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On Behalf Of:	AFH Provider
Committee:	House Committee On Labor and Workplace Standards
Measure, Appointment or Topic:	SB588

Opposition to Oregon House Bill 3838, which seeks to establish a Home and Community-Based Services (HCBS) Workforce Standards Board, has been voiced by various stakeholders, particularly small adult foster home providers. Key concerns include:

1. **Increased Operational Costs Without Clear Funding:** The bill mandates compensation and benefit standards that could significantly raise operating costs for small adult foster homes. However, it does not establish a clear funding source to cover these new costs, leading to uncertainty and potential financial strain on providers.
2. **Loss of Provider Autonomy:** HB 3838 places significant decision-making power in the hands of a 13-member appointed board, rather than allowing individual providers to set employment terms that best suit their operational needs. This could reduce flexibility in managing wages, training, and staffing levels.
3. **Potential for Workforce Shortages:** The bill's requirements for additional training, certification, and reporting could exacerbate worker shortages by imposing additional mandates that smaller providers may struggle to comply with. This could lead to fewer available jobs or a shift toward institutionalized care, contradicting the bill's goal of strengthening community-based services.
4. **Privacy Concerns:** The bill requires employers to share worker information—including names, addresses, and contact details—with labor organizations, raising serious privacy concerns for employees who may not wish to have their personal information shared or be automatically involved in collective bargaining efforts without their consent.
5. **One-Size-Fits-All Approach:** HB 3838 seeks to standardize wages and benefits across Oregon, failing to consider cost-of-living variations between rural and urban areas. A wage mandate that might be sustainable in Portland could be devastating for a small care home in a rural community, potentially leading to reduced services or facility closures.

These concerns highlight the need for a balanced approach that considers the realities of home and community-based care, ensuring that legislation supports both the workforce and the providers who serve vulnerable populations.

As an adult foster home provider, I will potentially have to close my foster home due to the financial burden.