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Interoffice Communication

To CORPORATE SAFETY AND INDUSTRIAL HYGIENE COUNCIL
From Michele Malloy, Corporate Services - Houston
Date January 6, 1983
Subject RESPIRATORY PROTECTION PROGRAM PROCEDURES GUIDE

You have each received the final draft of the Respiratory Protection Program Procedures Guide. Page 5 of the Guide states the following:

8. Facial Hair, Contact Lenses and Eye and Face Protective Devices

A respirator equipped with a facepiece must not be worn if facial hair comes between the sealing surface of the facepiece and the face or if facial hair interferes with valve function.....

This is a new corporate-wide policy and necessitates that any facility employee who could be reasonably expected to make use of a respirator would need to be clean-shaven or be able to demonstrate that his facial hair does not affect the seal. Strict adherence to this policy, when it becomes final, is necessary to avoid legal liability. Deviation from any written corporate policy can be used to indicate gross negligence or an intentional tort. If the latter is proven, an employee can circumvent worker's compensation as his sole remedy and sue the employer directly.

Please advise of any questions.



Attorney

cc: Eric Ruehl
Joe Watson

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