

I am a Board Member of a CCRC having served as a Director for over 8 years. I serve on multiple committees including our personnel committee. Part of the personnel committee's responsibility is to ensure our benefit package and pay scale is fair and appropriate for all our employees to ensure that we can have a stable, engaged and fairly paid employee base which we have as our turnover is significantly less than similar positions and work environments in Oregon.

We are a nonprofit senior community and the additional, unnecessary regulations that HB 3838 would implement will needlessly increase the costs of the facility. Our predominately private pay Members, pay these costs. Hiring and retaining the best staff is always critical in our senior care and housing sector; this bill will worsen staffing challenges and increase costs. SEIU needs to find some other more legitimate way to increase their membership than urging the implementation of an unneeded and unelected rule-making board that will cause costs to rise without any evidence of improved care or outcomes. Please OPPOSE HB 3838. Thank you