

Submitter: Melanie Gordon

On Behalf Of:

Committee: House Committee On Labor and Workplace Standards

Measure, Appointment or Topic: HB3363

Chair Grayber, Vice Chairs Elmer and Munoz, and members of the House Committee on Labor and Workplace Standards, ,

State behavioral health workers who answer the call to serve 24/7 should have full benefits and pay for their contribution to support some of the most vulnerable people in the state, but there is an annual 300 hour overtime cap for employees who qualify for Tier Three PERS.

As an employee at the Oregon State Hospital (OSH), I am concerned about the short staffing at OSH, and how much overtime is regularly required of me and my team. Behavioral health workers have been shouldering mandatory overtime that has been exacerbated by short staffing since 2020.

The most recent overtime crisis was from Father's Day weekend 2024 through Labor Day weekend 2024 there were long stretches where we would average over 1,000 hours of mandatory overtime a week. Staff may be subject to mandatory overtime with little or no notice, which places a relentless burden and takes time away from my family/friends/time to rest, and increases the chances that I will have an on the job injury.

I urge the committee to support this important piece of legislation so that workers who are enrolled in Tier Three PERS because we should have our actual overtime included in our final PERS calculation like the rest of the PERS qualifying employees.

Thank you for your consideration,