



1149 Court St. NE
Salem, OR 97301
(503) 364-4450
NFIB.com

March 17, 2025

To: The House Committee on Labor and Workplace Standards
From: Anthony K. Smith, National Federation of Independent Business
Re: NFIB Written Testimony in Opposition to HB 3838

Chair Grayber, Vice-chairs Elmer and Muñoz, and members of the Committee:

On behalf of Oregon's small business members of the National Federation of Independent Business, I would like to express our opposition to HB 3838, which would establish a Home and Community-Based Services Workforce Standards Board.

NFIB is the Voice of Small Business. We are a nonprofit, nonpartisan, member-driven organization that advocates on behalf of America's small and independent business owners – both in Washington, D.C. and in all 50 state capitals. NFIB represents thousands of small businesses across the state, many being the smallest of small businesses, with about 90% of our members in Oregon having fewer than 25 employees and 70% having fewer than 10 employees. Together, our members provide jobs for tens of thousands of Oregonians.

NFIB represents small employers of every business type, including providers of in-home and long-term care. But regardless of industry sector, it's small business owners that are best situated to be responsive to the needs of their customers and employees, not an unelected board of appointees with no accountability to the people of Oregon.

Members of the Oregon Legislature are uniquely positioned to bear this responsibility. As duly elected representatives of the people, you have earned this privilege and obligation through the democratic process. Even the most professional and competent advocates, lobbyists, and bureaucrats have not earned this right.

Nearly every committee in the Oregon Legislative Assembly, at one point or another, considers legislation that impacts the state's small businesses – and the economy in general, not just the House Committee on Labor and Workplace Standards and the Senate Committee on Labor and Business. With no fewer than 40 committees and subcommittees, the Oregon Legislature is the proper public forum for policy debate – and it is legislators, accountable to the people of their districts, who should make the tough choices, not an unelected board.

NFIB urges the committee to reject this very concerning precedent by opposing HB 3838.

Thank you for your time and consideration,

A handwritten signature in blue ink, appearing to read "Anthony K. Smith". The signature is fluid and cursive, with a large, stylized "S" at the end.

Anthony K. Smith
NFIB Oregon State Director