

Submitter: Joana OLARU  
On Behalf Of: Adult Care Homes  
Committee: House Committee On Labor and Workplace Standards  
Measure, Appointment or Topic: HB3838

Opposition to HB-3838

Chair Grayber,  
Vice-Chair Elmer  
Vice-Chair Munoz,  
and Members of the Committee,

Please \* VOTE NO \* on Bill HB 3838

The stated goals of Bill HB 3838 are:

1. To strengthen the supply of skilled workforce

In reality, it will dry up the already shortage of health care workers by placing even more demands on the care workers themselves and their (potential) employers.

2. Minimum workforce standards

Those minimum standards already exist in the state of Oregon- minimum wages, family leave ... and most long term care providers exceed those standards in order to attract and retain valuable and essential care employees.

There are also minimum training requirements for even substitute caregivers, even before they are hired, oriented to their clients and protocols, and after training multiple mandatory trainings are required in short time after hire.

Those standards exist! Why do we need Totally New Standards brought about by self appointed bureaucrats with not much in-depth hands-on senior care field experience?

(a). There are not many care workers in Oregon making less than \$18/hr and overtime (if chosen). It is a very competitive field and long-term care employers pay in cities more like \$20-\$25/hr for good employees.

Compensation rates are already set by a very competitive market.

(b). The number of care workers and work schedules for our care workers are established by the care needs of our residents.

For Adult Foster Care Homes a staffing plan is already in place - on a mandatory Form communicated to DHS under our Plan of Operation.

It is a yearly licensing requirement for adult care homes, and when changes in staffing occur.

The Plan of Operations, which is our staffing plan, is Part of our Facility Records. Audited by DHS and licensing unit.

(c). We already have in place a stringent curriculum- mandatory classes before hiring and starting a job as a caregiver ;  
and mandatory trainings after hiring.  
Plus mandatory yearly training.

We also do have a path to professional development thru education and field experience leading to positions as Lead / Shift Caregivers, Resident Managers and Administrators.

(d). The health and safety precautions applying to our residents (and yearly audited by DHS) extend to our staff.

We are close-knit communities operating in a homelike environment that we believe in and that many fragile and Disabled Oregonians prefer to the larger institutions.

e. Medicaid client reimbursements to Adult Care Homes (and large number of people receiving care on Adult Care Homes, if not the majority) would not make it possible for Adult Care Home providers to afford the benefits SEIU puts out there as a carrot - the current Oregon Medicaid budget doesn't allow at this time for those proposed benefits.

Or Medicaid rates would have been increased more generously thru the years.  
Unfunded benefits are not real benefits, but a self-serving gimmick.

Would this HB 3838 Bill be voted into law, it will push Adult Care Homes to close, taken the living and care choices of fragile and Disabled Oregonians away. The very same choices that are less costly for the State of Oregon and its citizens.

(f). (g). Why would workers want their information disseminated to a summoning board? While paying membership dues to SEIU?

They are workers - not inmates, nor slaves.

If workers would like any organization or board to keep that close track of their personal data, they would make it available themselves - not as a condition of their employment.

Workers can unionize if they desire - but not as a mandate to fund and boost SEIU membership and overreach.

In a democracy, it needs to remain a worker's choice.

This bill is self-dealing at its finest.

It's been submitted at the last minute, swept under the rug.

is a way to erode democratic due process.

It will adversely affect fragile Oregonians who are not even aware of this surreptitiously presented bill.

VOTE NO on Bill HB 383