



March 17, 2025

House Committee on Labor and Workplace Standards Oregon State Capitol  
900 Court St. NE  
Salem, OR 97301

**PLEASE VOTE NO ON HB 3838**

Chair Grayber, Vice Chair Elmer, Vice Chair Munoz, and Members of the Committee:

I have dedicated my entire career to supporting those who care for seniors as a Long-Term Care Administrator. As a longtime team leader, currently running an 80-bed Memory Care Community in Eugene, I have the privilege of working alongside incredible caregivers who give their all every single day. These are the “angels in scrubs” who provide love, dignity, and comfort to our most vulnerable seniors in their final years. We can never pay these care givers what they truly deserve.

I have seen firsthand the challenges they face. I have watched them wipe away tears, hold trembling hands, and offer unwavering kindness to those who can no longer care for themselves. I have also seen the heartbreaking reality that, as a country, we do not pay these compassionate professionals what they truly deserve. But I can say with certainty—creating an expensive, unnecessary workforce standards board, as proposed by HB 3838, is not the solution.

This bill would add another layer of bureaucracy without addressing the real issue: how we, as a society, choose to fund and prioritize senior care. More regulations and oversight will not magically create higher wages or better working conditions - especially when so many seniors rely on Medicaid, which is already stretched thin. If anything, this bill threatens to raise costs, shut down facilities, and reduce access to care for those who need it most.

Oregon has long been a leader in home and community-based care. We already have some of the most comprehensive training and quality standards in the nation, ensuring that seniors receive the best possible care. Why add another board to tell us what we already know?

Instead of creating more red tape, I urge you to take real action to support caregivers and seniors by:

- Properly funding Medicaid reimbursement rates so wages can be increased sustainably. Currently wages and benefits are over 60% of our annual budget.
- Cutting unnecessary regulations that make it harder, not easier, to provide care.
- Ensuring that senior care remains affordable and accessible to all Oregonians.

HB 3838 will not fix the workforce crisis—it will only make it harder for facilities to survive and for seniors to get the care they deserve. Please, vote **NO** on HB 3838 and focus on real solutions that truly support caregivers and the seniors they serve.

Thank you for **voting NO on HB 3838**, and thank you for listening to those of us who serve these honored citizens our entire career with caring and love, despite the personal sacrifices that might be felt through underfunded mandates that determine wages to our care givers.

Sincerely,

*Sandra J. Haskins*

Signed Electronically

Sandra J. Haskins

LTC Administrator/Executive Director