



February 6, 2024,

Chair Grayber, Vice-chairs Lewis and Tran, and members of the Committee On Emergency Management, General Government, and Veterans,

For the record, my name is Shawn Slover, and I'm a member of AFSCME Local 3295, the Oregon State Hospital Nurses. I want to express my support for HB 4045. This bill creates a new "Hazardous" category within PERS for employees of the Oregon State Hospital who have direct contact with patients and 911 operators who directly work with or manage emergency or traumatic events in the regular course of work. This bill has various components but I want to shed light on one specific portion which directly impacts the life of my coworkers who are also your state employees.

The work we perform at OSH is unique and comes with its challenges. Managing staff in a 25-patient unit of highly assaultive patients leaves my coworkers and me without enough time to decompress. We are yelled at by patients daily and are often physically abused. We care about our patients and want to show up for them in every way that we can to make sure they learn the necessary skills in order to reintegrate them into their communities. Our jobs are not easy and without many incentives, I can see why recruitment is difficult.

The higher stress levels associated with my job make it difficult to concentrate on tasks and result in a common state of burnout. This leads me to become more irritable outside of work and more reclusive in my family unit at home.

I strongly urge your support and appreciate your consideration of this bill.

Thank you for your time,

Shawn Slover