

Submitter: Susan Platte

On Behalf Of:

Committee: House Committee On Labor and Workplace Standards

Measure, Appointment or Topic: HB3838

Chair Grayber, Vice-Chair Elmer, Vice-Chair Muñoz, and Members of the House Committee Labor and Workplace Standards,

I strongly urge you to vote NO on HB 3838. This bill seeks to give decision making authority to a small group, most of whom will have little knowledge about the breadth of provider variety, potential negative consequences beyond home and community-based care, or impacts on an already unstable workforce. SEIU is forcing its way into home and community-based care facilities, where it currently has little presence, in an attempt to take control of wages, benefits, working conditions, and staffing. This bill circumvents negotiations and collective bargaining while driving up costs for consumers living on fixed incomes. It does not take into consideration the regulations that already exist to protect residents and employees.

HB 3838 destabilizes an already fragile sector, taking away a community's ability to make employee-related decisions based on resident needs, workforce realities, and financial constraints. Instead of strengthening the workforce, this bill will worsen staffing challenges by adding unnecessary bureaucracy, increasing costs, and diverting focus away from providing care for older adults. It also establishes a need for continuing care retirement communities to potentially operate two entirely different benefit programs, creating inequities and disparity amongst employees in the same community. For rural providers, these impacts could disproportionately affect an already fragile workforce, creating more problems than it seeks to solve.

This bill imposes more regulations and gives sweeping authority to an unbalanced board, limiting providers' ability to operate, raising costs for seniors, and putting facilities at risk of closure. It forces all provider organizations, even those serving private-pay clients, to comply with another set of state-imposed mandates. There is no source of funding given for this board, so it seems likely funds may be diverted from other much needed causes to support an arbitrarily proposed group.

There is a clear lack of stakeholder input in this proposed bill. Effective policy making requires collaboration with those directly affected, yet HB 3838 lacks broad based support from those it purports to help. Instead, it's about expanding SEIU's power at the expense of Oregon's seniors, people with disabilities, and their families. Please vote NO on HB 3838 to protect seniors and their access to care.

Sincerely,

Susan Platte, Executive Director
Holladay Park Plaza