



**HEALTH, SAFETY,
& ENVIRONMENTAL**



SAFETY ALERT

Alert #: SA 34-26

Date: June 9, 2026

Fit For Duty – Show Up Ready. Stay Safe. Go Home.

We have had situations where individuals reported to work while not fully fit for duty, whether from fatigue, illness, medications, or personal stress. These conditions can affect decision-making, reaction time, and performance, increasing risk for both the individual and the crew.

Why It Matters

Being fit for duty is not just a requirement, it is about protecting yourself and your team.

When you are not fit:

- Reaction time slows
- Situational awareness drops
- Judgement can be affected
- Small mistakes can turn into serious incidents

We work at heights, around moving equipment, and in high-risk environments. There is no room for reduced focus.

What Does “Fit for Duty” Mean?

You are expected to report to work:

- Well-rested and alert
- Free from the effects of drugs or alcohol
- Physically and mentally able to perform your tasks...**Safely**
- Not affected by illness, fatigue, or medication

Medications and Fit for Duty

Taking medications does not automatically mean you are unfit for duty, but how it affects you matters. Some medications may not be allowed in certain safety sensitive positions.

- Always take medications as prescribed
- Follow label instructions and dosing requirements
- Be aware of side effects like drowsiness, dizziness, or slowed reaction time
- Do not mix medications with alcohol or other substances

If a medication impacts your focus, coordination, or alertness, do not begin work until it has been reviewed.

Employees must notify their supervisor before starting work if any medication, illness, or condition could affect safe performance.

Know the Red Flags

Take a moment to check yourself before every shift and ask:

- Am I overly tired or sleep-deprived?
- Am I taking medication that could affect my focus or coordination?
- Am I feeling sick or not at my best physically?
- Am I mentally distracted or stressed to the point that it affects my work?

If something feels off, do not push through it. Speak up before the job starts.

If you are impaired in any way, do not begin work. Showing up unfit does not just put you at risk, it puts your whole crew in harm's way.

Failure to report fitness concerns may result in removal from work to protect you and your crew.

For specific policy guidance review:

- **LLCP-014 Fit for Duty**
- **LLCP-015 DOT Drug & Alcohol**
- **LLCP-016 Non-DOT Drug & Alcohol**

Proper use of the **GIS LIFE Processes** can help to create a **FAIL-SAFE** Work Environment

