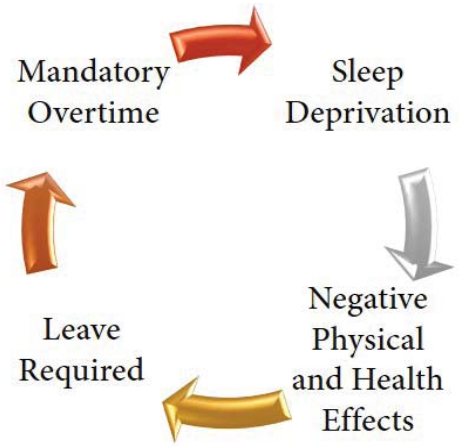
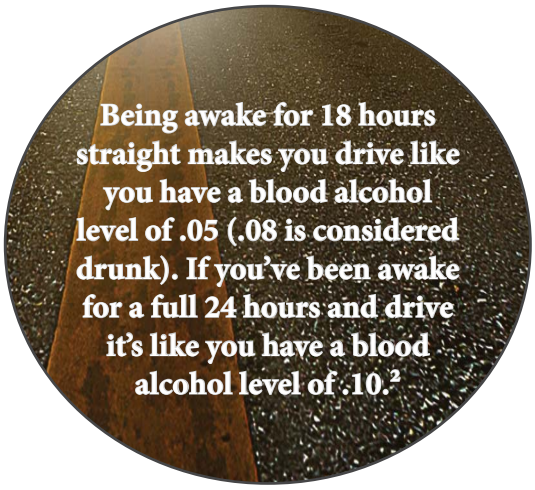
SHIFT WORK

INFORMATION AND RESOURCES ON THE DANGERS OF SHIFT WORK

The average work day lasts from 7-8 hours and is worked between the hours of 7:00 AM and 6:00 PM. Evening, night, 8.5+ hour days and compressed work weeks are all considered shift work and often are or result in mandatory or large amounts of voluntary overtime. Shift workers put in about 400 hours more per year than Monday-Friday workers.[1] The most common cause of overtime is short staffing which is due to root causes like repetitive injuries and a lack of filling positions.





Sleepy shift workers are 40 times more likely than day workers to be involved in accidents.[1]

Sleep Deprivation and *Stress* are common consequences of working long hours and erratic shifts. Most believe that they can make up for lost sleep over days off, however that is a myth. It is more about the quality or depth of sleep rather than the extra quantity.[1] Common long and short-term health effects of sleep deprivation and stress are:

- depression
- Vitamin D deficiency
- irritability
- mood swings
- digestive issues
- suppression of sex hormones
- weaker immune system
- obesity
- salt retention
- high blood pressure
- erratic heart rhythms
- higher cholesterol
- increased risk of heart attack and stroke
- reduced alertness
- memory loss
- fatigue
- fertility problems
- Type II Diabetes
- Cancer
- musculoskeletal disorders
- effects from longer exposure to hazardous substances

[1]Cornell University-ILR; [2] Sleepfoundation.org;

How Activists Can Help

- Keep track of work areas and shifts that are experiencing the need for mandatory or large amounts of voluntary overtime. Find the root cause(s).
- Obtain the last five years of SH-900 logs/OSHA 300 logs for work areas/shifts experiencing overtime due to injury. Look for the root causes and patterns. Work with management on implementing solutions.
- If workers are exposed to hazardous substances, require employers to recalculate permissible exposure limits (PELs). Employers should also reduce risk factors for heat stress, repetitive motion and lifting.
- Hold management accountable for violations of contract language and rules/regulations regarding time and overtime.
- Evaluate your contract language and standard operating procedures and work with your Labor Relations Specialist to correct bad/unfair policies and procedures.
- Encourage workers to seek help if shift work is negatively affecting their personal life and health.
- Keep after management to prioritize filling positions wherever possible.
- If workers are alone for long periods of time, make sure they have a means of checking in, emergency procedures and occasional contact with others.

For more information and resources visit:

www.cseany.org/safety

Follow the CSEA Safety Net on:

CSEA has been winning the fight for safe and healthy working conditions for over 100 years, yet there is more to be done. Hazards old and new- from Asbestos to Zika- remain a threat to workers every day. CSEA will not back down from the fight and nothing is more important than saving lives and keeping workers free from injury. Your help is needed now more than ever.

The life you save could be **YOUR OWN.**

Suggestions for Coping with Shift Work

1) Put your health first.

2) Make sleep a priority at the same time of day.

3) Contact EAP for help. (Time management strategies, life coaching, counseling etc.)

4) Take advantage of wellness benefits.

5) Stay current on medical check-ups.

6) Manage leave time wisely and allow for days off. Don't skip breaks.

7) Communicate with your family/ friends about the effects of shift work for all of you.

8) Avoid alcohol and drugs.

9) Limit caffeine and sugar.

10) Prep for the week ahead (meals, schedules, sleep etc.).

11) Stay dedicated to finding a good work/life balance.

12) Recognize how your body/mood reacts to stress and learn how effects can be minimized.

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Local 1000 AFSCME, AFL-CIO