

Submitter:	Matt Henderson
On Behalf Of:	Adult Care Homes
Committee:	House Committee On Rules
Measure, Appointment or Topic:	HB3838

Dear Chair and Committee Members,

Thank you for the opportunity to share feedback on House Bill 3838. While the intent of this bill—to improve working conditions and compensation for caregivers—is admirable and important, there are serious concerns about how it would impact small adult care homes across Oregon.

Many of these homes are unique in structure and operation. Caregivers often live on-site with the residents, sharing meals, utilities, and daily life in ways that are hard to separate into traditional employment categories. The home is both a workplace and a residence, and applying standardized labor regulations without accounting for this reality creates significant challenges.

If passed as written, HB 3838 would drastically increase costs for small providers who are already operating on thin margins. Unlike large facilities, these homes don't have administrative teams or deep financial reserves to absorb new wage standards or compliance requirements. The result will be fewer available homes, higher costs for families and the state, and a greater strain on an already stressed system.

The ripple effect is easy to predict: fewer homes accepting Medicaid clients, more people waiting for placement, and higher per-resident costs as the system consolidates into fewer, larger providers.

In addition, requiring employers to share caregiver contact information with outside organizations raises privacy concerns, especially in small, close-knit care settings. Many workers in these homes value their independence and privacy. They should not be automatically pulled into systems they did not opt into.

To be clear—everyone agrees that caregivers deserve fair compensation, safe working conditions, and recognition for the vital work they do. But HB 3838, in its current form, risks doing real harm to the very care network that allows seniors and vulnerable adults to stay in community-based settings.

Please take the time to better understand the structure of these small homes and create policies that support—not unintentionally dismantle—this essential part of Oregon's long-term care system.