

Are We Working to Live, or Living to Work?

Panel:

Leeann Foster, Roy Houseman & Steve Sallman

Facilitators:

**Mark McDonald, Randie Pearson, Ronnie Watson &
George Piasecki**

Moderator: **Kim Miller**





SWOC FOUNDING PRINCIPLES

- To unite in one organization, regardless of creed, color or nationality, all workmen and working women eligible for membership. . .
- To increase the wages, and improve the conditions of employment of our members by legislation, joint agreements or other legitimate means.
- **To endeavor to obtain by joint negotiation or legislative enactment a six-hour day and five-day week.**
- To strive for a minimum wage scale for all members of our organization.
- To provide for the education of our children by lawfully prohibiting their employment until they have reached eighteen years of age.
- To secure equitable statutory old-age pension, workman's compensation and unemployment insurance laws.
- To enforce existing just laws and to secure the repeal of those which are unjust.
- To secure by legislative enactment, laws protecting the limbs, lives and health of our members; establishing our right to organize; preventing the employment of privately armed guards during labor disputes and such other legislations as will be beneficial.

**FAIR LABOR
STANDARDS
ACT (1938)**

A black and white photograph of a woman holding a large sign. The sign reads "WE WANT THE 40 HOUR WEEK". The woman is looking to the right. In the background, there are blurred signs, including one that says "CANT BOSTON".

**WE WANT
THE 40 HOUR
WEEK**

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Top Line

No comprehensive federal law prevents employers from requiring workers over age 16 to complete shifts of 24 hours or even more.

Federal law requires employers to pay employees overtime of at least 1.5 times their regular pay for every hour worked in excess of 40 hours in one workweek, regardless of whether they work 24-hour shifts or shorter shifts.

Interstate Truck Driver's Hours of Service

- Congress enacted the first hours of service regulations in 1938, limiting the driving hours of truck and bus drivers.
- You are allowed a period of 14 consecutive hours in which to drive up to 11 hours after being off duty for 10 or more consecutive hours.

Federal Limitations on hours worked

- Airline Duty Rest Hours
 - The standard is a minimum 10 hour rest period between 14-hour duty periods.

	Normal duty	Extension of flight time
(1) Minimum Rest Immediately Before Duty	10 Hours	10 Hours.
(2) Duty Period	Up to 14 Hours	Up to 14 Hours.
(3) Flight Time For 1 Pilot	Up to 8 Hours	Exceeding 8 Hours up to 9 Hours.
(4) Flight Time For 2 Pilots	Up to 10 Hours	Exceeding 10 Hours up to 12 Hours.
(5) Minimum After Duty Rest	10 Hours	12 Hours.
(6) Minimum After Duty Rest Period for Multi-Time Zone Flights	14 Hours	18 Hours.

In Congress

- Comp Time
 - House led bill
 - Created bank of hours using OT wages
 - No Guarantee for time off
- Healthcare
 - Safe staffing legislation (limiting duty hours worked)
 - USW believes it should be comprehensive

In The States

- Predictive Scheduling bills
 - City ordinances regulating worker schedules: San Francisco started the trend with its 2014 “Retail Workers’ Bill of Rights.”
 - Seattle
 - States: Oregon
 - (1) require covered employers to provide employees with advance written notice of their work schedules, and (2) impose additional costs if covered employers attempt to change an employee’s schedule thereafter.

Questions for Your Table

- What are work hours like at your workplace? Are they predictable? Are they a problem?
- What do you like/dislike from what the panel discussed?
- What do you think your members would like/dislike from the ideas you've heard?
- Is there a law you would like the USW to advocate for?