

## Testimony on House Bill 3838

My name is David Felt and I am a resident of Holladay Park Plaza (HPP) Retirement Community. I served as the Chair of Health and Wellness Advisory Committee for three years and am currently the Secretary of the Resident Association Executive Committee. In both roles I have worked with the HPP Administration to monitor and ensure that care for the Assisted Living floor of HPP provides quality care to the residents who receive assistance with activities of daily living (ADL). But the Assisted Living Floor is only one part of the programs and services that HPP provides, and its workers are a part of the HPP community, along with the residents, remainder of the staff and the administration.

I am opposed to the passage of HB 3838. While it intends to provide consistent standards of training and service for Home and Community Based workers, as it is currently formulated, it provides far too much power to the Board that it creates.

The proposed Board is empowered to set wages, health care benefits, vacation benefits and retirement benefits and sick leave benefits for this group of workers, regardless of the current standards in existence in the organization that employs them, and regardless of the impact those wages might have on the wage equity within the organization.

The only check on its power is a review of whether or not its directives will impact the state budget.

It sets up a likely situation where benefits for one set of employees are vastly different from other employees in the organization, regardless of the administrative cost to the organization to have to run two systems.

At Holladay Park Plaza, home care workers are only one of the organization's staff, and having an outside entity control wages and benefits for that one section runs counter to any sense of good management.

This is the equivalent of having one set of workers in an automobile plant having an outside organization set wages and benefits for that group only, regardless of the impact on the organization itself. Or for an agency to set the wages and benefits for all electricians, regardless of their employer.

While setting standards for training and licensing certainly falls within the purview of the proposed board, setting wages, vacation and retirement benefits is power that an independent board or committee should not have.

For that reason I oppose the current form of HB3838.