

April 16, 2025

Representative Ben Bowman, Chair
Representative Christine Drazan, Vice-Chair
House Committee on Rules
Oregon State Capitol
900 Court St. NE
Salem, OR 97301

Re: Support for House Bill 3838 – Home and Community-Based Service Workforce Standards Board

Dear Chair Bowman and Vice-Chair Drazan:

On April 3, 2025, the House Committee on Labor and Workplace Standards voted to refer HB 3838 to the House Committee on Rules. HB 3838 would create a Home and Community-Based Service (HCBS) Workforce Standards Board. The Governor's Commission on Senior Services (GCSS), supports HB 3838 and urges the Rules Committee to move this bill toward passage into law.

The GCSS is a statutorily mandated advocate for the needs of Oregon's aging population. GCSS commissioners have broad expertise in the issues that affect our older population. HB 3838 is an essential step to ensuring that our state's older citizens and people with disabilities live safely and with dignity in their homes and communities.

Specifically, HB 3838 provides a framework for:

- Setting minimum compensation and workplace standards that ensure care providers receive a living wage and benefits and are treated with respect
- Establishing uniform training and career development standards that ensure a highly skilled and professional workforce
- Supporting data-informed decision-making through labor market analysis and regular reporting
- Providing protection against retaliation for workers exercising their rights
- Requiring transparency and accountability in workforce practices across care settings

The stability, quality, and sustainability of the home and community-based services workforce are critical to the health, safety, independence, and dignity of older Oregonians. HB 3838 addresses a long-standing need to meet this goal by providing systemic oversight of the working conditions, compensation, training, and retention of this direct care workforce.

The Commission supports the bill's inclusive and balanced structure, bringing together representatives of workers, employers, consumers, and key state agencies. This

collaborative model reflects a thoughtful approach to strengthening Oregon's long-term care infrastructure while centering both the rights of workers and the needs of the individuals they serve.

By 2030, the number of Oregonians 65 years of age and older is projected to grow to over a million, comprising 21 percent of Oregon's population. Without a stable and well-supported direct care workforce, our state's ability to uphold its values of community living and aging in place is at risk. HB 3838 is a forward-thinking and step to secure the care infrastructure we need today—and into the future.

We urge you to vote to pass HB 3838. Thank you for your continued dedication to the wellbeing of all Oregonians, especially our seniors and care workers.

Sincerely,

/s/

Walt Dawson, DPhil
Chair, Governor's Commission on Senior Services

GCSS Commissioners:

/s/ Jay Bloom

/s/ Mary Jo Carpenter

/s/ Katharine Danner

/s/ Mary Jaeger

/s/ Col. Mary Mayer, USAF (Ret)

/s/ Dave Daley

/s/ Phil Warnock

/s/ Keysa Lawrence

/s/ Gene Mechanic

/s/ Jenny Abeling

/s/ Yvonne Smith

/s/ Patricia Falkenstein

/s/ Nellie Salvador

/s/ Kara Daley

/s/ Steve Fritz

/s/ Cindy Timmons

/s/ Rep. David Gomberg

/s/ Sen. Deb Patterson