

Dear Chairs and members of the committee,

As a correctional officer at Coffee Creek, I can work anywhere from 2-8 shifts per month of mandatory overtime, and it's physically taxing. When I have to work more mandated overtime shifts in a month, my immune system becomes compromised. I get sick more often. And then I'm too fatigued to do healthy, stress-relieving activities during my time off such as going to the gym or going hiking. Not being able to care for myself increases my stress level.

Working mandatory overtime stops me from having time to care of elderly family members, making homemade meals, cleaning, taking care of my pets. Without the ability to balance my life and work, my ability to stay positive wanes.

When I am forced to work 4+ mandatory shifts a month, I shut down emotionally at home. At work I am less likely to keep a positive attitude. I decrease my communication with staff and AICs. Overall, it takes me longer to think through any issues at work that arise when I've worked back-to-back mandates multiple times in a month.

Working 2 mandates a month is reasonable. Working 3+ mandates in a month disrupts my home routine and affects my physical and mental health. My weight tends to fluctuate and I spend more money when I have to stay at work because I have to buy meals, which causes me added stress. My sleep patterns are disrupted and it takes a few weeks to get back on a good sleeping schedule.

We have to be in our best health to be able to keep ourselves and the people we serve safe. We need more correctional officers in the facility so that mandatory overtime isn't taking our ability to care for ourselves away.

**S. Duncan**

Coffee Creek Correctional Facility