

Submitter: Stephanie Parsons
On Behalf Of: Self and Caregiver Group
Committee: House Committee On Labor and Workplace Standards
Measure, Appointment or Topic: HB3838

Subject: Opposition to HB 3838 – Testimony from Caregiver Group Inc.

Chair, Vice-Chair, and Members of the Committee,

My name is Stephanie Parsons, and I am the owner of Caregiver Group Inc., a licensed caregiver registry in Oregon. I am submitting this testimony to express my strong opposition to HB 3838, which seeks to create a workforce standards board for home and community-based care. While I appreciate efforts to support the caregiving workforce, this bill will have harmful unintended consequences for caregivers, clients, and small businesses like mine.

Negative Impacts on Caregiver Registries and Independent Caregivers

Caregiver Group Inc. operates as a referral registry, connecting independent caregivers with individuals and families who need care. This model empowers caregivers to work as independent contractors, allowing them to set their own rates, schedules, and client preferences. HB 3838 threatens this autonomy by imposing rigid workforce mandates that do not align with the flexibility that caregivers value.

Many caregivers choose this model because it offers them greater control over their work-life balance, higher earning potential, and the ability to build direct relationships with clients. If HB 3838 forces registries into an employment-based structure, many caregivers may lose these benefits or leave the profession altogether, further worsening the caregiver shortage crisis in Oregon.

Increased Costs Will Reduce Access to Care

By adding unnecessary regulations, additional reporting requirements, and potential wage mandates, HB 3838 will increase operational costs for caregiver registries and home care providers. These increased costs will ultimately be passed down to seniors, individuals with disabilities, and families in need of care, many of whom are already struggling with affordability.

Additionally, caregivers working with Medicaid or low-income clients may see fewer job opportunities if providers cannot sustain higher costs. This could result in care deserts, especially in rural areas where access to caregivers is already limited.

A One-Size-Fits-All Approach Doesn't Work for Home Care

The home care industry is diverse, ranging from large agencies to small independent

registries and self-employed caregivers. A workforce standards board would impose blanket regulations that fail to account for these differences and would disproportionately harm smaller, community-based providers like mine.

If lawmakers are serious about supporting caregivers, they should focus on reducing barriers to entry, improving Medicaid reimbursement rates, and strengthening workforce training opportunities rather than creating unnecessary bureaucratic oversight that makes it harder to operate.

I Urge You to Oppose HB 3838

HB 3838 will make it more difficult for small home care providers to stay in business, reduce caregiver independence, and increase costs for vulnerable individuals who depend on our services. I strongly urge you to vote NO on this bill and work with stakeholders on real solutions that support both caregivers and the clients they serve.

Thank you for your time and consideration.

Sincerely,
Stephanie Parsons
Owner, Caregiver Group Inc.
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