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On Behalf Of: TOCURA HEALTHCARE STAFFING
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As the recruiting manager with ToCura Healthcare Staffing, I have direct insight and conversations with not only my staff but, staffing coordinators, Directors of Nursing, Executive Directors and Administrators daily. The message is the same, we are understaffed, corporate will not allow us to use staffing agencies. While many of the individuals who have written this bill have zero bedside experience it is quite discerning to know that there is no real data to back up the claim aside from one off experiences. Not only are you not working the floor with caregivers, CNAs, LPNs or RNs the interest if resident and patient care is clearly not your concern.

Time and time again facilities, hospitals and clinics are in a staffing shortage, yet you want to tie ethical, responsible staffing agencies such as myself from supporting those needs while working towards a long-term solution. How many of these facilities right now would pass an audit and have enough staff to provide quality care? The numbers are alarming, and many will not, has anyone pulled actual fact-based evidence to support their case? Not just stories but documented proof with case studies to support caps? If an agency is ethical, wants what's best for their clients, employees, residents and patients the facility is equally benefiting from us.

We have out of state agencies who are bringing in travelers without proper licenses or certificates who have manipulated their bill rates by providing huge stipends for lodging which gets pocketed by crooked travelers. Don't believe me? Check out Facebook CNA and LPN travel groups. CNAs, LPNs and RNs travel to make a better living, how do they do that with staffing agencies. There will be a much larger crisis with our facilities and hospitals if we venture down this path.

The problem does not get resolved by creating a larger staffing shortage in Oregon. I have seen daily with traveling CNAs, LPNs and RNs who leave their home state to go earn higher rates elsewhere due to such laws. No doubt that this will create a much larger crisis with everyone fleeing Oregon to make higher wages. Your focus on costs for staffing agencies and bill rates needs to be focused on app-based per diem companies such as Clipboard, Nursa, Kevala. Companies that solely operate on per diem shifts raise the rates as each hour passes until you have someone accept the shift. I have had CNAs tell me they wait until an hour prior to the shift and then accept the shift once that rate has been driven up to \$40/ hr. or more which results in a higher bill rate for the facility.

To help solve the complaints of high bill rates simply quit working with that staffing agency, do not have travelers from out of state come in and demand stipends.

NEGOTIATE your contracts with ethical staffing agencies, work with local companies such as ToCura who has disrupted the horrible experience many facilities and healthcare workers have experienced with other agencies. Each one will tell you that they prefer working with us, our rates are not outrageous, and they always get a hold of me when needed. I take my work seriously; we listen to the needs of the facility and adjust accordingly. I have spent many late nights working with EDs and Administrators to find coverage and that alone sets us apart.

We are ethical, I have provided staff who are local with some who travel to rural areas such as The Dalles, Redmond, the Oregon Coast and not once have we increased the facilities bill rate to adjust for our staff. Our staff are paid a flat hourly rate and mileage, if need be, we do not offer stipends, rental cars and flights. ToCura is ethical, local and have made a positive impact on those we work with. To cause such a negative impact on all staffing agencies due to the corrupt ways of others is not the answer. The State of Oregon is one of the biggest offenders, there are postings for travel individuals to work at the State Psych hospital where only "approved" agencies are allowed t