



1.0 INTRODUCTION

This Standard has been developed to ensure the safety of NB Power employees, along with that of the General Public. It represents minimum recommendations, and every effort should be made to manage work so as to prevent employee fatigue. Fatigue is an experience of physical or mental tiredness that results in reduced alertness. Fatigue in the workplace is considered a form of impairment, making fatigue a workplace hazard. However, fatigue levels are not easily measured or quantified. Some factors that influence fatigue are shift rotation patterns, workload, timing of tasks and activities, availability of resources and the workplace environment (e.g., lighting, ventilation, temperature, etc.).

The Standard recognizes both the need to generate, distribute and restore electrical services in the event of power interruptions, as well as the necessity of effective scheduling of planned work. These needs must be balanced with the safe and efficient functioning of our employees.

The Fatigue Management Standard is designed to:

- Ensure, to the extent practicable, that workers are not assigned to perform hazardous activities while in a fatigued condition that could reduce their physical, mental or decision-making capability
- Apply consistently to all union and non-union staff in all non-nuclear work groups
- Ensure that altered or exceeded limits are reported using the H&S Incident Report (eform 145).

2.0 SCOPE

This standard applies to NB Power employees and contractors excluding Point Lepreau Generating Station.

3.0 REFERENCES

CHAPTER E-7.2 Employment Standards Act	Employment Standards Act
CHAPTER O-0.2 Occupational Health and Safety Act	New Brunswick General Regulation 91-191, under the Occupational Health and Safety Act
CHAPTER M-17 Motor Vehicle Act	Commercial Vehicle Drivers Hours of Service Regulation, New Brunswick Regulation 2007-39, under the Motor Vehicle Act
CHAPTER M-17 Motor Vehicle Act	Letter of Exemption from Registrar of Motor Vehicles, dated December 21 st , 2023
Collective Agreement between NB Power and	Transmission, Distribution, Customer and Corporate

Title: **Hours of Work / Fatigue Management**

Local 37 IBEW	Services, Article 10.07 Rest Period
Collective Agreement between NB Power and Local 37 IBEW	Generation Operational Group, Article 10.06 Rest Period

4.0 TERMS AND DEFINITIONS

Fatigue	Fatigue is the reduction of physical or mental capacity following prolonged activity or extended periods without adequate rest. Fatigue causes difficulty in performing mental and physical activities.
Service vehicle	Chapter m-17 Motor Vehicle Act (b) any private or public utility corporation vehicle while engaged at the scene of repair work,

5.0 ROLES AND RESPONSIBILITIES**5.1 Supervisor and or Management:**

- Take every reasonable precaution to ensure the health and safety of your employees
- If an employee discloses that they are fatigued and they have worked greater than seven (7) days in a row and are requesting a day off, then management must permit the employee a day off for rest. The employee can choose to take vacation, bank time, family day or unpaid with permission.
- Must monitor the days in a row worked for employees
- Continuously monitoring employees for signs of fatigue

5.2 Employees:

- Being familiar with and understanding the Fatigue Management Standard
 - Ensuring they get adequate rest to ensure safe performance at work
 - Ensuring timesheets are correct in describing the actual hours worked. If a day off is required, the employee can choose to take vacation, bank time, family day or unpaid with permission
 - Monitoring their number of days worked in a row worked since their last 24 hour reset
 - Informing their immediate supervisor when unable to perform safe and effective work due to fatigue
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6.0 STANDARD

6.1 Normal Hours of Work

- Normal hours of work are provided in the respective Collective Agreements

6.2 Storm Restoration:

- During Storm Restoration activities, employee hours of work may be adjusted 16 hours per day (employees working 16 hours per day will be given 1 hour at the start of shift for breakfast and 1 hour at the end of day for supper)
- In exceptional circumstances (limited to a one-day event) and with Supervisor or Manager approval, employees are permitted to work a maximum of 20 hours (arrangements for safe transport of employees must be made)
- During storm events a maximum of 14 consecutive days are permitted before a mandatory day of rest.

Note: Storm Restoration is exempt from the Commercial Vehicle Drivers Hours of Service Regulation, New Brunswick Regulation 2007-39, under the Motor Vehicle Act.

6.3 On-Call/ Callouts

- Hours spent working as a result of callouts shall be subject to the same limitations as specified in Section 6.1 / 6.2.
- On-call, including supplementary on-call, will be in accordance with the respective Collective Agreements
- During on-call a maximum of 21 days are acceptable before a mandatory day of rest. See notes

Note: As per letter dated Dec 21, 2023, from Registrar of Motor Vehicles, trouble calls are deemed emergency and are exempt under the Commercial Vehicle Hours of Work Regulation.

Note: Employees are afforded rest time as they are not working 14 hours every day for the 21 days

6.4 Reset of hours / days

Reset of 24-hour clock:

- Employee's 24-hour clock is reset by having eight (8) consecutive hours of rest

Reset of number of consecutive days worked

- Employee who works 21 days in a row requires 24-hour rest period
 - Employee working storm restoration, who works 14 days in a row requires 24-hour rest period
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For the rest period, the employee can choose to take weekend days, vacation, banktime, family day or unpaid with permission.

Paid days off to reset employee consecutive days worked clock will be considered on a case-by-case basis by the employer.

7.0 APPENDIXES

Appendix A – Fatigue Assessment

APPROVAL AND REVISION RECORD

Revision #	Date yyyy/mm/dd	Revision Summary	Author	Reviewed By	Approved By
01	2024-01-10	Revision of X-I Hours of Work Standard	Roland Roy	Suzanne Desrosiers	Nicole Porier



APPENDIX A

Fatigue Assessment

Fatigue is a condition which impacts our ability to work safely. The following checklist is a tool to help you determine your fatigue level. Please answer the following questions to determine your current fatigue level. If you respond yes to any of these questions, please discuss your fatigue levels with your supervisor.

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|--|----------------------------|----------------------------|
| 1. I do not feel lively and refreshed | Y ☐ | N ☐ |
| 2. I am physically tired | Y ☐ | N ☐ |
| 3. I am mentally tired | Y ☐ | N ☐ |
| 4. I am irritable | Y ☐ | N ☐ |
| 5. I am not at my peak | Y ☐ | N ☐ |
| 6. I am having a hard time concentrating | Y ☐ | N ☐ |
| 7. I am completely exhausted | Y ☐ | N ☐ |

Employee Name - _____ Date- _____
