

Commissioners, I am Lessie Moore representing the California Association of Psychiatric Technician (CAPT) State bargaining Unit 18 (BU 18)

I am happy to be here to talk about the over use of mandatory overtime in our state hospitals and the impact that it has on our member's health and safety as well as patient safety.

Mandatory overtime for Psychiatric Technicians is challenged persistently and on repeated basis in order to maintain the minimum adequate level of unit staffing required by the Department of Health Services. Which means staff are working their regular six days a week in conjunction with two to three mandates within their work week which often leads to little time in between shifts for recovery.

BU 18 provides alternatives to the state's ability to mandate Psychiatric Technicians: 1) before an employee is required to work mandatory overtime, management will make every effort to schedule appropriate available employees prior to mandating overtime. This shall include, but not limited to: Permanent Intermittent Employees. Retired Annuitants, Registry staff, and volunteers. As the last resort, to meet required staffing needs.

Regrettably, the state consistently has dishonored every provision of the mandatory overtime rules by not allowing Permanent Intermittent Employees, Retired Annuitants, Registry staff to be appropriately distributed to meet the required minimum staffing. With the mandatory overtime Psychiatric Technicians are powerless to decline the mandatory extra shift 1) when they are unable to give quality/safe patient care or 2) feeling fatigue 3) sick 4) overall safety alertness 5) drowsiness.

When staff report they are too sick to stay another shift, or they have other obligations staff are forced to bring in a doctor's note or reschedule any appointments outside their regular schedule work day. BU 18 members are susceptible to adverse actions for looking less than alert due to lack of rest between shifts.

Mandatory overtime affects the overall care that is being rendered to our patients when staff's mental awareness is compromised due to fatigue and being overworked. The staff is physically, mentally and emotionally drained and less likely to be alert in dangerous situations causing their judgment to be impaired. This not only compromises the safety of the staff but everyone else. In addition, more call offs, more stress leave are likely to contribute to mandatory overtime.

Psychiatric Technicians (PT), Psychiatric Technicians Assistance (PTA), Senior Psychiatric Technicians (SPT) who make an effort to have good attendance are inadvertently punished for doing so by being mandated to work another eight hours. The morale among PT's, PTA's and SPT's is low and often trickle down to the quality of patient care.

Mandatory overtime ignores the responsibilities Psychiatric Technicians may have at home with children and other family members and /or other obligations. Being forced to work overtime reduces family time and parenting. Staff are forced to find alternatives means to find

child care or get their kids to school. The more mandatory overtime the less time is spent with family, less time or no time helping with kid's homework, less time for sleep.

In conclusion, Mandatory overtime has turned into a daily certainty for Psychiatric Technicians and the increase workweek has led to stress, exhaustion, and stress related health problems and injuries.