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March 18, 2025

Esteemed Members of the House Committee on Labor and Workplace Standards:

Re: Opposition to HB 3838 and the HCBS Worker Standards Board

My name is **Jane Maritz**, and I am the Executive Director of **Sunrise Enterprises**, a nonprofit that has been **serving individuals with disabilities in Douglas County** since 1969. We are a community-driven organization, committed to **empowering individuals with disabilities through community-based programs**. Yesterday, my colleague and I made the **134-mile journey** from Roseburg, hoping to testify on **HB 3838**. While we weren't able to speak, we appreciate your time and the **eloquent voices** of those who did.

As we waited in line, we stood out in **teal**, surrounded by a sea of **purple**. One person in a purple shirt asked us why we didn't support **DSPs** and people with disabilities. My first reaction was one of offense. **What could this person possibly know about my life—**about my **family** or my personal experience? **Born with severe hearing loss**, I understand the barriers to **community** and **connection** that individuals with disabilities face, which is why I am **passionately** dedicated to this work. But as I paused to reflect, I realized this: whether in **teal** or **purple**, we are all driven by the same goal—**to improve the lives of direct support professionals and the individuals they serve**.

But here's where **teal** and **purple** diverge: **an understanding of the numbers**. The **data** that clearly shows how this bill will **harm the very people we support**. As someone with an **MBA in financial management**, and who has served Sunrise primarily in financial roles since 2004, I can tell you **we don't see 20% profit margins**. We see the reality of **tight budgets, shrinking resources, and mounting challenges**.

At Sunrise, we have always been **community-focused**. Our mission is to foster an **inclusive society**—a society where every individual is given the **opportunity to thrive**. The last five years have tested us. **COVID-related service disruptions** left us on the brink. There were times when we weren't sure we could **keep our doors open**. But what kept us going was not the money—it was the **dedication** and **resilience** of our team—both **DSPs** and administrative staff. **We adapted**, stretching our hours, wearing multiple hats, deferring maintenance, taking out loans, and cutting wherever we could. **We did whatever it took** because we know how **vital** our work is.

At Sunrise, we see **daily** how **crucial DSPs are** in enabling individuals with disabilities to participate fully in community life. Our clients take **pride** in contributing meaningfully to social spaces and activities. But like **many others**, we are facing a **workforce shortage** that threatens our ability to provide these **essential services**.

While **HB 3838** aims to improve **DSP wages and working conditions**, it also introduces **new bureaucracy** and **unfunded mandates** that will **divert resources** away from the services our clients depend on. **Unlike private businesses**, we can't simply raise prices to offset these **additional costs**.

Rather than focusing on **directly addressing DSP wages**, this bill shifts resources into **more regulations**—which will inevitably lead to **service reductions, longer waitlists**, and potentially the **loss of services**, especially in **rural areas** like ours. I know firsthand the **administrative burden** new regulations place on my staff. Every new regulation increases our costs and stretches our resources even **further**. **Without any additional funding**, we are forced to pull from **critical service areas**, leaving less for the individuals who rely on us.

The bill also undermines our **person-centered approach** to care. **Each individual** we serve has unique needs, and our ability to remain **flexible** is critical to providing **effective support**. A **one-size-fits-all** approach will undermine our ability to offer the **tailored services** necessary for true **social inclusion**.

To make **real progress**, we need **direct investments** in DSP wages and **practical solutions** to **recruit** and **retain** the dedicated staff who are the **backbone** of our success. **I urge the committee to reject HB 3838** and instead focus on solutions that will **truly support DSPs**, the individuals they serve, and the **families** who depend on us.

Thank you.

A handwritten signature in black ink that reads "Jane Maritz". The signature is fluid and cursive, with the first name "Jane" and last name "Maritz" clearly distinguishable.

Jane Maritz
Executive Director