

Submitter: Sharon Van Eaton

On Behalf Of:

Committee: House Committee On Labor and Workplace Standards

Measure, Appointment or Topic: HB3838

Testimony in Strong Opposition to HB 3838

I am writing to express my strong opposition to HB 3838 due to its potentially devastating impact on resident services and the long-term sustainability of care providers. This bill imposes undue limitations on how providers can manage their staff, which will directly affect the availability and flexibility of care services—two factors that are crucial to the well-being of the residents we serve.

The bill mandates state-imposed wage and benefits standards that will undoubtedly increase the cost of care, forcing residents to pay even more out of pocket. Non-profit and mission-driven providers, which already operate on thin margins, are particularly vulnerable. These unfunded mandates threaten their financial sustainability and may lead some to close their doors entirely, cutting off care options for many vulnerable seniors.

Workforce stability will also be jeopardized. Government-mandated wages and schedules could force providers to cut staff, reduce services, or in some cases, cease operations altogether. The reality is that many providers are already struggling with staffing shortages, rising operational costs, and the ongoing challenges posed by Medicaid funding. By imposing additional financial and regulatory burdens at a time when providers are already under immense pressure, HB 3838 exacerbates these issues, making it even harder for us to provide quality care.

The bill also creates significant uncertainty for providers. It allows a board to override existing staffing mandates, creating a volatile environment that will make long-term planning nearly impossible. Without clear limits, we could face unsustainable financial and operational burdens, which will likely lead to service cuts or, in the worst-case scenario, closures. This will reduce the options available to seniors and their families and could even result in residents being displaced.

It is important to note that as providers, we already operate under a wide array of regulations governing staffing, pay, equity, and oversight in collaboration with state agencies. The regulations proposed by HB 3838 overlap with existing laws and fail to acknowledge the realities we already face. Instead of solving the problems that exist in our industry, this bill creates new ones that will have long-lasting, negative consequences.

In conclusion, HB 3838 does not address the root causes of the challenges faced by care providers today. Instead, it adds layers of financial and regulatory burdens that threaten to disrupt operations, force providers to close, and increase costs for residents. I strongly urge lawmakers to reject this bill and instead work with providers to find sustainable, realistic solutions that support both residents and the providers who care for them.

Thank you for your attention to this matter.