

Submitter: Lorelei LaVoie  
On Behalf Of: OMRS and CPAO  
Committee: House Committee On Labor and Workplace Standards  
Measure, Appointment or Topic: HB3838

House Committee on Labor and Workplace Standards  
State of Oregon

Subject: Opposition to House Bill 3838/ Senate Bill 1138

Dear Chair Grayber, Vice-Chairs Elmer, Munoz and Members of the Committee

My name is Lorelei LaVoie, I am the Executive Director of Oregon Mennonite Residential Services (OMRS) and Board President of Community Providers Association of Oregon (CPAO). OMRS operates 15 adult residential 24 hour programs, Community Living Services and Professional Behavior Services, operating quality home and community based services since 1986 in Linn and Yamhill Counties. CPAO represents 50 plus provider organizations delivering similar services.

I am writing in strong opposition of HB 3838/SB 1138 for the following reasons:

1. The Bill duplicates oversight of already existing oversight authorities (OHA, ODDS, OSHA and BOLI).
2. It removes the employer's ability to have a unique culture and staff benefits. Each Provider Agency currently in operation establishes its own sense of identity that staff and individuals supported can relate to, and, feel a sense of belonging. Empowering individuals served and those employed to choose a provider and employer that meets their own personal needs is critical for the state of Oregon to deliver person centered services, something that once identified Oregon as a top leader in I/DD services. This Bill will eliminate Oregon as a top deliverer of such services.
3. This Bill does not fund expected wages and benefits. Inevitably, employers will be forced to water down valuable employee benefits to meet expectations set forth in the bill. No longer meeting the unique needs of their employees, morale will decline and retention will bottom out to industry lows. For example, my organization offers an employee resource network that connects our front line staff with resources they need relating to housing, transportation, child care, support for household members needing long term senior care etc. We also offer health benefits that ensures 100% coverage for life sustaining medications such as insulin, blood pressure and high cholesterol medications; with the intention that removing financial barriers to cost will improve compliance with proactive health measures preventing hospitalizations and other life changing events. We wouldn't be able to offer such rich benefits if we had to implement strategies outlined in this bill.
4. This bill undermines the fact that employers delivering such services know and

believe fully they must deliver the best wages and benefits possible for their staff in order for staff to deliver the best possible care to those we GET to serve!

5. This bill is in no way good stewardship of resources and is quite frankly reckless to many, those we serve and those we employ.

I strongly urge you to oppose this bill for the reasons I have listed and those of my well-respected colleagues.

Thank you for your time and consideration,

Loralei LaVoie

Oregon Mennonite

Residential Services

And

Community Providers Association of Oregon