

# SECTION 38: Fatigue Management Plan

## I. PURPOSE

The Company is committed to ensuring employees do not compromise safety performance by undertaking work while impaired by fatigue. The following policy applies to all employees and subcontractors of the Company.

## II. HOURS OF WORK

- No person shall work longer than **14 hours per day for a two-week period** without taking two days off. To override this requirement permission must be granted from the Project Manager and General Manager (depending on whom they report too).
  - Foreman will review current tasks, break plans, after shift considerations, and next day's shift schedule.
- No person shall work longer than **16 hours** without permission from the General Manager unless it is an emergency.
- No person shall resume work without a minimum of an **8-hour** break between shifts.
  - The 8-hour break between shifts may be modified in extreme circumstances, but approval must be by senior leadership Project Manager/General Manager.

## III. REST BREAKS

- ***Follow Union Contract Requirements for hours worked per day.***

## IV. TRAINING

All employees will be trained in the fatigue management policy during new hire orientation, or when any changes are made to the fatigue management plan.

## V. EMPLOYEE RESPONSIBILITIES

Employees must not chronically use any drugs to increase mental alertness. Likewise, employees are discouraged from taking any substance known to increase fatigue in that employee, including fatigue that sets in after the effects of the drug wear off.