

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
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IBEW

INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

General Construction Grievance No. 3-479-78-130

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

P-RC 481

Shaving Requirement When Wearing Respirators

October 29, 1979

MR. W. FUNABIKI, Chairman
General Construction
Joint Grievance Committee

Statement of the Case

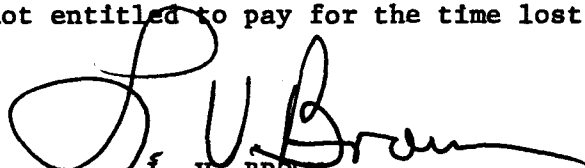
The grievance concerns a work order to several General Construction employees to take their respirators home and shave their beards where needed to insure a proper fit. They were informed that non-compliance would result in suspension. The grievant named in the complaint chose not to comply and was suspended for one day, after which he complied with the directive.

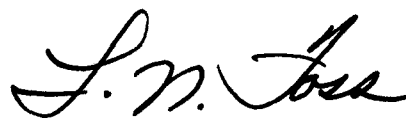
Discussion

The subject matter of this grievance is contained in Station Construction Safety Bulletin No. 46-78 and the Cal/OSHA Construction Safety Order 1531(c). Moreover, the Safety Order has been discussed in the April 1979 issue of the Local Union's Utility Reporter. The Company's obligation to promulgate and to enforce Accident Prevention Rules, which is the essence of the Safety Order, is established in Section 105.2(a) of the Labor Agreement.

Decision

Pursuant to the provisions of Section 102.13 of the Labor Agreement, the evidence establishes that the grievant violated a Company rule and, therefore, is not entitled to pay for the time lost.


L. V. BROWN
For the Company


L. N. FOSS
For the Union

LVB(1165):rto

cc: DABrand
IWBonbright
LCBeanland
JACates/DKLee