

Submitter: Pamela Adair

On Behalf Of:

Committee: House Committee On Labor and Workplace Standards

Measure, Appointment or Topic: HB3838

This bill will establish Control authority over which caregivers may work and which may not, by defining mandatory training that is dictated by the union, which has a vested

interest in preventing non-union caregivers from continuing employment, or at the very

least not receive pay and benefits that would otherwise be provided.

? Unions do not represent Direct Support Professionals and actively work to reduce their wages and working opportunities. This regulation would place the workers under control of an entity that intends to force union membership for future work at reduced wages and benefits.

? This bill will require personal information to be shared: Unions intend to prevent non-union caregivers from working, establish a hostile relationship between caregivers

and non-union agencies, and codify into law the control over who may work, for which

agency, and proceed with this law to regulate, punish, and eliminate private agency caregiver relationships.

? Union Control and Potential Bias: The bill establishes the Home and Community-Based Services Workforce Standards Board, which will have significant authority over

the approval of authorized caregivers. The composition of this 13-member board includes four members representing the home and community-based services workforce

or worker organizations (which include labor organizations). Placing authority in a board

with a strong union presence creates a potential conflict of interest and the risk of bias

against for-profit and not-for-profit agencies that are non-union. This could lead to unfair

treatment and hinder the ability of these agencies to provide essential care services.