

RESOLUTION
CAL FIRE LOCAL 2881 55th ANNUAL CONVENTION
SACRAMENTO, CA
JANUARY 13 – JANUARY 16, 2022

SUBJECT: MOU Change request to Section 8.22 ECC Sleep Time

SUBMITTED BY: LNU

INTENT: To change verbiage in MOU Section 8.22 to comply with CAL FIRE Policy and several safety and sleep deprivation studies

FINANCIAL
IMPACT:

Sunset Date: _____ Continues Indefinitely _____
Estimated Annual Revenue: _____

WHEREAS, (1) L2281 MOU Section 8.22 ECC Sleep Time currently Reads : When an ECC employee has actually worked 24 consecutive hard-time hours without sleep, the department will make a reasonable effort to provide five hours of uninterrupted sleep immediately following the hours worked, provided that such sleep occurs during hours otherwise scheduled for duty; and

WHEREAS, (2) This section in the MOU directly conflicts with CAL FIRE Policy Section: SLEEP 1739.2: Sleep is a prime factor in controlling fatigue. For firefighters to perform well on long duration incidents, they should average one hour of sleep for every two hours of work. This 2-to-1 ratio means that in a 24-hour period, a 14-hour shift is about as long as crews can work and still get the sleep they need.

WHEREAS, (3) This section in the MOU directly conflicts with CAL FIRE Policy Section: WORK/REST SCHEDULES 1739.3: Incident commanders should make an effort to establish work schedules that minimize fatigue by:
-Setting up record keeping systems to monitor crew work time.
-Striving to provide 1 hour of sleep or rest for every 2 hours worked.
-Putting only rested crews on a fire.
-Making every effort to provide crews with warm, dry, and non-smoky sleeping areas.
-Providing shade and quiet sleeping areas for night-shift crews.

WHEREAS, (4) The CAL FIRE Physical/Mental Stress Job Description for a Fire Captain (Dispatcher) States in paragraph 3: A Fire Captain (Dispatcher), although not physically involved in firefighting, does have the accompanying responsibility and mental stress in the role as dispatcher of personnel, supplies, and equipment to fire. This particular job requires that the individual be able to think clearly and to use good judgment during emergencies.

WHEREAS, (5) The CAL FIRE Physical/mental Stress Job Description for a Fire Captain (Dispatcher) States in paragraph 5: A Fire Captain (Dispatcher) usually works a shift up to 14 hours with numerous interruptions during sleep periods; but during an emergency, the individual could be required to work up to 24 hours with no sleep; accompanied by erratic meals. The Fire Captain (Dispatcher) supervises a communication network capable of keeping track of the many contingencies involved in each particular emergency so that the strength of the attack forces can be altered. In a large fire, crews can work off some of the resultant tensions by just fighting fire, but a dispatcher does not have such an immediate outlet to relieve tensions. There is little or no time to let down. The resultant hidden or repressed tension and anxiety cannot be overlooked or underestimated in terms of their cumulative effects upon the individual.

WHEREAS, (6) Several studies have been completed on the effects of sleep deprivation and how it relates to the ability to make sound decisions, think clearly, use good judgement. Some of these studies also compare the effects of sleep deprivation to the effects of an elevated blood alcohol content. One particular sleep deprivation article was published in CAL FIRE's 2020 Focus on Safety.

RESOLVED, (A) L2881 MOU Section 8.22 ECC Sleep Time to be changed to(Changes bold and underlined):

~~ECC Sleep Time~~ **Work/Rest Schedule**

When an ECC employee has actually worked ~~24~~**16 to 24** consecutive hard-time hours without sleep, the department will make a reasonable effort to provide ~~five hours~~**a 2 to 1 work/rest ratio** of uninterrupted sleep immediately following the hours worked, provided that such sleep occurs during hours otherwise scheduled for duty.

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____