

Chairs Evans and Sollman and members of the committee,

I have worked for DOC for 21 years, and mandatory overtime has been an issue for my entire career. We have been short-staffed for decades. Every aspect of my life and family life has been affected by long-term mandatory overtime, and it just doesn't seem to be getting any better.

I spend more time at work than I do at home some weeks. I can't make plans because I never know when I will be required to work an extra shift and not able to get home to my family. When my children were young it would cause constant daycare crises. There is more stress at home when I'm not able to get things done due to exhaustion from working mandatory overtime.

And it's not just mental health that suffers. On the job injuries have gone up. I have sleep issues, high blood pressure, diabetes, difficulty managing my weight and lower back problems. It's impossible to get enough sleep when you have less than 8 hours off between shifts, and eating healthy only happens on my days off. Prior to my career with DOC, I had no health issues. My sick leave usage has gone up. I'm burnt out and exhausted.

The state has an employment crisis. Our staff resign frequently because of the workload. Statistics say that life expectancy after retirement for correctional officers is 5 years. There is no doubt in my mind that this is true. We need solutions, fast.

**Laurie Frasco**

Oregon Department of Corrections