

Getting Over Overtime: Balancing Burnout and Bucks

A Mental Health Message from Your Member Assistance Program (MAP)

The Overtime Dilemma

We know the drill. Overtime means extra money—sometimes it's the difference between getting by and getting ahead. But it also means extra hours, extra stress, and less time for rest, family, and recovery. As your Member Assistance Program (MAP), we're here to talk about the mental health side of overtime: the part that's easy to ignore until it catches up with you.

Working overtime can feel like a badge of honor. It shows commitment, reliability, and grit. But when it becomes a constant, it can lead to burnout, fatigue, and emotional strain. The challenge is finding a balance between financial goals and personal well-being.

Signs That Overtime Might Be Taking a Toll

- Feeling exhausted even after a full night's sleep
- Irritability or mood swings on and off the job
- Trouble concentrating or making decisions
- Physical aches, headaches, or digestive issues
- Withdrawing from family, friends, or hobbies

You're not alone. Many union members face this tension every day. The key is recognizing when enough is enough—and knowing how to protect your mental health without sacrificing your paycheck.

Burnout Isn't Just Being Tired

Burnout is more than fatigue—it's a state of emotional, physical, and mental exhaustion caused by prolonged stress. It can sneak up on you, especially when overtime becomes routine. And it doesn't just affect your work—it impacts your relationships, your health, and your sense of self.

As union members, you're used to pushing through. But burnout doesn't go away by working harder. It goes away by working smarter—and by taking care of yourself.

Strategies to Prevent and Manage Burnout



- **Set limits**: Know your threshold for hours before it affects your health.
- **Take breaks**: Use your lunch, step outside, or stretch between tasks.
- **Prioritize sleep**: Aim for 7–9 hours, even if it means saying no to extra shifts.
- **Stay connected**: Talk to coworkers, family, or MAP when stress builds.
- **Use your benefits**: Sick days, vacation time, and MAP services exist for a reason.

Your MAP is here to help you navigate this balancing act. We offer confidential support, stress management tools, and guidance tailored to union work environments.

MAP Can Support You With:

- Burnout prevention and recovery strategies
- Counseling for stress, anxiety, or fatigue
- Help setting boundaries with work and overtime
- Financial wellness referrals to reduce money stress
- Support for family dynamics impacted by long hours

You don't have to choose between your health and your income. Let's find a way to support both.

Building a Healthier Work-Life Balance

Overtime can be a lifeline—but it shouldn't be a lifestyle. When unions support mental health and work-life balance, they build stronger, safer, and more sustainable workplaces. As a union member, you have the power to advocate for yourself and your crew.

This isn't about saying no to hard work—it's about saying yes to your well-being.

Tips for Balancing Bucks and Burnout

- Track your hours and energy—notice patterns that lead to stress
- Budget proactively to reduce reliance on overtime income
- Talk to your steward or supervisor about workload concerns
- Use MAP to explore healthier coping strategies
- Encourage coworkers to take care of themselves too

Your time is valuable—and so is your health. If you're feeling stretched too thin, MAP is here to help you reset, refocus, and recharge.

For more information, tools, resources, or app information, call your Life Advisor Member Assistance Program!

Ulliance provides no cost, confidential, short-term counseling for you & your family.

Call us- we're here to help **800.448.8326**