

Chair Taylor Members of the Committee, I'm usually required to work overtime 2 times per week, in addition to any voluntary overtime I work.

AFSCME-represented Security Staff are frontline workers and are responsible for the safety and security of our correctional institutions. Consistent weekly forced overtime, especially in addition to any voluntary overtime worked, creates staff fatigue, inconsistency in staffing, and an inability to effectively train. It also diminishes staff morale tremendously. This not only occurs within the correctional institutions but when out in the public as well as with transport of AICs (Adults in Custody) as well as travel and on the job performance with the multitude of hospital watches staff are assigned to. Inconsistency in staffing creates tension for everyone in a facility. Some posts often are relieved late due to the domino effect of mandated staff having to relieve a staff who now has to relieve another staff to work their mandatory overtime shift. There is also many occasions staff are not provided rest or lunch breaks due to "short staffing".

The mandatory overtime abuse also creates an increase in staff call-offs. At CCCF, on many occasions we have not had adequate staffing for first responders and on many occasions have left posts vacant. Over the last 5-6 years, staff assaults at CCCF have increased and have resulted in more serious injuries to security staff.

My home life is now very inconsistent with no ability to plan or handle personal responsibilities (taking care of family, pets, chores, errands, etc.) as forced overtime can happen on any day of the week. My personal life should not be greatly affected every week due to the Agency's inability to adequately staff our correctional institutions. This also impacts my relationships with family and friends because I spend more time at work than at home sometimes. I know that forced overtime has resulted in separation and/or divorce for a lot of staff.

Clearly this creates mental fatigue and in some cases depression. On numerous occasions even the AICs have reported that they notice staff "dragging, almost like zombies" due to the amount of forced overtime they are required to work. Staff begin to feel disgruntled and are not fully coherent which creates safety and security issues for all those working and housed inside the correctional institutions. The Agency talks about Destination 2026 and staff wellness, yet the constant overtime abuse is completely contradictory to that concept.

Legislature needs to require every state correctional facility to re-evaluate staffing requirements in conjunction with and the mutual agreement of AFSCME represented local leadership and AFSCME Council 75. Since CCCF opened in 2000, no staffing adjustments have been made to staffing standards, even with the addition of housing units.

There needs to be some accountability to ensure the Agency maintains adequate staffing at each correctional institution to avoid continued mandatory overtime abuse. We should also institute "hazard pay" in addition to regular pay when the Agency fails to meet staffing requirements, resulting in mandatory overtime.

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