

Submitter: Deborah Hamar  
On Behalf Of:  
Committee: House Committee On Labor and Workplace Standards  
Measure, Appointment or Topic: HB3838  
Opposition to HB3838

Dear Members of the Oregon Legislature,

As a parent, Caregiver, and Executive Director of a CLS agency, I have a perspective from many different positions. I am opposing HB3838

HB 3838 raises costs, reduces access to care, diminishes available options, and adds unnecessary bureaucracy without improving wages for DSPs. Oregon should focus on direct workforce investments rather than creating a redundant regulatory body that will only complicate an already strained system. Unlike nursing homes, ODDS services are highly individualized. Staffing patterns, schedules, and activities are dictated by each person's needs and choices, often within private homes. Applying a one-size-fits-all workforce model undermines person-centered support and limits provider flexibility. The bill does not even accurately reflect DSP responsibilities (e.g., it states DSPs "serve but do not prepare meals," though they often prepare meals alongside the people they support). It also fails to recognize the critical role that DSPs make in supporting informed decision making and personal choice.

This Bill gives the Union unprecedented power. Decisions affecting thousands of workers and individuals with disabilities should include ongoing input from providers, families, and recipients of services—not just unions and regulators. ODDS and regulatory agencies already manage worker training and safety requirements. Workforce regulations should be guided by those with direct experience, not a politically driven board which has the authority to impose fines which could put a business out of business. Many unionized DSPs in Oregon receive little advocacy or support from SEIU, contradicting the claim that union oversight improves conditions. This Bill diverts Resources Away from Direct Supports and would reduce the options our individuals and caregivers would have regarding their own care. Currently we can choose to leave the employment or care of an agency with several other choices including union membership for caregivers. This Bill would eventually give us fewer, or no choice.

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accurately reflect DSP responsibilities (e.g., it states DSPs "serve but do not prepare meals," though they often prepare meals alongside the people they support). It also fails to recognize the critical role that DSPs make in supporting informed decision making and personal choice.

Dear Members of the Oregon Legislature,

I am writing to express my opposition to HB3838. I bring to the table perspectives as a parent, caregiver, and Executive Director of a CLS agency.

I am concerned that HB3838 will increase costs, reduce access to care, diminish available options, and add unnecessary bureaucracy, without actually improving wages for Direct Support Professionals (DSPs). Instead of creating another regulatory body that will complicate an already strained system, Oregon should prioritize direct workforce investments.

Unlike nursing homes, Oregon's Office of Developmental Disabilities Services (ODDS) services are highly individualized. Staffing patterns, schedules, and activities are dictated by each person's needs and choices, often within their own homes. Imposing a one-size-fits-all workforce model undermines person-centered support and limits provider flexibility. Furthermore, the bill inaccurately describes DSP responsibilities. For example, it states that DSPs "serve but do not prepare meals," even though they often prepare meals alongside the people they support. It also fails to recognize the critical role that DSPs play in supporting informed decision-making and personal choice.

Deborah Hamar