



**DEPARTMENT OF THE NAVY**  
MILITARY SEALIFT COMMAND  
914 CHARLES MORRIS CT SE  
WASHINGTON NAVY YARD DC 20398-5540

IN REPLY REFER TO:

12711

Ser N12/14773

12 Sep 13

Human Resources Advisory 2013-3

From: Deputy Director, CIVMAR Manpower and Personnel

To: All Civil Service Mariners

Subj: PHYSICAL REQUIREMENTS FOR MSC PERSONNEL IN CONNECTION  
WITH USE OF FALL PROTECTION ARREST SYSTEM (PFAS) SAFETY  
EQUIPMENT

Ref: (a) Safety Management System, Fall Protection Program  
Procedures 2.1-014-ALL

1. Effective the date of this advisory, and in accordance with reference (a), Military Sealift Command (MSC) will be initiating a new policy which establishes physical requirements for Civil Service Mariners (CIVMARs) who sail on MSC Government Owned, Government Operated (GOGO) vessels who are required to use Fall Protection Arrest System (FPAS) safety equipment in order to carry out the essential functions of their ratings or positions. The positions affected are:

Position Code	Position
163	Ordinary Seaman (W)
162	Able Seaman (M)
164	Boatswain Mate (D)
210	Chief Radio ET (W)
212	First Radio ET (W)
220	Second Radio ET (W)
321	Chief Electrician
322	Electrician
335	Electronic Technician
351	Second Electrician

2. MSC and Seafarer's International Union came to agreement on the appropriate arrangements for this new requirement which are listed below:

a. MSC will provide a "grace period", 12-months from the date of implementation, for any CIVMAR who exceeds the 295 lbs.

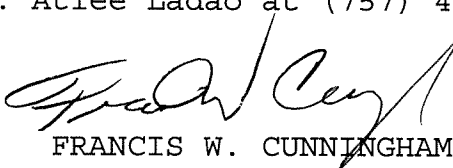
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weight limit. The purpose of this "grace period" is to allow a CIVMAR sufficient time to lose weight in order to get at or below 295 lbs. All "grace periods" will expire one year after the implementation date.

b. MSC agrees no administrative action, specific to the Fall Protection Arrest Safety System (FPAS) equipment, will be taken until after the 12-month "grace period" has passed and the CIVMAR remains above the limit. During this "grace period", any affected CIVMAR will retain his/her current rating but will not be assigned to work aloft.

3. The Command will extend the above agreed upon consideration to the non-bargaining unit members listed above.

4. If you have any questions concerning this new requirement, please email them to MSFSC\_LER@navy.mil or contact Ms. Karen Martin at (757) 443-2838 or Mr. Atlee Ladao at (757) 443-2836.



FRANCIS W. CUNNINGHAM