

Submitter: Kim McCarty
On Behalf Of: Tenants
Committee: House Committee On Labor and Workplace Standards
Measure, Appointment or Topic: HB3838

Dear Chair Grayber, Vice-Chairs Elmer and Muñoz, and Members of the Committee,

My name is Kim McCarty, I am the Executive Director of Community Alliance of Tenants. We represent tenants throughout Oregon. , I live in Portland and I am in strong support of HB 3838 to establish a Workforce Standards Board in the Long-term Care Industry.

Many workers in long-term care industry rent their housing. To maintain healthy and stable communities they need fair compensation for their work.

HB 3838 is a cost-effective solution. A Workforce Standards Board will stabilize the workforce by ensuring fair wages, benefits, and training—reducing long-term costs while improving retention and care outcomes. .

This bill is also a matter of justice. When federal labor laws were written in 1938, domestic workers—who were overwhelmingly Black women—were deliberately excluded from labor protections to preserve racial and economic hierarchies. Those exclusions have never been fully corrected and those disparities spill over into other issues such as housing and education segregation. HB 3838 is a long-overdue step toward reversing that history and ensuring that all care workers receive the dignity, respect, and protections they deserve.

A Workforce Standards Board is a proven, cost-effective solution that will lift workers out of poverty, stabilize the workforce, and ensure that every Oregonian receives the care they deserve. I urge you to support HB 3838 and stand with the workers who keep our care system running.

Sincerely,

Kim McCarty
Executive Director
Community Alliance of Tenants