



Chair Taylor and members of the committee, my name is Joe Baessler I am the associate director of Oregon AFSCME. Our members are working an unsustainable level of overtime and it is worse in the agencies that are open 24/7. There must be systemic change to address this problem but the crisis is now and we need immediate relief for these workers. SB 631 allows workers that have worked multiple mandatory overtime shifts in a month to refuse a mandatory shift with no negative job consequence.

We know that this is not a complete solution to the staffing crisis and overtime abuse, but we cannot allow the State to continue to force our members to work mandatory overtime week after week with no end in sight.

To understand what workers are dealing with:

At the State Hospital

- July, 2022, 930 employees at the Oregon State Hospital worked a total of 4,233 hours of mandatory overtime.
- In 2022, in total employees at the Oregon State Hospital worked 12,366 hours of mandatory overtime.
- From April, 2021 through the end of 2022 employees at Oregon State Hospital worked 23,600 hours of mandatory overtime.

Department of Corrections

- Increase in Mandatory Overtime: DOC reports a 21% increase in mandatory overtime hours for operations and health services, from March 2022 through August 2022.
- \$5.2 million for contract nurses: DOC has paid \$5.2 million for contract nurses since January 2022, to fill staffing gaps. DOC reports that there are currently 39 registered nurse vacancies in health services.
- 209 Vacant Positions: There are 209 vacant positions in DOC, and 126 “ghost vacancies. Ghost vacancies occur for a variety of reasons including active military deployment and extended leave.

- Increased Turnover: DOC's turnover rate increased from 8.94% in 2019 to 15.33% in the last 12 months. Department of Corrections

Stabilization and Crisis Units

- Mandatory overtime hours in July 2022: 5,020.94 (in comparison July 2021 was 4,200.5)
- Voluntary overtime hours in July 2022: 19,471.69 (in comparison July 2021 was 15,527.41)
- Total overtime hours in July 2022: 24,492.63
- In July 2022 staff were out on injury for 2,010.96 hours. In comparison in November 2021 staff were out 760.5 hours, which was a 265% increase.
- Vacancy rate in August 2022 was 13.37%. On average an additional 3-4% are out on duty stationed and unable to work

Please support SB 631 and move it forward.

Respectfully Submitted

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