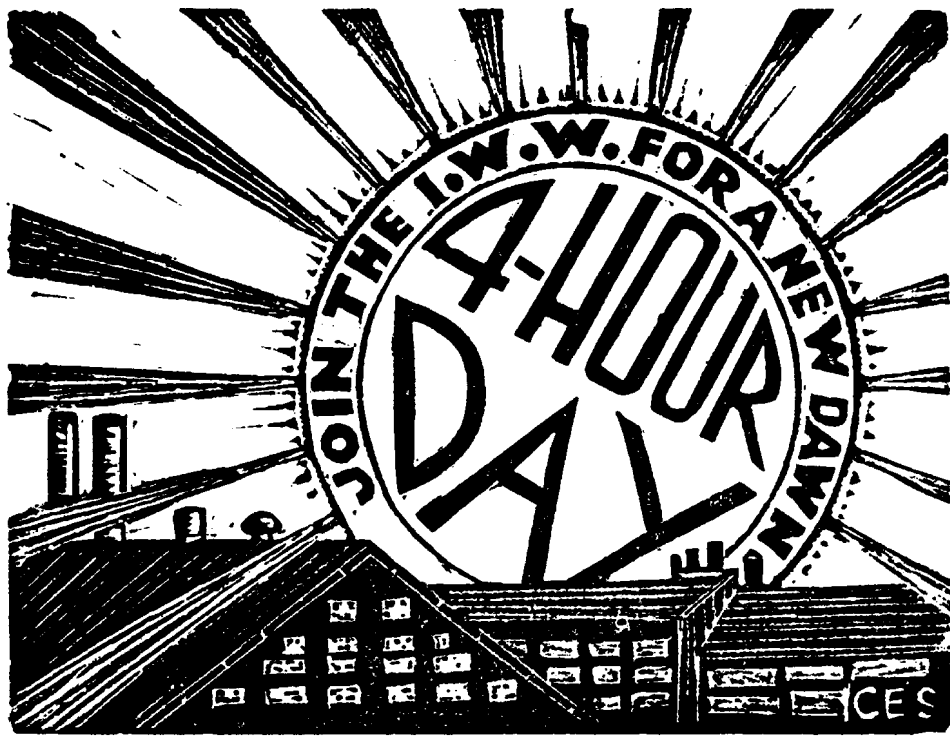


MORE TIME FOR LIFE!

SPECIAL SHORTER HOURS SUPPLEMENT TO THE *INDUSTRIAL WORKER*



October 24 is Take Back Your Time Day Less Time for Work, More Time for Life!

We Lead the World

According to a recent report by the International Labor Organization, U.S. workers lead the industrialized world in the number of hours worked each year – adding 36 hours to our work year in the 1990s.

While American workers are piling on overtime (much of it mandatory) and taking on two or three jobs in order to cope with low wages, workers around the world have been fighting for, and winning, short work weeks and longer vacations. As a result, U.S. workers now put in 499 hours (about 12 1/2 weeks) more a year on the job than German workers.

Working Ourselves Out of Our Jobs

The ILO report also ranked the U.S. #1 in productivity. That means we're working harder, and producing more per hour, than workers anywhere else in the world. And because we're working so long and so hard, we're working ourselves right out of our jobs.

Industrial productivity (the amount of goods or services we produce each hour) doubles every 25 years or so. But are we living better lives? Our pay (adjusted for inflation) doesn't go up (indeed, it's been drifting downward for decades), our work doesn't get easier, and our hours don't go down. So where does all our productivity go? It makes it possible for the boss to throw the worker next to us onto the streets, as each of us now does the work it used to take two workers to do.

Winning Shorter Hours Around the World

Over a hundred years ago, U.S. workers fought for (and eventually won) the 8-hour day. Today, many of us find ourselves putting in 10- and 12-hour work days – working longer, and harder, than we did 100 years ago. All this overtime leads to increased stress and on-the-job accidents, and keeps us from our families. Meanwhile, millions of workers are jobless, and millions more working dead-end part-time jobs.

In France, Germany, South Korea – all over the world – workers are demanding shorter work weeks and longer vacations. Rather than join the employers' race to the bottom, it's time for us to link up with our fellow workers around the world to reduce working hours and increase employment.

Create Jobs with Good Pay & Benefits

A shorter work week with no cut in pay (and no speed-up) would force the employers to hire more workers, reducing unemployment and reversing the downward pressure on our wages. It would make it possible for millions of workers to escape the trap of piling up low-paid, no-benefit part-time jobs in order merely to survive. It would enable the jobless to escape poverty, and give our youth a future to look forward to – not to dread.

Our Time is Our Lives

Every hour we spend on the job doing the bosses' bidding is an hour we can not spend doing the things that make life worth living – raising our children, hanging out with our friends, gardening, bowling, fishing, relaxing ...

Shorter hours are possible – and necessary. But in order to win them, we will need to build a broad-based movement. We need to organize, to educate within our communities, to ensure that the issue can not be ignored. We invite you to join us in this effort.

Work Without End?

The American labor movement was built on the struggle for shorter hours. The fledgling American Federation of Labor called for a general strike for the 8-hour day on May 1, 1886. Hundreds of thousands of workers downed tools in cities across the country, and joined massive parades demanding "8 hours for work, 8 hours for sleep, 8 hours for what we will."

The 8-hour day gradually became the norm. Timber workers organized into the Industrial Workers of the World won the 8-hour day by delegating a member to blow a whistle and walking off the job once they had put in their hours. If the boss fired the crew, they walked down the road to the next job – where they replaced a crew which had just done the same.

Auto manufacturers instituted the 8-hour day in an attempt to block unionization of their plants. Rubber workers won first the 8-hour and then, in the 1930s, the 6-hour day through sit-downs and strikes.

If you look back at the songs and pamphlets generated during this long campaign, it is clear that workers were fighting not to raise our wages through overtime premiums, but rather to take control of a greater portion of our lives – our time – and also to help

our unemployed fellow workers.

Today's business unions have lost sight of both goals. While they mounted a half-hearted, tepid response to attacks on the 8-hour day, it has been decades since we have seen any effort to win shorter hours. While workers in the rest of the industrialized world have been fighting for and winning longer vacations and shorter work weeks, work hours in the United States have been growing steadily longer – to the point where we

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now work the longest hours in the world. This is not inevitable. South Korean workers used to put in much longer hours, but they won longer vacations and shorter work weeks through a series of militant strikes and plant occupations (and they're still fighting to win back more of their time).

The last legislative victory for shorter hours in the United States came in

May 2000, when Maine passed a bill prohibiting employers from forcing workers to put in more than 80 hours of mandatory overtime in any two-week period (agricultural and utility workers are excluded). Maine is the only state with a legal limit on overtime.

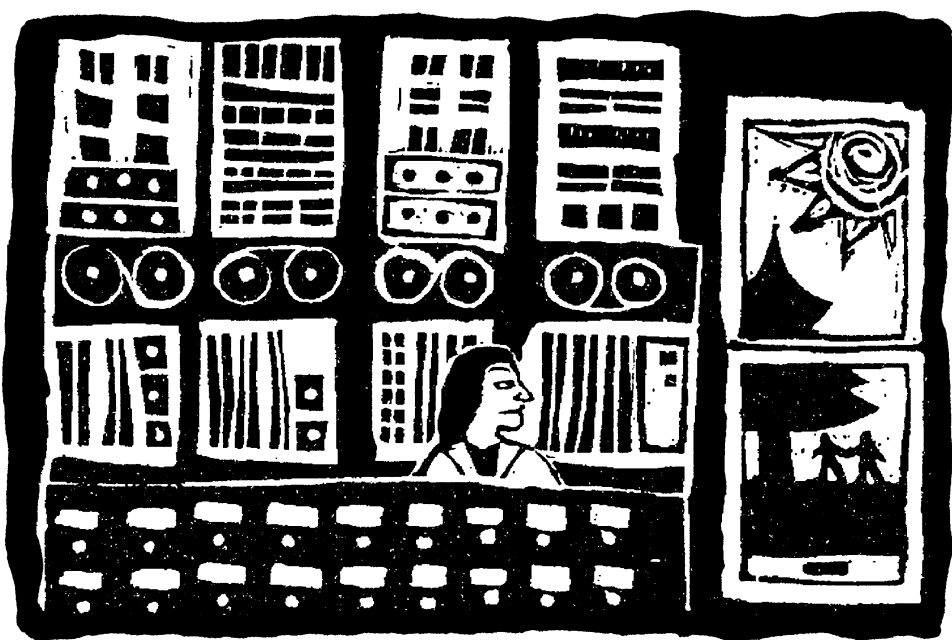
While it may be legal to require workers to put in as much as 120 hours of work in a

continued on next page



IN THIS PUBLICATION:

Take Back Your Time Day
Overwork and Your Health
Direct Action & Shorter Hours



An hour off

For thirty years, Johnson had arrived at work at 9 A.M. on the dot. He had never missed a day and was never late. Consequently, when on one particular day 9 A.M. passed without Johnson's arrival, it caused a sensation. All work ceased, and the boss himself, looking at his watch and muttering, came out into the corridor. Finally, precisely at ten, Johnson showed up, clothes dusty and torn, his face scratched and bruised, his glasses bent. He limped painfully to the time clock, punched in, and said, aware that all eyes were upon him, "I tripped and rolled down two flights of stairs in the subway. I nearly killed myself."

And the boss said, "And to roll down two flights of stairs took you a whole hour?"

TOP TEN SIGNS THAT YOU'RE WORKING TOO MUCH

- 1) God comes down from heaven to remind you that even he took the seventh day off.
- 2) You catch yourself saying, "I only worked a half-day today, twelve hours!"
- 3) Everyone from day, swing, and graveyard thinks you work their shift.
- 4) Domino's has limited you to 40 pizzas a month because they are genuinely concerned about your health.
- 5) Your spouse stops in to update the photos of your kids.
- 6) Your doctor reminds you to get 8 hours sleep every day. You want to know if that includes time spent napping on the freeway.
- 7) You catch yourself dialing "9" before making calls on your home phone.
- 8) Your kids start calling you "Auntie Mommy."
- 9) You make coffee nervous.
- 10) The bags under your eyes have bags under their eyes.

Work Without End? Continued from front page

week (in Maine; elsewhere bosses legally demand even more), in practice, few workers could survive such a grueling schedule for even a single week.

But millions of workers find themselves forced to put in 10- and 12-hour days on a regular basis, with serious consequences for their physical and mental health, their family life, and their ability to pursue their own interests. Millions more get little if any vacation time (and many workers who are technically entitled to vacations report that the work is so backed up that they find it impossible to schedule time off).

Study after study has found that overwork is literally killing us. Long work hours lead to increased stress, heart disease, fatigue, and chronic illness. The Japanese have a word for death by overwork, *Karoshi*, and estimate that it kills 10,000 workers a year. Since U.S. workers put in an average of 100 more hours a year on the job than the Japanese, it stands to reason that a lot more of us are dying from overwork.

There is no reason we should be putting in these long hours. More than 15 million U.S. workers are unemployed, and the bosses keep handing out the pink slips. As our fellow workers are laid-off, the survivors are forced to pick up their work – working faster, harder, and longer. Increasingly, we're not even paid for those hours. As a result, worker productivity (the amount we produce in each hour of work) is skyrocketing – making it possible to get out the same production with fewer and fewer workers. In the second quarter of 2003, business output actually increased even as the total number of work hours went down. We are quite literally working ourselves out of our jobs.

Simply enforcing the 40-hour week could create more than 7 million full-time jobs, cutting the unemployment rate in half. Following the example of our European fellow workers and moving to a 35-hour week with modest vacations could eliminate unemployment altogether.

The "modern" 12-hour day

Most workers tell pollsters that they are overworked, and desperately need time off. Entire industries have arisen to save hard-pressed workers some time by walking the dog or making lunch for the kids. But the business unions are, for the most part, oblivious to this time crisis. (A notable exception: nurses' unions, which have waged several high-profile strikes in recent years against mandatory overtime.)

The Bush administration is in the process of issuing regulations that would strip millions of workers of their overtime protection. Although U.S. law permits bosses to work us as long as they want, it attempts to encourage a 40-hour week by requiring time-and-a-half pay for overtime. However, millions of workers are exempted from the Fair Labor Standards Act, including farm and domestic workers, managers, and "professionals." Such employees can be forced to work unlimited overtime without any compensation.

The Labor Department is finalizing new regulations "interpreting" the law to dramatically expand who is considered a "profes-

Long work hours lead to increased stress, heart disease, fatigue, and chronic illness. The Japanese have a word for death by overwork, Karoshi, and estimate that it kills 10,000 workers a year.

sional" to include pretty much any worker who holds a "position of responsibility" or has specialized skills learned through on-the-job training or at a college or trade school. (Presently only workers whose jobs are predominantly creative or intellectual and require independent judgment are exempt, although employers routinely misclassify workers in order to avoid paying overtime. Computer programmers are also exempted under special legislation. Not surprisingly, workers who do not have to be paid overtime work much longer hours.)

The Bush administration says the new regulations would "modernize" the rules and make it easier for employers to determine whether workers are entitled to overtime pay. A corporate-sponsored research group recently estimated that employers are cheating U.S. workers of \$19 billion a year in unpaid overtime, primarily to workers who would be exempt under the proposed regulations. Over time, as technology permeates workplaces and employers continue to demand increased education and training, these regulations would "modernize" all but the lowest-paid workers out of FLSA coverage, concretizing in law the 50- and 60-hour weeks that have become increasingly normal.

Tens of thousands of workers wrote the Labor Department protesting the proposed regulations, passionate in their demands that they be protected from their bosses' insatiable appetite for overtime. A recent survey found that 74 percent of Americans oppose the new rules.

Rather than respond to this attack with

strikes or massive demonstrations, the AFL-CIO has confined itself to encouraging workers to email the Labor Department and Congress, and lobbying the Republican-dominated Congress to pass legislation blocking the proposal. (Not that the Democrats are much better; when the House rejected the AFL-backed measure by a three-vote margin, Dick Gephardt didn't vote because he was in Iowa garnering union endorsements for his presidential bid. Six other Democrats also went AWOL, while several others voted with the Bush administration.)

Time or Money?

But the AFL-CIO's "new voice" is telling bosses they can work us as long as they want – as long as they pay a little bit more. While tossing off occasional off-hand remarks about how bosses are hiring fewer workers and working them longer, the main theme of the AFL's campaign has been to defend overtime pay. "Cut overtime pay? No way!" the AFL web site declares, urging workers to tell the Bush administration that "working families count on overtime pay."

Of course, after decades of eroding wages, many workers are desperate to get by and have come to rely on their overtime pay for survival. But this is a problem that needs to be confronted, not a reason to maintain the epidemic of (mostly mandatory) overtime that consumes more and more of our lives.

Workers did not fight for – and sometimes die for – shorter hours to get a few dollars of blood money in our paychecks. No! We fought for shorter hours to put an end to this rotten situation where millions go jobless, while others slave for endless hours, and to reclaim that most precious of commodities: our lives. Our time is our life, and every hour we hand over to the bosses is another hour lost.

Take Back Your Time day

October 24 marks the day when U.S. workers will have put in as many hours on the job as the average European. But instead of kicking back to take a well-deserved rest, we'll put in another nine weeks on the job – enriching our bosses at the expense of our bodies, our minds, our families, and our communities.

Our time is our life, and it's time to take it back. A diverse coalition is organizing events around the country to mark the day, in hopes of putting shorter hours back on the public agenda. There will be teach-ins, festivals, workplace speak-outs, demonstrations, and many other events.

The IWW has endorsed Take Back Your Time day as an opportunity to raise the need to cut working hours with our fellow workers on the job and in our communities.

Information on local Take Back Your Time day events can be found at www.timeday.org; there's still time to organize your own event in your workplace or neighborhood.

Time off

The average U.S. worker gets just 10 days a year of vacation time after three years on the job, according to the Bureau of Labor Statistics – and growing numbers report that their work load is so overwhelming that they are unable to take more than a day or two of vacation at a time. Even then, many workers are forced to check in by email or cell phone.

These are among the shortest vacations in the world. Chinese workers average 15 days of paid vacation a year, and European workers get 25 to 30 days (up to 35 in Sweden).

As a result, we don't get the time we need to decompress, and recover from the stress of wage slavery.



Drop dead

For millions of workers, their jobs have become too much to bear. A recent study found that people's jobs are the single biggest cause of stress, straining hearts and minds to the breaking point.

Japan and China each now have a word for death by overwork – *karoshi* and *guolaosi* – and victims' families are eligible for workers compensation payouts. Other countries don't recognize the problem, but that hardly means workers aren't dying.

Long working hours lead to dangerous fatigue, resulting in industrial and traffic accidents. High stress can lead to heart trouble, high blood pressure, depression, and suicide. And British research indicates that workers who put in long hours doing meaningless work are more likely to die young.

Overtime: It's not just a bad idea; it could kill you. www.hazards.org/workedtodeath

PREAMBLE to the CONSTITUTION of the THE INDUSTRIAL WORKERS OF THE WORLD

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of working people and the few, who make up the employing class, have all the good things of life.

Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the means of production, abolish the wage system, and live in harmony with the earth.

We find that the centering of the management of industries into fewer and fewer hands makes the trade unions unable to cope with the ever-growing power of the employing class. The trade unions foster a state of affairs which allows one set of workers to be pitted against another set of workers in the same industry, thereby helping defeat one another in wage wars. Moreover, the trade unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These conditions can be changed and the interest of the working class upheld only by an organization formed in such a way that all its members in any one industry, or all industries if necessary, cease work whenever a strike or lockout is on in any department thereof, thus making an injury to one an injury to all.

Instead of the conservative motto, "A fair day's wage for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system."

It is the historic mission of the working class to do away with capitalism. The army of production must be organized, not only for everyday struggle with capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old.

IWW General Headquarters

PO Box 13476
Philadelphia, PA 19101
215-222-1905 • ghq@iww.org

Our Newspaper

The Industrial Worker: the grassroots voice of the revolutionary labor movement, published since 1909. News of the struggles of working people written by those who are fighting on the front lines.

11 issues per year, \$15.00

Organizer Training

The IWW believes that every member is an organizer, and that worker self-organizing is the best way to cultivate a strong working class movement. Our trainings use a variety of techniques to teach workers how to start a campaign and act union on the job.

IWW Literature Department

The IWW's Literature Department publishes & stocks hundreds of labor books, CDs, shirts, buttons, and other goodies! Write for a catalog. Bookmark your web browser on our merchandise page at www.iww.org/store.

Available in mid-September: the 2004 edition of our labor history calendar: \$10.

The IWW is a union for all workers, dedicated to organizing on the job, in our industries and in our communities. We organize to win better conditions today and to build a world without bosses, a world in which production and distribution are organized by workers to meet the needs of the entire population, not just a handful of exploiters.

We organize industrially – that is to say, we organize all workers on the job into one union, rather than dividing workers by trade, so that we pool our strength to fight the bosses together. Since the IWW was founded in 1905, we have recognized the need for a truly international workers' movement in order to confront the global power of the bosses.

We invite you to become a member whether or not the IWW has representation rights in your workplace. We organize the worker, not just the job, recognizing that genuine unionism is not about government certification or employer recognition but about workers coming together to address common concerns. Sometimes this means striking or signing a contract. Sometimes it means refusing to work with an unsafe machine or following the bosses' orders so literally that nothing gets done. Sometimes it means agitating around particular grievances in a specific workplace or across an industry.

Because the IWW is a democratic, member-run union, decisions about what issues to address and what tactics are pursued are made by the workers directly involved. IWW members can count on the solidarity of their union.

TO JOIN: Mail this form with a check or money order for initiation and your first month's dues to: IWW, Post Office Box 13476, Philadelphia, PA 19101.

Initiation is the same as one month's dues. Our dues are calculated according to your income. If your monthly income is under \$1,000, dues are \$6 a month. If your monthly income is between \$1,000 - \$2,000, dues are \$12 a month. If your monthly income is over \$2,000 a month, dues are \$18 a month.

- I affirm that I am a worker, and that I am not an employer
- I agree to abide by the IWW constitution
- I will study its principles and make myself acquainted with its purposes.



Name: _____

Address: _____

City, State, Zip: _____

Occupation: _____

Phone: _____ E-mail: _____

Amount Enclosed: _____

Membership includes a subscription to the *Industrial Worker*.



RESOURCES

www.iww.org/4-Hours

The IWW's shorter hours website

www.timeday.org

Site for Take Back Your Time day, October 24, including local contacts, a developing schedule of events around the country, and dozens of downloadable posters and other images.

www.hazards.org/workedtodeath/

From England, a special issue of *Hazards* magazine explores the growing danger of overwork.

Selected Titles from the IWW's Literature Dept.

Order from

IWW Literature Department,
PO Box 42777, Philadelphia, PA 19101

Please include \$2 for postage.

or order online: www.iww.org/store

Take Back Your Time: Fighting Overwork & Time Poverty in America.

edited by John de Graaf. \$15.00
Short essays document the ever-lengthening work week and explore nearly every facet of overwork, from the impact on family and community life to the damage to our environment and our health.

Arguments for a 4-Hour Day.

by Jon Bekken. \$2.50
Seventy years ago, a 4-hour work day seemed inevitable; today millions of workers again put in 10- and 12-hour days on the job. This pamphlet shows that the 4-hour day is both practical and necessary.

Whatever Happened to the 8-Hour Day?

by Arthur J. Miller. \$2.50
For growing numbers of workers, the 8-hour day is but a faint memory. Miller's pamphlet decries the soul-crushing fatigue of overwork, drawing on his experience working 14 hours a day, seven days a week, in a shipyard, and eloquently calls for resuming the fight for shorter hours.

Time Out! The Case for a Shorter Work Week.

by Kim Moody and Simone Sagovac. \$5.00
Ties lousy jobs and unemployment to the growth of overtime, subcontracting and contingent work.

4-Hour Day Button \$1.00

Full color version of classic IWW graphic.



Asleep at the wheel?

Overwork is an accident waiting to happen. Thousands of fatal crashes each year are caused by drivers dead tired from long hours on the job. Doctors say more than half of all Americans get too little sleep, and long working hours are often the cause.

www.timeday.org

Useful & Meaningful Work

Once we get clear that economic life should be about making a living for everyone rather than making a killing for lucky winners, we begin to see how much of the world's labor, energy, and material resources are being expropriated by the suicide economy for uses that are profitable for corporations, but harmful to life.

This suggests a startling possibility. We could, if we chose, redirect the life energy reclaimed from harmful work to beneficial work. At the same time, everyone's working hours could be reduced to share both leisure and paid employment equitably. It's all a question of how we choose, individually and collectively, to allocate our life energies.

We could all have more time for recreation, quiet solitude, community service,

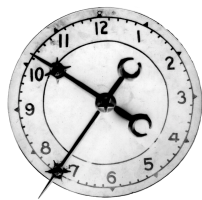
political involvement, family life, and the disciplines and hobbies that keep us physically, mentally, psychologically and spiritually healthy. Our paid work would be more fulfilling. Our lives, communities, and natural environment would be healthier.

A world no longer divided between the obscenely rich and desperately poor would know more peace and less violence, more love and less hate, more hope and less fear. The earth could heal and provide a home for our children for generations to come. And we would have more free time.

Excerpted from "What's an Economy For?" by David Korten

Take Back Your Time: Fighting Overwork and Time Poverty in America, edited by John de Graaf and available from the IWW.

Timely Quotes from T-Bone Slim, IWW Columnist



"We hear much nowadays about unemployment and right to work. Right to work means right to be exploited by an employer, and unemployment means opportunity means right to starve without one, fall heir to illness or strike your colors and accept of relief standards. Both situations are odious in the extreme and make for like situations in the future.

What the workers want is not the 'right to work' or denial thereof: They want the right to live in every fullness of life, sip of its nectars and enjoy of its perfections, and let no man purge them of the wonders they produce."

"Don't watch the clock - it's three minutes fast mornings and seven minutes slow evenings."

"The shorter workday requires no extended remarks: Just go out later and come in earlier - no labor board or other lumber is required."

"Time comes in every man's life when he feels he has been skinned enough. So what this country really needs is an unemployment office where he can put in an application for unemployment, or skinproof idleness."

DIRECT ACTION FOR SHORTER HOURS

Are you working overtime, while the boss recently laid-off your coworkers? Remember that you're just one person - there's no way you can do the work of two or three people. (Indeed, what with all the stress and grief of the situation, you may be hard-pressed to get as much work done as you used to.) Don't cut corners or do shoddy work - you should take pride in your work, and besides you could be fired if quality goes down. If the boss complains, suggest he bring back the folks who used to do the work.

The issue of unemployment and long working hours could be brought into sharper focus by unemployed workers picketing jobs where workers are regularly forced to put in overtime. (Of course, you'd want to talk to workers on the job first, to avoid any misunderstandings.) Maybe the workers inside could join them on their lunch breaks.

Some unions refuse to work overtime as long as there are unemployed members. In the past, many demanded the job go on a 30-hour basis until everyone was working.

The Disappeared: Children could picket outside the office or factory or union hall, carrying large pictures of their parents and asking if anyone's seen them.

Take Breaks: Some state laws and most union contracts provide for meal and other breaks. Take them - you're entitled to them, and they're essential for mental health. If the work doesn't get done, drop it on the boss's desk and suggest he bring in some extra help.

Timesheets: Many workers aren't asked to clock in any more. Is this because the boss trusts us? Or because he doesn't want a record of how many hours we actually work? Organize your co-workers to clock the time they put in on the job each week (make sure to count time at home checking email and using the cell phone on the road). Then organize a meeting to discuss what you're learned, and decide on a plan of action to do something about it.

Claim your overtime: Even if the boss says you're not entitled to overtime, that's no reason not to document the time you're putting in and demand you're paid for it. If you organize your fellow workers to do this together, it's legally protected concerted activity (and more likely to succeed).

Don't work tired. Long hours don't just waste your time, they result in serious accidents. It's an occupational safety issue. You have the right to refuse work that you reasonably believe to be unsafe.

Go home: When you've put in your time, it's time to go home. If you're just plain worn out, you need to go home and recuperate. If you're worn out, chances are your coworkers are too - perhaps you should all go home "early" and rest. (After all, the boss takes off for golf and long lunches.) IWW timber workers won the 8-hour day by getting organized, and then blowing a whistle once they had put in their eight hours. When the boss said "We work 10 hours here," they replied: "That's ok. We worked 8 hours today, we'll work 2 tomorrow." If he fired them, they went down the road to the next camp, where they replaced a bunch of workers who had just done the same. It didn't take very much of this to settle the question.

Organize: If you go into the office alone and demand the 4-hour day, the boss will laugh. If you get together with a bunch of your fellow workers and demand shorter hours, he'll have to listen.

