

Submitter: Daniel White

On Behalf Of:

Committee: Senate Committee On Labor and Business

Measure: SB631

I support SB 631, because I experience and see the effects of what mandates do to staff daily. I see staff experience burn outs more frequently. I see it killing employee morale. Over working employees can cause damage to an employee's health and home life. In addition, it creates an unsafe environment for correctional officers, and the offenders under their supervision.

Mandating staff to work a 16-hour shift, for them to go home, sleep for 4 to 6 hours to then be mandated to work another 16-hour shift the following day makes employees exhausted constantly. Employees are unable to have a regular sleep pattern, and this can cause many health issues. Correctional officers are sleep deprived while watching Adults in Custody, which can lead to dangerous situations for both sides.

The excessive mandates add stress to an employee at work, as well as at home. Mandating can cause issues in communication, and quality time with loved ones. Employees that are constantly mandated are unable to make plans with family and friends for after work activities. Lack of time with family creates a frustrating environment at home, leading to divorces that could be avoidable if more time was able to be spent with loved ones.

The circle of the mandates starts, because a person quits, or someone calls out. The over working of employees causes more people to quit, creating even more mandates due to the lack of people. This causes the workplace to try to catch up in an unending cycle of mandates. Even when staff do not quit, they are exhausted, and may call out, causing another employee to be mandated. In severe cases of exhaustion, employees are more prone to injury, which may result in a leave of absence until they are recovered, creating another issue. This has been an ongoing problem for years.

This bill is the change that needs to happen.