

## Testimony from Suzanne Young, President, Board of Directors – PCL

### House Bill 3838 - Suzanne's testimony-in opposition

March 17, 2025      Salem Capitol

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Good afternoon Chairperson Rep. Grayber and fellow committee members:

My name is Suzanne Young, and I am the President of the Board of Directors for PCL. I have served in this role for over 20 years and worked in human resources as senior leader for 35 years. I am here today because **HB 3838 is deeply concerning**.

My grandfather taught us to **use wisdom** in decisions - let's use wisdom here. A labor board of this nature is not what we need. HB 3838 is an extreme overreach of power simply to control what is already being monitored by other agencies. A labor board is not the answer to the real problem - the need to increase wages and provide for a cost of living adjustment for DSPs. Continued work between the legislators and providers is needed instead.

In addition, as an HR professional, I was shocked at the overreach of the proposed board. We already have many state and federal laws that guide us and we follow, including BOLI and OSHA. Imposing new requirements that only increase overhead for organizations without adding any real benefit for staff or the people we serve is not the answer; addressing wages for DSPs is.

Let's use wisdom and **focus on real solutions—collaboration, not control**.

Thank you.

**Suzanne J. Young, SHRM-SCP, SPHR**

Board President, PCL