



# REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
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SAN FRANCISCO, CALIFORNIA 94106  
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INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(415) 933-6060  
R.W. STALCUP, SECRETARY

RECEIVED MAR 14 1990

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Steam Generation Grievance No. GEO-24-359-87-84  
P-RC 1295  
Fact Finding Committee No. 4053-87-277

March 12, 1990

BRETT KNIGHT, Company  
Fact Finder

DOROTHY FORTIER, Union  
Fact Finder

The above-referenced grievance is being returned to Fact Finding for settlement in accordance with Mr. Knight's March 9, 1990 letter.

DAVID J. BERGMAN, Chairman  
Review Committee

  
ROGER W. STALCUP, Secretary  
Review Committee

RRD:mc

cc: Mark Richards

Memorandum

Date: MARCH 9, 1990 File #: 741.5  
To: INDUSTRIAL RELATIONS  
From: ELECTRIC SUPPLY HUMAN RESOURCES  
Subject: Grievance No. GEO-24-359-87-84  
P-RC 1295

Follow-up:			
RBB	INDUSTRIAL RELATIONS		DMS
DJB			RRD
CFP	MAR 12 1990		SLC
JAM			MMC
SJJ	SEE ME	REPLY FOR MY SIGN	HANDLE
MAS	FYI	FOR YOUR RECOMM.	FILE
			NKJ
			MAH



DAVE BERGMAN:

At the request of the Pre Review Committee, the MS-DS documents for the hazardous materials located in the Geysers garage facilities. The specific materials mentioned were 1.1.1 Trichloroethane, Motor Oil, Unleaded Gasoline, Anti-Freeze and Lectra-Clean.

Upon review of the MS-DS documents, it appears that as long as the materials are used in areas with proper ventilation and the recommended Threshold Limit Values (TLV) are not exceeded, there are no specific requirements to wear respirators when dealing with these materials. The MS-DS documents do state that if the TLV levels of parts per million are exceeded, that respirators should be used.

In discussing this issue with the Geysers management, they indicated at present there is no requirement for garage employees to wear respirators when working around these materials. However, those employees who have volunteered for fire brigade duties have been fit for respirators.

Although the materials identified are considered hazardous, appropriate normal concentration levels are such that the use of respirators is not a requirement and these employees should be considered as "potential users" of respirators.

Based on the above, we request the Pre-Review Committee return the case to the Fact Finding Committee for settlement. Should you have any questions, please contact me at 223-5351.

  
BRETT KNIGHT

BDK(3-5351):ssg

cc: James K. Randolph  
Dave Gouveia  
Annette Hope  
Barbara Elsberg  
Robert H. Taylor  
Larry McCune  
Mark Richards

AUG 20 1990

**CASE CLOSED  
LOGGED AND FILED**

MEMORANDUM OF DISPOSITION

P-RC 1295  
FACT FINDING COMMITTEE CASE NO. 4053-87-277  
STEAM GENERATION GRIEVANCE NO. GEO-24-359-87-84

RECEIVED AUG 16 1990

SUBJECT:

This grievance concerns the appropriateness of requiring certain Warehouse and Garage Department employees headquartered at the Geysers to remain clean shaven for use of respirators.

DISCUSSION:

On June 21, 1990, the Fact Finding Committee comprised of Dorothy Fortier, Assistant Business Manager, Local 1245, IBEW; Bob Choate, Union Business Representative; Brett Knight, Sr. Labor Relations Representative and Mark Richards, Sr. Human Resources Representative met to discuss this case.

The Local Investigating Committee had previously agreed that the requirement for Warehouse employees at the Geysers to be clean shaven and respirator fit was appropriate. The remaining issue was the appropriateness of this requirement for the Garage employees.

The Committee reviewed the MS-DS documents for several of the hazardous materials located in the Geysers garage facilities which included 1.1.1 Trichloroethane, Motor Oil, Unleaded Gasoline, Anti-Freeze and Lectra-Clean. The committee concluded that as long as the above referenced materials are used in areas with proper ventilation and the recommended Threshold Limit Values (TLV) are not exceeded, there are no specific requirements to wear respirators when dealing with these materials. Although these materials are defined as hazardous, appropriate normal concentration levels are such that the use of respirators is not a requirement and these employees should be considered as "potential users" of respirators.

Company stated *if the firm MPP* however, given recent OSHA regulations, Standard 1910.120, Hazardous Waste Operations and Emergency Response (effective 3/26/90), these employees would be required to respond, contain or clean up incidental hazardous material spills in their work area using appropriate personal protection equipment in accordance with the Geysers Emergency Response Procedures. This will require that these employees, along with the other affected plant employees, be trained in the spill response plan, respirator protection and hazardous communication. Respiration protection may be required for hazardous materials spill response on cleanup operations when airborne concentrations cannot be maintained below permissible exposure levels.

Memorandum of Disposition  
Fact Finding Committee Case No. 4053-87-277

DECISION:

This case was forwarded to the Pre-Review Committee for resolution and was returned on March 12, 1990 with the recommendation the case be closed in accordance with Mr. Knight's March 9, 1990 letter. Based upon the above and in accordance with Health and Safety Committee Grievance No. 86-1, the Fact Finding Committee agreed that the Garage Department employees headquartered at the Geysers should be considered as potential users, and therefore would not be required to be clean shaven in the facial areas at all times. As potential respirator users they will be fit tested annually and be prepared to meet the respirator seal requirements when assigned such spill response or hazardous materials cleanup work. This case is considered closed and is settled without precedent and without prejudice to either party.

Dorothy Fortier  
Dorothy Fortier, for the Union

Concur/Dissent

6-22-90  
Date

Bob Choate  
Bob Choate, for the Union

Concur/Dissent

6-21-90  
Date

Brett Knight  
Brett Knight, for the Company

Concur/Dissent

6/21/90  
Date

Mark Richards  
Mark Richards, for the Company

Concur/Dissent

7-31-90  
Date