

February 17, 2025

Representative Dacia Grayber, Chair
House Committee on Labor and Workplace Standards

RE: Support HB 3363

Chair Grayber, Vice Chair Muñoz, Vice Chair Elmer, and Members of the House
Committee on Labor and Workplace Standards,

My name is Donald Carlyle. I have been a Correctional Officer at Eastern Oregon Correctional Institution (EOCI) in Pendleton for eight years. Excessive mandatory overtime at EOCI is and has been a daily occurrence for more than five years now. This week at EOCI alone, there are 277 open positions requiring 2,216 hours of overtime to be worked by an extremely over-extended correctional officer staff. Despite what you may have heard, this is not overtime we relish, or work for to artificially pad our retirement funds. This is overtime we are forced to work. To the best of my knowledge, currently, EOCI has 276 authorized positions, and we currently have 74 vacancies, which is 26.8%. At some points, the vacancy rate has nearly been 40%. That is simply not enough people to do the work safely.

As the local President for my collective bargaining group, I have on my desk a stack of disciplinary letters issued to fellow officers who have for one reason or another at times been unable to work a particular shift of overtime. Many of those letters state that "not having emergency childcare is not an excuse for refusing to work overtime." One is a letter of reprimand issued to an officer who refused overtime because after working overtime for three days in a row, he called his wife to say he had to stay again for a fourth time. She told him "If you don't come home right now and help me care for these kids, I'm leaving you!" He went home, and was written up anyway.

Another example was a refusal to grant a two-day leave for an officer to attend his daughter's wedding. That is time and memories you can never replace. I'm sure you'll agree that this is no way for the department to treat its most valuable resource.

The Department of Corrections has consistently missed the mark in prioritizing recruitment, hiring and training of adequate personnel to alleviate the problem of excessive overtime at all DOC facilities. Line level staff are therefore left to carry the burden of this chronic oversight. It is manifestly unfair and unjust that those hours are not counted when calculating our retirement benefit. We stand up and take care of each other in our worksites - everyday, Federal holiday or workday, rain, snow, smoke, or in temperatures above 100 degrees.

I respectfully urge you to support this bill with a yes vote, or better yet to remove the cap for Tier Three OPSRP employees altogether, bringing tier three employees' benefits more inline with those in Tiers 1 and 2.

Thank you,

Donald W. Carlyle

Local 3361 President

Council 75 Regional District 2 Vice President