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On Behalf Of: Owner of Staffing Agency  
Committee: Senate Committee On Labor and Business  
Measure: SB1549

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As a recruiter in Oregon, capping wages would halt my ability to bring staff in to fill critical roles to our hospitals and facilities all over the state.

We employ over 600 healthcare employees and over 100 travelers in the state of Oregon. As an employer to these employees in Oregon and a provider to over 350 healthcare facilities I am compelled to provide testimony over SB1549.

This bill will absolutely devastate the healthcare workforce and the patients who need medical care in Oregon. We are in the middle of a healthcare staffing crisis with facilities opening new units to support the flow of patients in the facilities that have no beds to get out to. It will be impossible to attract healthcare workers with rates that are mandated and dictated by the state. We are seeing rising housing costs and rental car rates. When travelers come into the state for short term contracts to help OUR State of Emergency, committing to work 48-60hrs/wk because we don't have enough staff to cover 36hrs/wk, they are committing to paying those skyrocketing housing numbers, they are paying for the late, urgent flights to get here in 24-48 hours, they are jumping through all the hoops for credentialing and so much more! Their families are put on hold. Their lives are put on hold. But they are doing it to help our patients in our community who desperately need their care.

Putting rate caps on companies that are providing critical employment and essential resources into recruiting staff from other parts of the US would do a disservice to the state. Oregon will be less attractive for healthcare workers and in addition to the over 400,000 healthcare workers who were lost during the pandemic we will continue to lose many more of these critical workers in our own state. You will drive workers out of their profession and into companies where they can make more with less stress. Incentives, and bonuses we are passing through to our healthcare workers are being offered directly from client bonuses and incentives. Staffing agencies are not making any money on this. We are paying overtime to our staff in many instances that overtime is not even billable at a full 1.5 the hourly rates. Staffing firm's margins have been compressed over the last three years with additional taxes, paid sick leave, and hiring requirements in place. The increased cost to do business in healthcare, and especially in Oregon have reduced margins over the past several years. The crisis rates will go down and we'll see healthcare stabilize. But in times of crisis it would be

a detriment to see the state dictate a price cap, not knowing the costs of business to these staffing firms or the price a nurse pays to halt their lives to come to our rescue. If we didn't have them, we would lose the ability get timely care to our communities. The ER's would be overfilled than they already are. We'd have more people with higher distress due to no care available, which would lead to more deaths. Please don't do our state a disservice. We want to be the heroes behind the scenes that find our clients good staff. We want to help the newer workforce find their right fit at the right location. But in crisis, we can't do our jobs with capped wages, so that nurses and aides can do theirs. Not only do we lose by capping wages, the nurses lose, and our communities lose.