

## **Nikki Lancaster**

My name is Nikki Lancaster, I live in Corvallis and am a home care worker for a Private Agency. I have 4 consumers, with a variety of ailments and ages. I do personal care for my clients, as well as other housekeeping chores as requested. I am doing this work because I really want to help my clients, and take some of the pressure off the family trying to care for their loved one. The work I do is very important to those people, and I do it in spite of the low pay, no benefits, and lack of respect for the work I do. These factors cause considerable turn-over in staff, so every dime is important to the stability of this workforce.

The company requires continuing education every year, and we use seminars, or write a paper, or go to fairs, or whatever is related to the client's care. However, we do not get paid for the training time, even if it's required by the company. We also don't get paid for time travelling between clients. That's why I don't take the out of area assignments. This limits the care I can provide to consumers.

Most of all, I would like to see less turnover, because it's just really hard on the client to have these changes. When employers cut these corners, it just contributes to the problem, and makes it harder to keep staff.

The company I work for is very small, and I know they just have so much turnover I'm sure it's just hard to stay on top of it. They are often fine tuning-thing and tweaking things. If there were a uniform set of standards, a minimum set of rules each company had to play by, there might be less incentive to cut those corners to be competitive.

Oregon needs SB 669 to provide guidance, basic standards, and a level playing field for all companies. Please pass SB 669.