

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

My name is Christina Sosa, and I am a caregiver and have worked in three (3) states California, Washington and Oregon. I also care for my mother who I brought with me today, ensuring she receives the daily support she needs to live with dignity at home.

Like so many caregivers, I do this work because I believe that everyone deserves compassionate, quality care—especially our loved ones. But I have seen first hand how difficult it is to continue in this profession when **wages are too low, benefits are out of reach, and working conditions make it nearly impossible to stay in the field.**

In Oregon, we are facing a **care crisis**. We need **65,000 more caregivers** in the next decade to meet the growing demand for home and community-based services. But instead of investing in the workforce, we see **high turnover, low retention and caregivers struggling to make ends meet**. Personally I work two part time jobs just to make ends meet.

I have worked in care giving in **three states**, and I know **we can do better**. Other places have taken steps to raise wages, improve training, and ensure care jobs are **good jobs**. Oregon must do the same.

That's why I **strongly support House Bill 3838**. A **Workforce Standards Board** would bring caregivers, employers, and consumers together to set fair wages, benefits, and training standards--ensuring a stable, well-trained workforce for the people like my mother, who rely on us.

If we truly value care, we must value caregivers. Please pass House Bill 3838 to ensure that care work is **respected, supported, and sustainable** for the future.

Thank you,

Christina Sosa
Caregiver of Independence Oregon