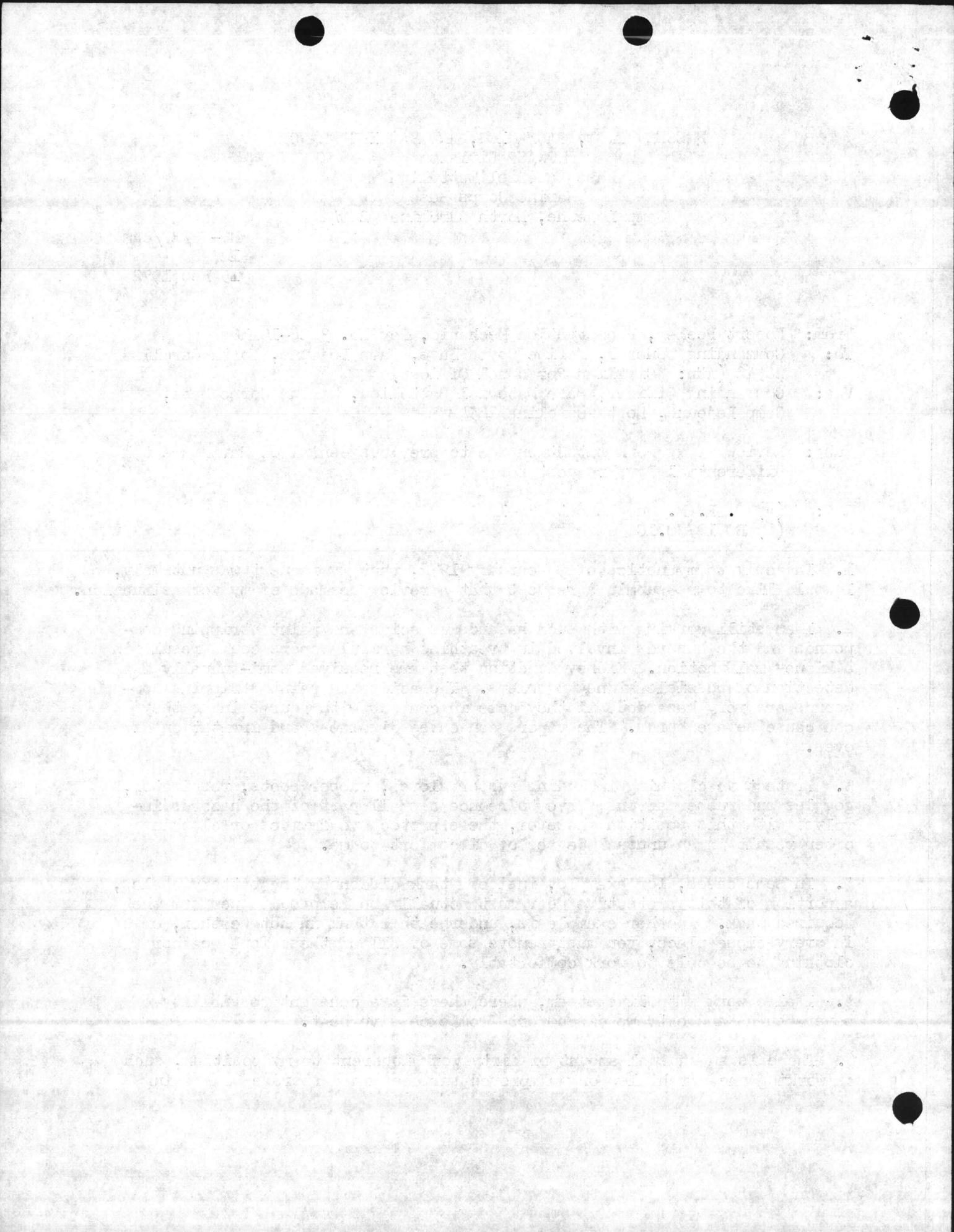


PRESERVATION, PACKAGING, AND PACKING BRANCH  
MOWASP Division  
Base Materiel Battalion  
Marine Corps Base  
Camp Lejeune, North Carolina 28542

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 a very 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



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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

10-27-68  
1110

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*[Handwritten Signature]*  
JOHN W. ...

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