

Submitter: Sarah Collins

On Behalf Of:

Committee: House Committee On Labor and Workplace Standards

Measure, Appointment or Topic: HB3838

Chair, Members of the Committee,

My name is Sarah Collins, and I am the CEO of Southern Oregon Aspire. I have worked in this field for over twenty years, advocating for and supporting individuals with intellectual and developmental disabilities. I am here today to voice my strong opposition to HB 3838 and the establishment of the HCBS Worker Standards Board. First and foremost, this bill does not solve the core issue we face: ensuring competitive wages for Direct Support Professionals, or DSPs. Instead, it creates an unnecessary layer of bureaucracy that will increase costs, reduce access to services, and further strain an already overburdened system — without guaranteeing a single dollar of increased wages for DSPs.

The work we do is deeply person-centered. Every individual we support has unique needs, and no two people require the same care. HB 3838 takes a one-size-fits-all approach that directly undermines person-centered care. It fails to recognize the critical role DSPs play in supporting informed decision-making and personal choice, and it limits the flexibility providers need to deliver individualized support.

Additionally, the bill grants broad powers to an unelected board, allowing them to set workforce standards, subpoena employers, and access employee personal information without consent — all without clear oversight or accountability. This is not only a dangerous breach of privacy but also a costly misstep that diverts resources away from direct supports and into regulatory overhead.

The reality is this: If we want to support DSPs, we need direct investments in wages — not another layer of government oversight. The most impactful thing this legislature could do is to fully fund DSP wages and benefits, ensuring we can recruit and retain quality staff who are essential to the well-being of the individuals we serve. I urge you to oppose HB 3838 and instead prioritize sustainable funding solutions that will directly benefit our workforce and the individuals we are honored to support. Thank you.

Thank you,
Sarah Collins
CEO
Southern Oregon Aspire