



Chair Bowman, Vice Chairs Drazan and Pham, and members of the committee,

My name is Josephine Adamski, and I am writing today on behalf of Oregon AFSCME. We are the state's third largest labor union, representing over 39,000 workers in public and private sectors. Oregon AFSCME stands in strong support of HB 3838-3 to establish a Workforce Standards Board in the Long-term Care Industry.

The care industry is broken. Care workers are underpaid, overworked, and denied basic job protections that other essential workers receive. This has resulted in a crisis in care—one that is harming workers and putting vulnerable Oregonians at risk. 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.

AFSCME represents a diverse sect of emergency care workers, and our members have experienced an array of hardships in this work firsthand. Long-term care is failing Oregonians, and we know because our teams are feeling this impact. When care workers are undervalued, the entire system crumbles. And this ongoing neglect of long-term care and care workers overwhelms systems, pushing Oregon's entire support network to the brink of collapse. Oregon needs 65,000 more care providers by 2030, yet we cannot recruit or retain the workforce we have now. Without immediate action, we will see even more Oregonians go without care.

A Workforce Standards Board will address the root cause of the problem, ensuring fair wages, benefits, and training. This approach has succeeded in other states. Colorado, Nevada, and Minnesota have all established similar boards for care workers. Other sectors have successfully adopted this model as well, from fast food workers in California to domestic workers in Seattle to Nursing Home care workers in Minnesota.

This bill is also a matter of justice. 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. HB 3838-3 is a long-overdue step toward reversing that history and ensuring that all care workers receive the dignity, respect, and protection they deserve.

Sincerely,  
Josephine Adamski  
Oregon AFSCME