

Chairs Evans and Sollman, members of the committee,

In the past, I have had to work mandatory overtime 3-4 times per week, but right now it's only once a week. I feel like my sick balance is a good reflection of how tired I am working so much mandatory overtime. I need to be alert and focused when I'm working because the safety of everyone in my workplace relies on that, and I'm not able to do that when I'm exhausted and overworked.

I have given the best years of my life to this department and my family has completely suffered. I know I could just quit my job, but someone has to be here to do this work. I realize there is always the possibility of mandatory overtime, but it has been the norm rather than the exception for over a decade. My wife also worked for ODOC in security but sought a different job because of the level of apathy shown by the department towards this issue. There is a heavy burden placed on our staff, who show up day in and day out because they care about public safety and value the work they do.

At this point I feel defeated and can't wait for retirement. My energy levels are low because the grind is wearing me down.

There are a lot of good people in this line of work. When you exploit their time, it leads to a level of apathy and complacency that creates an unsafe working environment for us and for AIC. It is long overdue for this issue to realistically be addressed. It's not about the money or being compensated for our time. I will never get the time back with my family.

I would encourage each and every one of you to visit a correctional facility and get a clear picture of the scope of the issue. We're not just complaining, this issue has exceeded that point. It's time to act.

Kevin March

Oregon Department of Corrections