

REVIEW COMMITTEE

PG and E

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- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Health and Safety Committee Grievance No. 86-1
Steam Generation Grievance No. 24-112-85-83

March 12, 1986

The above-subject grievance has been discussed by the Company-Union Health and Safety Committee and is being settled in accordance with Subsection 105.5(3) of the Physical Agreement.

Subject

This grievance concerns a requirement that all employees who potentially may use respirators must be clean shaven.

Facts of the Case

This grievance was filed at the Geysers Power Plant where employees were informed that "it will be required as a condition of employment that potential users of respiratory protection equipment be clean shaven in the facial areas which provide a seal and that they maintain this condition at all times." As a result of the Local Investigating Committee's inability to agree upon a definition of the seal area and an allegation that Company is not consistently applying the policy on facial hair throughout the Steam Department, this case was referred to the Health and Safety Committee for resolution.

Decision

Following discussion on this issue and review of manufacturer's recommendations and Cal/OSHA Fact Sheet on the respirator use, the Committee agreed that users of respiratory protection equipment in steam plants will be required to be clean shaven, except for a mustache and/or sideburns that cannot interfere with the respirator seal area. The Committee agreed further that it is Company's responsibility to comply with Cal/OSHA General Industry Safety Order 5144 before informing affected employees of the reasons for this policy. In addition, it is the Company's responsibility to ensure that a proper respirator fit is made and maintained.

In settlement of this case, the Committee agreed that the Policy on Respiratory Protection, Eye Protection, Foot Wear and Head Protection, revised on February 7, 1986, will be further revised and applied to all steam plants as follows:


Current first sentence of the fourth paragraph of the policy:

"In order to comply with the Company program, it will be required as a condition of employment that potential users of respiratory protection equipment be clean shaven in the facial areas which provide a seal and that they maintain this condition at all times."


Revised fourth paragraph of the policy:

"In order to comply with the Company program, it will be required as a condition of employment that users of respiratory protection equipment be clean shaven, except for a mustache and/or sideburns that cannot interfere with the seal area, and that they maintain this condition at all times."

Based on the foregoing, this case is considered closed and should be so noted by the Local Investigating Committee.



I. WAYLAND BONBRIGHT
Manager of Industrial Relations



J. K. MC NALLY
Union Business Manager