

Fight Layoffs With Work Sharing

WHEREAS, thousands of UAW members have recently been laid off at John Deere, Stellantis, General Motors, Ultium, and numerous IPS facilities;

WHEREAS bosses use layoffs to transfer the costs of economic downturns, restructuring, and failed business decisions onto the working class while protecting profits, dividends, and shareholder returns for the billionaire class;

WHEREAS layoffs are a tool of the billionaire class to extract the benefits of automation by cutting jobs rather than shortening the workweek or raising wages for the workers who created that wealth;

WHEREAS dividing the workforce through layoffs—casting some workers into unemployment while driving those remaining through speed-up, understaffing, and forced overtime—is a deliberate strategy to weaken and divide workers;

WHEREAS work sharing—spreading available work across the entire bargaining unit instead of throwing some workers out of a job—prevents any single worker from being singled out for total job loss, unemployment, and the loss of income and stability;

WHEREAS work sharing keeps workers united, preserves shop-floor organization, and strengthens our ability to bargain, strike, and fight concessions;

WHEREAS if work is to be reduced, workers should determine how the impact is carried out rather than having it imposed by management;

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 only agree to collective bargaining agreements that:

- (a) prohibit unilateral layoffs and instead allow union members to democratically decide whether and how to implement work sharing;
- (b) preserve health insurance, pensions, and all other benefits during periods of reduced hours;
- (c) mandate full disclosure of financial data, production plans, and technological changes used to justify reductions in hours or staffing;
- (d) require recall and restoration of full-time hours before any new hiring, subcontracting, or overtime;
- (e) preserve the right of workers to strike or take other collective action to enforce these provisions or resist unjustified reductions in hours.

UAWD is a grassroots movement of rank-and-file members, united in our vision of class struggle unionism and fighting to build a militant, democratic UAW. If you'd like to work with rank-and-file members to bring our Constitutional Convention program to your local, [become a UAWD supporter today](#), or contact us at uniteallworkers4democracy@gmail.com.