

Submitter: Kyle Harris  
On Behalf Of:  
Committee: House Committee On Labor and Workplace Standards  
Measure, Appointment or Topic: HB3838  
To: Members of the Committee and Legislative Leadership  
Re: Opposition to HB 3838

Dear Committee Members,

I am writing to express my strong opposition to HB 3838 and to share my concerns regarding the potential impact this bill will have on the critical services we provide to seniors in Oregon. As the owner of Senior Helpers of Portland Metro North, a family-run operation that has been serving our community since 2012, I urge you to consider the real and immediate consequences this bill may have on both our caregivers and the vulnerable seniors we serve.

Senior Helpers of Portland Metro North was originally founded by my father, who dedicated his life to providing compassionate and high-quality care for seniors. When my father was diagnosed with dementia, my siblings and I took over the business to continue his mission. Today, the same caregivers we train and employ are providing care for our own father—demonstrating our deep trust in the quality and dedication of our team.

Our commitment to high-quality senior care goes beyond the state-mandated requirements. We invest heavily in caregiver training, ensuring our staff is well-prepared to provide exceptional care. In addition to fulfilling all state training requirements, we offer corporate-sponsored training, including a six-hour in-person Senior Gems course developed by dementia care expert Teepa Snow. This extensive training ensures our caregivers are equipped to handle the complexities of dementia and other age-related conditions with compassion and expertise.

Beyond training, we are deeply committed to supporting our caregivers. We recognize the demanding nature of their work and actively invest in their well-being. Our caregiver support initiatives include:

- Gas reimbursements to help offset the financial burden of travel
- Weekly caregiver of the week awards, which include a \$25 gift card and employee recognition on our website and social media pages
- An annual Caregiver of the Year Award, which includes a \$500 gift card and a fully paid vacation to the beach
- Competitive wages and additional benefits to recognize and retain high-performing

caregivers.

One of my greatest concerns about HB 3838 is the potential impact on our ability to continue serving rural communities in our territory. Providing care in these areas is already challenging, and if costs were to rise significantly due to this legislation, we may be forced to limit or even discontinue services in these regions. This would leave many seniors—who rely on in-home care to maintain their independence—without the essential support they need.

I urge you to carefully consider the unintended consequences of HB 3838. Increasing the financial burden on home care agencies will not only strain small businesses like ours but will also limit access to care for Oregon's most vulnerable seniors, particularly those in rural areas.

Thank you for your time and consideration. I respectfully request that you oppose HB 3838 and work toward solutions that protect both caregivers and the seniors they serve. I welcome the opportunity to discuss this matter further and provide any additional information needed.

Sincerely,  
Kyle Harris, President  
Senior Helpers of Portland Metro North  
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