

| GOAL   | LRB        | BILL   |
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| On the job training is essential for the successful retention of new officers. Common responsibilities for new officers leave them alone on the unit floor with over 70 inmates. Some institutions only offer 1 week guided training in house. This bill sets a minimum of four weeks of training before an officer works alone. | LRB 3275/1 | DOC must ensure that every new officer receive at least 4 weeks of on the job training inside an institution with another officer supervising.   |
| Safety of officers and inmates should be the top priority. DOC should never collapse first responder positions leaving officers and inmates in a situation where backup is not immediately available.  | LRB 3276/1 | The warden or superintendent of each institution shall ensure that at least 5 first responder staff are on duty for every shift. This is in addition to corrections officers and sergeants.  |
| Since Act 10, DOC staffing levels have been insufficient. The absence of union contracts has allowed DOC to adjust policies of staffing creating safety concerns, rather than coming up with a true solution to staffing shortages.  | LRB 3273/1 | No employee of DOC may work more than 2 shifts of overtime in a row in their work week. The warden and superintendent must report to the Joint Committee on Finance if this prohibition is violated. Enacted 7 months after passage.   |
| Workplace safety is essential not just for officers that work every day inside our institutions but also for the inmates that live there. Employees should be able to bargain for workplace safety issues.   | LRB 4225/1 | Reinstates workplace safety as an allowed subject of collective bargaining for public employees.   |
| New technology like drones make tower guard and perimeter posts more important than ever to keep prisons safe for all. Communities should expect the level of protection guard towers and perimeter posts help ensure.   | LRB 3274/1 | The warden or superintendent of each institution is responsible to ensure that at least one guard tower is staffed at all times for each institution in the state. There must also be at least one perimeter staff on duty at all times as well.   |
| Transparency of incidents reports is important to the public, officers and families of inmates. The shroud of secrecy used now to limit information should be lifted.  | LRB 3363/1 | All incident reports involving employees, officers and inmates are public record and open to inspection under 19.35 (1). Except that DOC may redact personally identifiable information from these documents.  |
| Officers administering medication and inmates receiving care should feel comfortable in this system of care. DOC should be a responsible employer and train officers who administer medication at least 4 hours a year.  | LRB 3925/1 | Prohibits a corrections officer who has not had at least four hours in the last 12 months of training on medication, including allergic reaction response, from being assign to administer medication.   |
| Forced overtime should be fair to officers and taxpayers. DOC should take responsibility for their failure to develop a successful strategy to resolve staffing shortage.  | SB 175     | DOC may not create a policy for overtime that costs taxpayers more than the current overtime policy for the same workers in the same shifts.   |
| Officers inside institutions keep the peace, without weapons, every day sometimes for 16 hours at a time, days in a row. This job is difficult and deserves comparable and fair pay. DOC should increase wages for all corrections officers and ensure that progressive pay is achieved fairly.                                  | LRB 3252/1 | Individuals appointed as correctional officers shall receive all pay adjustments scheduled for correctional officers during the first two years of appointment even if officers are assigned to supervisory positions. This change would ensure that sergeants do not make less than officers in the first two years of employment where this discrepancy is common now. |