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Temporary employees face numerous challenges as state employees from the ability to access training, attend conferences, stay current in their profession, and obtain financial assistance to further their education and advance in their career and agency. Even raises were recently few and far between and reviews have not been mandatory, nor consistent. How does one know how to improve, grow, and feel valued by their employer without this basic documentation and guidance? What record of good employment exists for the employee if a future employer should inquire about reviews and quality of work? Many permanent temporary employees are working full time jobs for the state of ND and are in the same position for years, even decades with no opportunity to advance. They receive no benefits, or cannot afford to pay for the benefits they are offered upon hiring such as retirement and healthcare. I had to turn down the retirement plan at hiring because I could not afford to sacrifice 10% of my pay at \$13 an hour. The retirement plan is a onetime offer unless one changes their classification or position. I now pay a financial advisor several hundred a year to create and manage a retirement plan for me that in no way will compare with what I could have had with the state because it all comes out of my pocket and after tax. Until I married, I was paying the full premiums for the state health plan because I did not qualify for individual insurance outside of a group, I have pre-existing conditions, so I paid thousands of dollars a year to have coverage. Now we have ACA coverage coming, but we are still second-class employees because we have to pay for our plans and the family plan at \$758 is unaffordable to most anyone who will really need it, such as a single parent, but maybe our state expects these families to be so poor and in dire straits that they will qualify for Medicaid and SNAP.

I have expressed my frustrations to my management, but I always hear that our legislature has to make a position. Well, that cannot happen unless my director asks for that position. The next thing I hear is that I need to get a Master's degree to qualify for the position, that is if we should ever get an FTE position. What is the incentive for me to add \$40k in debt for a MA when there is no guarantee of a position because the state of ND will not commit, or offer me any financial assistance? Most people in my field with a MA make 5 to 10k more than I currently earn. It doesn't seem logical to go that deep in debt with 6% and up interest rates for a job that pays a few grand more than I make now as a full-time temp with a BA and all the student loans to boot. My colleagues are near retirement. I have been in my temp job for almost a decade and I am the only person trained to fill their shoes. My colleagues

have been mentoring me to fill one of the positions upon their retirement, but I have to have a MA to actually do so. The potential to find anyone with similar knowledge and skills is limited due to the nature of our work, and the job description being different from the private sector. These positions have a learning curve and most people would be starting from the ground up and need to learn a new and different skill set, and navigate complicated politics. We are and will be suffering from "brain drain" and our agency needs temporary employees like myself to be able to acquire the education with tuition reimbursement FTE's have so we can advance into these jobs, climb the ladder and stay in ND.

The state of ND has created a situation of the haves and have nots and the temporary employees have not in countless ways. We take on huge financial burdens that colleagues doing the same job in the next cubicle do not. We put off having families because we cannot afford children, maternity leave, or daycare while our colleagues in an FTE position can do all of this and more. I want to raise my family here, but first I have to be able to afford to start one. I am at work sick spreading my illness because I cannot afford the unpaid time off, but when my colleagues are sick, they can keep their illness at home because they have sick leave. I work weekends to make up lost hours due to illness and mandatory holidays, which my colleagues receive pay for. Temps cannot go on vacation without eating every hour they are absent from work. The financial hampering created by our lack of classification hurts our economy by severely limiting the spending ability of a large group of people within the community. Long term temporary employees do not qualify for loans or mortgages because they can never get away from that dirty word temporary. Our positions are renewed yearly and that makes us high risk in the eyes of a banks. North Dakota is holding back countless people from the greatest investment most of us ever make in our lives besides education and retirement. It cannot possibly hurt the state government to make these positions into FTE's. We are a financially stable state with a great need in our agencies for FTE's and instead we fill the gap by creating second class employees that are not worthy of anything bestowed upon our colleagues who are lucky enough to be in a FTE position. We spend billions on infrastructure, but cannot make enough FTE's to improve the quality of life for all of our state employees. When I and my colleagues have objected to the overload of work, lack of staff, and need for my position to be made FTE to deal with the massive growth and needs in our state we have been shown the door. I have seen one FTE and one temp walk out that door together in protest to the inability of getting the temp a raise. Yet temps all hope that being temporary is a shoe in to the next level of our careers, but when some eventually become fed up and leave they take all the state has invested in their training, knowledge, and skills to an employer

who will value them. I value my agency and its mission, my colleagues, my job, my duties and responsibilities as a public servant. I love what I do for the state I grew up in, and I want to grow in my career with the state, but my state does not value my service. How can it as long as it treats me as a second-class employee?

Inequality in the workplace destroys morale and the feeling that we are all players on the same team. The inability of management to set goals, build leadership and foster personal growth with long term temporary employees leads to a disjointed partnership, a feeling of we are going and growing nowhere together. Temps are left to pull themselves up by their bootstraps while our colleagues who are FTE have opportunities and the partnership with management to reach goals, be leaders, and go from young professionals into positions of management and to receive recognition, which temps can only dream about. Temps have become an integral part of the system and cannot be done away with without creating undue burdens and total dysfunction in the state agencies. North Dakota you can't have young professionals as cheap labor and say you foster careers, and professional growth. You cannot be a leader when you are leaving untold numbers of employees and educated professionals behind, feeling taken advantage of, and keep them hidden from the public view and afraid to speak out because their job could just disappear tomorrow. You have created a lie by calling us temporary when the need is clearly there for us to work full time year after year, decade upon decade. You keep up this lie so you can have cheap labor, and pretend you are not growing government. As long as this state is growing, the government must grow with it, in order to complete its mission and responsibilities to the citizens. The responsible thing to do is to grandfather these people in and make their year after year positions into FTEs. Long term temp employment keeps people poor, and disadvantaged. We do not have equal opportunities in our state, we are second class employees who can never get ahead, we are the children you leave behind so you can get ahead. You cannot water only half of your garden and expect a bountiful harvest. We cannot progress as a state unless we progress together and create a future for all of our state employees. Invest in your employees and we will all reap the rewards.

Always,

Temporary