

April 1, 2018

### Bulletin/Guidelines Regarding Extended Work Days

During the 2018 negotiations, the UBCP approached the Canadian Affiliates of the AMPTP and CMPA-BC with concerns regarding Performer fatigue. Specifically, the UBCP expressed concern that it may not be safe for Performers who are experiencing fatigue to drive home after an extended work day.

The UBCP presented to the Negotiating Producers a study prepared by Six Safety Systems that highlighted the following symptoms of fatigue:

- Momentary lapse of attention
- Slower reaction times
- Diminished steering performance while driving
- Difficulty focusing and concentrating

The Negotiating Producers reaffirm their commitment to the safety of Performers. To that end, they endorse the following guidelines, which set forth common sense measures to be considered when extended work days are necessary:

1. When an extended work day is necessary, the need for same shall be identified as far in advance as possible so that appropriate planning may occur.
2. Any Performer who believes that he/she is too tired to drive safely should notify an authorized representative of the Producer before leaving the set. Such request should be made for safety reasons and not for convenience. In that event, the Producer will find alternative means of transportation or provide a rest area or hotel room. Such request may be made without fear of reprisal and will not affect any future employment opportunities.
3. When an extended work day is necessary, appropriate beverages, such as water and caffeinated beverages, and easily metabolized foods or protein-based snacks should be consumed by Performers to maintain energy and alertness levels.
4. Performers should take steps to improve their quality of sleep as identified by the Actsafe Fatigue Recommendations.

To ensure that Performers are informed of the terms of these Guidelines, the AMPTP and CMPA-BC will undertake to distribute these Guidelines periodically to those member companies producing within the Province of British Columbia. In addition, should any questions arise with regard to these Guidelines, the UBCP should contact labour relations or a representative of the CMPA-BC.



Carol A. Lombardini, President  
AMPTP, Canadian Affiliates



Date



Jason Lee, Vice President, BC Industrial Relations  
CMPA-BC



Date