



February 17, 2025

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

For the record, my name is Bradley Capps and I've worked at the Stabilization and Crisis Unit for 8.5 years. Thank you for letting me share my support for HB 3363.

I entered into the workforce in 2008 in the private sector and 2016 into SACU because I had worked in the private sector and wanted to fulfill a desire to assist the state's most vulnerable population in a crisis setting. We provide care for the most acute individuals in the state of Oregon. Based on an individual's plan, we provide every single aspect of care from finances, ADL's, Goal setting, dream achieving, and all around assuring our individuals are provided the best level of care while transitioning out of a crisis situation in their lives. In some instances, we're caring for individuals 1-1 or even 2-1 because their acuity levels are so high. In order for us to do our jobs and provide quality care, we have to make sure that when we're leaving for our shift, someone else is available and capable of continuing care so that the individual does not become dysregulated.

The staffing crisis at SACU over the last few years has thinned out the talent pool we already have. Any staff can expect to be mandated 2-5 times in a week and it's too common for someone who is scheduled to work a regular 10 hour shift, to work 16-24 hours at a time. SACU is a unique program, where we're able to build strong relationships with the individuals we are for, but when we're working 80-100 hours a week, we become less vigilant and this can lead to highly unsafe situations for them and for us. The amount of stress and anxiety that stems from situations have also affected our daily life. We spend more time at work than with our families and loved ones and come to only find out that when it comes to our retirement, DAS caps our overtime work at 300 hours which is nowhere the reality.

It is typical for a direct care worker in a 24/7 facility to accrue 800 -1000 hours of overtime in a calendar year. If passed, this concept would clarify the existing Oregon statute which directs



DAS to create a PERS cap that reflects a “reasonable expectation” of the overtime hours served. I urge this committee to move this bill forward to ensure workers are compensated adequate for the amount of overtime they are mandated to work.

Thank you for the opportunity to testify on this important bill.

Bradley Capps