

Submitter: KRISTINA BECKER  
On Behalf Of:  
Committee: House Committee On Labor and Workplace Standards  
Measure, Appointment or Topic: HB3838

Dear Committee,

I am writing to express my strong opposition to House Bill 3838, which proposes the establishment of the Home and Community-Based Services Workforce Standards Board.

While I understand the intent behind this bill is to improve the working conditions and standards for workers in the home and community-based services sector, I have several concerns that I believe warrant reconsideration of this legislation.

Firstly, the creation of a new board with extensive regulatory powers may lead to increased bureaucracy and administrative costs. The bill outlines numerous duties for the board, including setting compensation rates, establishing working conditions, and conducting biennial comprehensive reviews. These activities will require significant resources and funding, which could strain the state budget and potentially divert funds from other critical services.

Secondly, the bill mandates that any new standards anticipated to impact the state budget must be ratified by the Legislative Assembly before taking effect. This process could result in delays and uncertainties for both workers and employers, complicating the implementation of necessary improvements in the workforce standards.

Additionally, the bill's provisions for worker protections and remedies for violations of minimum standards, while well-intentioned, may lead to increased litigation and legal costs for employers. This could create an adversarial environment rather than fostering collaboration and mutual support between workers and employers.

Moreover, the requirement for employers to provide detailed notices and maintain extensive records may impose additional administrative burdens, particularly on smaller home and community-based care providers. These providers may struggle to comply with the new regulations, potentially impacting their ability to deliver quality care to residents.

In conclusion, while the goals of House Bill 3838 are commendable, I believe the potential negative consequences outweigh the benefits. I urge you to reconsider this bill and explore alternative approaches to support and improve the home and community-based services workforce without imposing excessive regulatory and financial burdens.

Thank you for considering my perspective on this important issue.

Sincerely,  
Kristina Becker, Administrator for LTC