

Submitter: Ryan Pacurar

On Behalf Of:

Committee: House Committee On Labor and Workplace Standards

Measure, Appointment or Topic: HB3838

I am writing to express my strong opposition to HB3838, which proposes the establishment of the Home and Community-Based Services (HCBS) Workforce Standards Board. While I understand the intent to improve workforce standards in the home care sector, this bill, as currently written, poses significant challenges for adult care home providers, other HCBS agency types, and, worst of all, the vulnerable clients we serve.

As the owner of an adult care home, I am deeply committed, to providing high-quality, personalized care to seniors and individuals with disabilities, in our community.

However, the provisions outlined in HB3838 threaten the sustainability of homes like mine in several critical ways:

1. Increased Administrative Burden: The create of a Workforce Standards Board with the authority to establish and enforce minimum working standards will likely result in additional administrative requirements. HCBS agencies, which operate with limited staff and resources, will struggle to comply with these mandates, diverting and energy away from direct client care.

2. Financial Strain: The bill's potential to impose new training standards, certifications processes, and compliance measures will increase operational costs. HCBS providers, especially those that serve Medicaid populations lack the financial flexibility to absorb these expenses putting us at risk of closure. This would reduce care options for clients who rely on our services.

3. Impact on Workforce Availability: While the bill aims to enhance workforce standards, it may inadvertently exacerbate the caregiver shortage by imposing barriers to entry for new workers. Adult care homes already face challenges in recruiting and retaining caregivers, and additional requirements could deter potential employees from joining the field.

4. Client Access to Care: The cumulative impact of these challenges, not the least of which being increased cost of compliance, will ultimately fall on our clients—many of whom are low-income, elderly, or disabled. Reduced access to community-based care providers and increased costs of compliance will generate even greater inflation on some of our most vulnerable populations. Families who depend on care homes to support their family will be stuck figuring out how to fill the gaps, or worse, the vulnerable adult will go without the needed care altogether.

I urge you to consider the unintended consequences of HB3838 on HCBS providers

and the clients we serve. Instead of implementing a one-size-fits-all approach, I respectfully request that the Legislature engage with OHCA to develop solutions that balance workforce improvements with the sustainability of small businesses. Also I feel like this ultimately is a power grab from the union. They currently have very few members and want to be in control of all. I do not support them and will never join with them. The infrastructure the bill aims to create is another layer of government bureaucracy with nearly unlimited power over care workers, almost all who did not seek such an arrangement. Most employers were once employees and we have all felt the strangulation of bureaucracy. We do NOT want more bureaucracy. Thank you for your time.