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On Behalf Of: Caregivers
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Measure, Appointment or Topic: HB3838

Caregiver Opposition to HB 3838 – I Already Have What This Bill Claims to Offer

As a caregiver working in a small, family-run adult care home in Oregon, I strongly oppose House Bill 3838. This bill assumes that caregivers like me are underpaid, under appreciated, and overworked — but that has not been my experience at all. In fact, I've never felt more valued, better supported, or more fairly compensated than I do in the small adult care home where I work now.

1. I'm treated like family, not just a worker.

Working in a family-owned care home is not like working for a corporation or a giant facility. We work closely with the provider every day. We're a small team, and everyone's voice is heard. When I have a concern, it's addressed. When I have a need, they work with me. I feel respected, seen, and trusted. That kind of relationship doesn't come from a union board — it comes from a real connection to the people you work with.

2. I'm already paid fairly for the work I do.

My pay is competitive — often better than what I've seen in large facilities where workers are treated like numbers. I also receive consistent hours, flexibility, and the ability to have a life outside of work. HB 3838 claims it will raise wages, but there is no funding for that. All this bill will do is force small homes to either cut hours, reduce staff, or close altogether. That doesn't help workers like me — it hurts us.

3. More government regulation will make it harder for good caregivers to find work.

If HB 3838 passes, many small care homes won't survive. That means fewer jobs and fewer opportunities for caregivers who prefer working in smaller, more personal environments. I don't want to be pushed into a corporate facility where the workload is high, the residents are neglected, and the staff are burned out. I chose to work in a small home because the quality of care and the quality of life — for residents and caregivers — is higher.

4. We don't need a board to "represent" us. We already have a voice.

HB 3838 wants to create a board to speak on behalf of workers like me. But I don't remember being asked if I needed or wanted that. I already have a voice. I speak directly to the provider and the residents every day. We solve problems together. I don't need another layer of red tape making things harder for my employer and risk putting me out of a job.

Conclusion:

I work in a care home where I am appreciated, well-paid, and part of a real team. HB 3838 may sound good on paper, but it threatens the very jobs and homes that caregivers like me value the most. This bill is not written for us — it's written over us. And if it passes, it will destroy the kind of workplace that so many of us fought hard to find.