



Chair Bowman, Vice-Chairs Drazan and Pham, and Members of the Committee,

**The Fair Shot For All Coalition strongly supports HB 3838-3** to establish a Home and Community-Based Care Workforce Standard Board in Oregon.

Our coalition of organizations and communities across the state has worked for ten years to advocate for shared legislative policies that advance racial, gender, and economic justice. We represent diverse groups of Oregonians, including working and low-income Oregonians, BIPOC and immigrant Oregonians, women, LGBTQ+, and rural Oregonians. We work together to build power with our communities and address the inequitable policies and conditions that are the legacy of economic exploitation, disinvestment, and discrimination.

The current state of caregiving is a clear example of that legacy. Caregiving work is highly gendered, racialized, and undervalued. To build an economy that works for everyone, we must address this legacy and develop systems that honor the essential nature of caregiving work.

In the United States, domestic work, entwined with the legacy of slavery, has historically been excluded from labor protections granted in the 1930s. This deprived care workers of a voice in setting safe, fair, and sustainable working conditions and put them at an economic disadvantage that still exists.

Today, care workers, who are 80% women and predominantly people of color, face severe economic hardship due to low wages, with many relying on public assistance and living near poverty despite public funding for their positions. Oregon urgently needs 65,000 more care providers by 2030, but current conditions make it difficult to fill and retain workers.

By bringing workers and industry leaders together, the workforce standards board can solve challenges with recruitment, training, and retention and improve workplace safety for essential care workers, uplifting their firsthand experiences without fear of retaliation.

We urge your support of HB 3838, a critical step to ending cycles of economic injustice and ensuring that Oregon's care industry works for all. **We strongly urge your support of HB 3838-3.**

