

Abolish Forced Overtime

WHEREAS many UAW contracts currently permit management to impose forced overtime, including seven-day workweeks that push workers beyond human limits;

WHEREAS working 70, 80, and 90+ hour weeks causes serious and sometimes fatal harm, dramatically increasing workplace injuries, long-term health damage, and deadly car crashes during exhausted commutes;

WHEREAS such extreme schedules rob workers of our waking lives, denying time for family, relationships, rest, recovery, and any meaningful participation in community or union life;

WHEREAS forced overtime is a deliberate strategy to extract more labor from fewer workers, allowing employers to eliminate shifts, avoid hiring, and maintain production while reducing headcount;

WHEREAS employers then weaponize layoffs by maintaining a reserve army of unemployed or underemployed workers to intimidate, divide, and whipsaw those still on the job;

WHEREAS mandatory overtime functions as a system of control and discipline, grinding workers down through exhaustion, increasing dependence on management for income, and weakening solidarity and resistance on the shop floor;

WHEREAS the purpose of our union is to expand workers' control over our time, labor, and conditions of production, and to confront exploitation wherever it undermines our collective power;

WHEREAS the spread of forced overtime is the direct result of concessionary bargaining that traded away workers' time, health, and power, and these concessions must be reversed through militant, sustained bargaining and strikes;

THEREFORE, be it resolved that Article 19 shall be amended by adding a new section:

The UAW, including the International union and any Local union, shall not agree to a collective bargaining agreement with an employer that mandates overtime work. Any agreement, new or renegotiated, must:

- (a) prohibit the employer from forcing members to work more than a standard full-time workweek;
- (b) mandate that all overtime offered must be voluntary;
- (c) mandate that employers must recall all laid-off members company-wide before offering overtime;
- (d) allow for individual and collective refusal of overtime.