SAFETY BULLETIN #12

December 10, 2025

Workplace Fatigue

Fatigue



Fatigue leaves team members dragging, less alert, and performing at lower levels. This situation exposes everyone to higher chances of an injury or an incident occurring. It is important to prevent fatigue while on the job to keep yourself and those around you safe. Common causes of fatigue include:

- ★ Lack of Sleep
- ★ Too many demands at work or home; physical exertion
- ★ Medications
- ★ Other health problems such as depression, stress, or anxiety

Combating and Reducing Fatigue

- ★ Get plenty of rest. It is recommended to get a minimum of seven hours of sleep a night.
- ★ Understand the side effects of medication. Talk with your doctor to make sure he/she understands your work responsibilities to ensure the medication will not interfere with your performance. (This includes seasonal OTC allergy medicines such as zyrtec and benadryl that cause drowsiness.)
- ★ Take care of your health and eat a better, healthier diet.
- ★ For short periods of less intense fatigue, use caffeinated beverages to help you wake up. Another option is to get up and stretch or take a walk.

Steep Creek Fatigue Reduction Policy

- ★ No team member is allowed to work more than 16 hours in a day, unless in emergency situations. Any requests to exceed 16 hours worked in a 24 hour period must be approved by the Division Lead.
- ★ The minimum work-to-rest ratio is 2-to-1. If you work 16 hours, you must have **at least** an 8 hour rest period, excluding drive/commute times.
- ★ In the event your project requires a shift change from days to night, you will need **at least** a 12 hour rest period before starting the first night shift.
- ★ If your work schedule is too demanding or the hours you are working are making you feel fatigued every single day, talk with a supervisor. Sometimes responsibilities or schedules can be altered to improve productivity and safety in the workplace.

Other Discussion Points:

- ★ What can we do to combat fatigue onsite?
- ★ What signs of fatigue have you seen on the job?