

10 OT myths

1 MYTH **Members won't give up overtime.**
FACT Our survey shows that over 80% of our members will give up overtime to create more jobs.

2 MYTH **Members need the additional money from overtime.**
FACT Only 17% of our members say they work overtime because they need the money. Most work OT for the banked time or because co-workers need time off.

3 MYTH **OT is necessary to deal with emergencies and to keep the mill running.**
FACT Most OT is not due to emergencies, but for relief to cover earned time off.

4 MYTH **The mill can't run without OT.**
FACT Mills used to run with much less overtime and a few still do operate with lower levels of OT. OT has doubled over the past 15 years. Fewer regular workers means more OT.

5 MYTH **OT is cheaper. Cutting OT will increase labour costs and make the mill less competitive.**
FACT Hiring new workers is cheaper than OT. When all costs are included, OT costs double time. Managers prefer OT because it results in fewer workers, not because it's cheaper.

6 MYTH **If I don't work OT, there will be more contractors at the mill.**
FACT While OT has increased dramatically, so has contracting out. Companies use OT and contracting out for the same end – smaller mill crews. OT is not a solution to contracting out.

7 MYTH **If we cut OT, management will push harder on flex.**
FACT Management will push the flex agenda regardless of OT rates. Flex and OT are also about the same end – less jobs.

8 MYTH **People have always worked OT because that's what mill towns are about. You earn as much as you can, as fast as you can, and then move on.**
FACT If that was true in the 1960s, it isn't today. The average mill worker has a lot of seniority. Most of us have lived in our town for years and we aren't going anywhere.

9 MYTH **If we don't work OT, we won't get our days off when we need them. That's how the system works.**
FACT That's exactly how the system works, and why we have to change it. When the company hires more full time relief workers, it will be possible to get our earned time off without working OT.

10 MYTH **Cutting OT won't create jobs. Management won't hire more workers, no matter what we do.**
FACT Jobs have been created by BC mills by reducing OT. The key is to negotiate clear provisions to create jobs when OT is reduced.