

Suggested Talking Points for POC Meeting 5/11/26 for AFSCME Local 685 Rank & File Members

- Introduce yourself by first name, assignment, and years of service.
- Briefly explain how staffing shortages are affecting your day-to-day work, for yourself and for the youth and/or adults you supervise.
- Describe how redeployments and vacancies have increased workloads and strained supervision.
- If you work in the field, explain how reduced staffing and large caseloads are impacting your ability to consistently supervise probationers, impacting public safety and the ability to keep people out of jail/prison.
- If you work in institutions, describe the impact of mandatory overtime, holdovers, fatigue, and staffing shortages on safety and morale – if possible, use a personal story.
- Address the “call out” issue directly if comfortable:
 - “Many officers are not calling out because they don’t want to work. They are exhausted after mandatory holdovers, double shifts, and repeated long hours with little time to rest or take care of their families.”
- Explain how exhaustion and burnout are affecting officers physically and mentally.
- Share any concerns regarding safety, delayed responses, reduced programming, or inability to provide the level of supervision the public expects.
- Emphasize that officers remain committed to rehabilitation and public safety, but current conditions are not sustainable.

Optional Closing Statement

Frontline officers are doing everything they can to keep the system functioning, but the staffing crisis is impacting both officers and public safety. Conditions need to improve before things get worse.

Important Reminders

- Speak from your own personal experience.
- Do not disclose confidential juvenile or probationer information.
- Keep your comments short and specific.