



Consumers
Power
Company

General Offices: 1945 West Parnall Road, Jackson, MI 49201 • (517) 788-0550

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July 29, 1985

James G Keppler, Administrator
Region III
US Nuclear Regulatory Commission
799 Roosevelt Road
Glen Ellyn, IL 60137

DOCKET 50-155 - LICENSE DPR-6 - BIG ROCK POINT PLANT -
FACIAL HAIR POLICY IMPLEMENTATION

Consumers Power Company has reviewed the information you provided in the March 14, 1985 letter from C J Paperiello and the October 31, 1984 memorandum from L R Greger to S Guthrie, Sr, copies of which are attached.

The October 31, 1984 memorandum was a response to a request for legal interpretation from officials of the union representing a number of plant employees. It included a clarification of OSHA regulations concerning respirator usage and facial hair which stated "any hair growth in the face sealing area is unacceptable." It continued, "It is obvious that, if workers' duties involve emergency response activities, where respirator usage may be required, they must remain clean shaven if they are to respond quickly to emergencies." This is important not only for the safety of the employees involved, but also for the safety of their fellow workers and the general public.

Based on review and evaluation of the March 14, 1985 letter and the October 31, 1984 memorandum and their attachments, the Company has concluded that fire brigade members and radiation protection personnel assigned to respond to a fire are required to respond quickly to emergencies where respirator usage may be required. Hence, they must remain clean shaven in the area of the facepiece seal at all times.

Therefore, by August 5, 1985, Consumers Power Company will implement a revised facial hair policy requiring nuclear plant fire brigade members and radiation protection personnel responding to a fire to be and remain clean shaven in the area of the respirator facepiece seal at all times.

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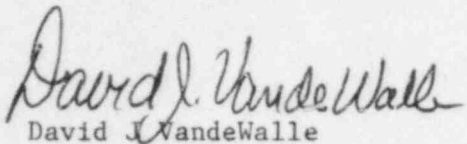
JUL 31 1985

James G Keppler, Administrator
Big Rock Point Plant
Facial Hair Policy
July 29, 1985

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In addition, the Company will continue to require all other individuals to be clean shaven in the area of the respirator facepiece seal each time they are required to wear a respirator.

It is anticipated that this policy will be contested by the employees or their union. The Company requests that you be prepared to provide a witness to testify as to the necessity for this policy. Please notify me as to the name, address and telephone number of the witness you will provide.



David J VandeWalle
Director, Nuclear Licensing

CC Director, Office of Nuclear Reactor Regulation
Director, Office of Inspection and Enforcement
NRC Resident Inspector - Big Rock Point

Attachment



UNITED STATES
NUCLEAR REGULATORY COMMISSION
REGION III
799 ROOSEVELT ROAD
GLEN ELLYN, ILLINOIS 60137

BR031485A

RECEIVED

MAR 20 1985

NUCLEAR LICENSING

MAR 14 1985

Docket No. 50-155

Consumers Power Company
ATTN: Mr. R. B. DeWitt
Vice President
Nuclear Operations
212 West Michigan Avenue
Jackson, MI 49201

Gentlemen:

In a letter to the Region III office dated October 12, 1984, you informed Region III of your intent to delay implementation of Consumers Power Company's revised facial hair policy pending clarification of the requirements.

Attached is a November 2, 1984 memorandum from R. L. Baer, Chief, EGCB, IE, to all five regions concerning regulatory prohibitions against the use of tight-fitting respirators if facial hair intrudes into the facepiece seal against the skin.

Based on this information and your November 2, 1984 letter, please inform us of your plans for implementation of your revised facial hair policy.

Sincerely,

C. J. Paperiello, Chief
Emergency Preparedness and
Radiological Protection Branch

Attachment: As stated

cc w/attach:
D. J. VandeWalle, Director
Nuclear Licensing
D. P. Hoffman, Plant
Superintendent
DMB/Document Control Desk (RIDS)
Resident Inspector, RIII
Ronald Callen, Michigan
Public Service Commission
Nuclear Facilities and
Environmental Monitoring
Section

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DCC: 24*01*01
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UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D. C. 20555

NOV 2 1984

MEMORANDUM FOR: Ronald R. Bellamy, Chief, RPB, DETP, RI
Douglas M. Collins, Chief, EPRPB, DRSS, RII
Carl J. Paperiello, Chief, EPRPB, DRSS, RIII
Ramon E. Hall, Chief, TPB, DVTP, RIV
Frank A. Wenslawski, Chief, RSB, DRSSP, RV
LeRoy R. Norderhaug, Chief, SEPB, DRSSP, RV

FROM: Robert L. Baer, Chief, EGCB, DEPER, IE

SUBJECT: OSHA INTERPRETATION: BEARDS AND TIGHT-FITTING RESPIRATORS

In response to a Region III April 1983 request for technical assistance, OIE issued a memorandum (Cunningham to Greger, September 8, 1983) providing a broad technical basis to support the position for prohibiting bearded-users from wearing SCBA's. However, at that time, a strict legal reading of NRC regulations led us to conclude that as long as a no respirator protection factor was assumed we could not prohibit a bearded-individual from wearing a respirator.

The controversy over bearded fire brigade members at a Region III facility has continued and a recent OSHA written interpretation on the subject has surfaced. The enclosed OSHA reading is clear and direct--OSHA's 29 CFR 1910.134(e)(5)(i) prohibits facial hair in the seal area. We recommend that if recalcitrant licensees continue to allow bearded Emergency Response/fire brigade individual to wear tight-fitting respirators after being informed of this OSHA interpretation, the region should refer this nonradiological respiratory problem to the appropriate regional OSHA authorities, in accordance with Chapter 1007 of the IE manual (Interfacing Activities Between Regional Offices and OSHA) of the IE manual.

By separate correspondence to RES we plan to recommend RES change the regulations to expressly forbid facial hair in the seal area of tight-fitting respirators. If you have any further questions regarding this matter, please contact Jim Wigginton.

Robert L. Baer
Robert L. Baer, Chief
Emergency and Generic Communications Branch
Division of Emergency Preparedness
and Engineering Response, IE

NOV 5 1984

Multiple Addressees

- 2 -

NOV 2 1984

Enclosures: As stated

cc: J. M. Taylor, IE
E. L. Jordan, IE
S. A. Schwartz, IE
E. L. Blackwood, IE
R. L. Baer, IE
D. P. Allison, IE
J. E. Wigginton, IE
L. J. Cunningham, IE
L. Hendricks, IE
R. Greger, RIII
O. Lynch, NRR
P. Loysen, NMSS
L. I. Cobb, IE
R. Alexander, RES
Office of General Industry Compliance Assistance, OSHA

U.S. Department of Labor

Occupational Safety and Health Administration
Washington, D.C. 20210

Reply to the Attention of:



DEC 13 1983

Ms. Melodye Turek
Manager
Occupational Safety and Health
Edison Electric Institute
1111 19th Street, N.W.
Washington, D.C. 20036

Dear Ms. Turek:

This is in response to your letter of November 22, 1983, concerning beards and respirator facepiece fit.

Our regulation concerning the prohibition of the growth of facial hair on the respirator seal surface is clear and mandatory, 29 CFR 1910.134(e)(5)(i). The answers to your questions are:

1. Yes, the employer is in violation of the standard if employees are allowed to wear respirators over facial hair at the sealing surface of the respirator.
2. Yes, qualitative fit tests are highly subjective. Furthermore, the errors associated with this type of testing are generally high.
3. Based on the information available, no bearded individual can achieve a consistent and satisfactory fit with any tight-fitting respirator is worn. Loose fitting type respirators, such as powered air-purifying respirators and supplied air respirators, are acceptable to wear under conditions which are not immediately dangerous to life or health, since the inlet covering of these respirators do not have direct contact with the face. Hood type self-contained breathing apparatus is also acceptable for emergency escape for a bearded person.

Sincerely,

A handwritten signature in dark ink, appearing to read "E. Baier", is written over the typed name "Edward J. Baier".

Director
Directorate of Technical Support

U.S. Department of Labor

Occupational Safety and Health Administration
Washington, D.C. 20210

Reply to the Attention of



JUL 13 1983

Harry C. Russell, Col., USAF, BSC
Command Bioenvironmental Engineer
Office of the Surgeon
Department of the Air Force
Headquarters Air Force Logistics Command
Wright-Patterson Air Force Base, Ohio 45433

Dear Colonel Russell:

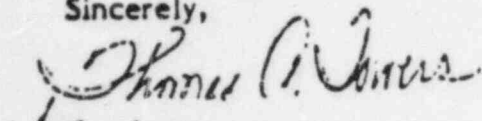
We are providing answers to the questions on beards and respirator wear which you asked in your letter of June 20, 1983.

- a. Yes, any facial hair growth between the facepiece sealing surface and the skin that prevents a good sealing surface is a violation of 29 CFR 1910.134(e)(5)(i).
- b. The OSHA standard is a minimum standard. Any employer can set more stringent requirements than OSHA's. If the bearded employee is exposed to a toxic material in excess of the Air Force standard but within the OSHA standard, the respirator should not be worn until the interfering hair is removed because the Air Force standard would have been violated even if the OSHA standard were not.
- c. Yes, the situation described in your section C is still a violation of 1910.134(e)(5)(i). The question is not whether the bearded person can pass the fit test on a given day, but whether he can pass the test everyday. Since the density and texture of the beard is not uniform around the face, and because the density and bulk of beard is not the same over time, consistent fit test results cannot be obtained. Quantitative fit testing (QNFT) is the only available method which can accurately measure the fit testing result of a respirator. It is a time consuming process. The equipment is rather expensive and needs trained personnel to operate it. For these reasons, the QNFT is generally conducted only annually. It is unreasonable to require the employer to conduct QNFT everyday to determine whether a satisfactory fit can be obtained from a bearded individual. Qualitative fit testing would yield less reliable results.
- d. OSHA's position is that any hair growth in the face sealing area is unacceptable. Depending on the growth, density and texture of beard, some bearded individuals cannot achieve a satisfactory seal even at the end of the shift.

- e. The language on beards and respirator wearing is adequate in 1910.134(e)(5)(i). The third sentence in this paragraph only provides a partial list of the conditions that prevent a good face seal. The second sentence clearly prohibits respirator use when any such condition is present. Since the Air Force can adopt a standard which is more stringent than ours, you may consider adopting the current American National Standard Practices for Respiratory Protection, ANSI Z88.2, 1980 (enclosed).

We are also enclosing two research papers on facial hair and a publication from the Fire Fighters Union which includes two U.S. Supreme Court decisions on the facial hair issue for your reference.

Sincerely,


Edward J. Baier
Director
Technical Support

Enclosures