

Non-Monetary

- Workplace design: to allow shiftworkers to have input into the types of shifts worked and schedules to offload heavy tedious work from nightshift
- More rest periods and breaks – especially on evening and night shift
- Nap times (studies show when implemented prove higher production rates, lower absenteeism, and fewer health problems)
- Flexible hours to allow more time off or shift changes with other workers if possible.
- Shiftwork awareness: seminars, courses, information on shiftwork readily available so workers can better cope with the problems associated with working irregular hours.

For more information contact a member of the SFL Shift Work Committee. Visit our website at www.sfl.sk.ca under SFL Committees / Shiftwork.



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Shift Work giving you problems?



Here's Help for Negotiations

Facts About Shiftwork

- 1/3 or 33% of workers in the province work irregular hours
- Shiftworkers suffer from sleeping disorders, lack of sufficient sleep, sleep apnea and sleep irregularities
- Shiftwork causes a great number of health problems such as stomach and digestive problems, stress, and cardiac vascular disorders
- Shiftwork amplifies almost all diseases – diabetes, high blood pressure, Parkinson's, multiple sclerosis, and most cancers
- It is assumed that working five years of shiftwork shortens your life span by one year (no conclusive study has ever been completed because of the length of

time it would take to do a lifetime study) also there is no proof that shiftwork is good for your health

- Shiftwork also is to blame for a high rate of drug and alcohol abuse, marital breakups, parental problems and a higher absenteeism rate
- All of the above cause added strain on social and health factors

There are very few if any companies where management works shiftwork.



Tips for Bargaining Contracts

Monetary

- Always include shift premiums even if it is only minimal (average shift premium is \$1.30)
- Try to use a percentage on shift premiums and go by the top rate on your collective bargaining agreement
- Premiums for weekend pay, for example \$1.00 per hour from Friday – 1600 hours to Monday 800 hours.
- Sunday premium for all hours worked on Sundays
- Shift premiums for all hours worked by shiftworkers including day shift.