



April 25, 2025

Re: Support of HB 3838-3 to establish a Workforce Standards Board in the Long-term Care Industry

To: Chair Bowman, Vice-Chairs Drazan and Pham, and Members of the House Committee on Rules,

My name is Kim McCarty, I am the Executive Director of the Community Alliance of Tenants (CAT). CAT is a statewide tenant education and support organization that aims to prevent homelessness. I am providing written testimony from the Community Alliance of Tenants in strong support of HB 3838-3 to establish a Workforce Standards Board in the Long-term Care Industry.

People who work in the long-term care industry are underpaid and most rent their home. Low-income tenants are especially vulnerable to eviction for non-payment of rent. Housing is increasingly unaffordable because wages are not keeping up with rent increases. We need a system that supports and retains this essential workforce for the health of care workers, our community and the people they care for.

We are led by the people that need housing justice. This means that our leadership comes from the people that face housing discrimination and wage discrimination. When federal labor laws were written in 1938, domestic workers—who were overwhelmingly Black women—were deliberately excluded from labor protections to preserve racial and economic hierarchies. Those exclusions have never been fully corrected. Today, care workers—who are still disproportionately women, people of color, and immigrants—are denied fair wages and a voice in their working conditions.

HB 3838-3 provides a proven solution: a Workforce Standards Board that will set industry-wide standards to improve wages, working conditions, and care quality.

I urge you to support HB 3838-3 and stand with the workers who keep our care system running.

Sincerely,

A handwritten signature in black ink that reads "Kim McCarty".

Kim McCarty
Executive Director
Community Alliance of Tenants



Sincerely,

Kim McCarty

Executive Director
Community Alliance of Tenants
kmccarty@oregoncat.org