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On Behalf Of:	All Providers
Committee:	House Committee On Rules
Measure, Appointment or Topic:	HB3838

Opposition to HB 3838 – Statement from an Adult Care Home Provider

As a provider and owner of a small, family-operated adult care home in Oregon, I am firmly opposed to House Bill 3838. This bill is being presented as a solution to workforce challenges in long-term care, but it is entirely out of touch with the realities of small home providers like myself. HB 3838 threatens to dismantle the foundation of person-centered care that small, community-based homes have built for decades.

1. This bill was not written for us — it was written without us.

HB 3838 proposes a state-controlled “Workforce Standards Board” to dictate wages, benefits, and working conditions. But where is the voice of the small providers in this process? We were not invited to the table. We were not asked how these changes would affect us. We are the ones doing the work — caring for residents day and night, managing staff, handling regulations, and working 24/7. A government board with no stake in our homes has no business dictating how we operate.

2. HB 3838 will bankrupt small homes.

We are not large corporations. We do not have HR departments, union reps, or millions in annual revenue. We are families running homes — often with just one or two caregivers. We already pay competitive wages, offer flexibility, and provide a work environment where caregivers are treated like family. If this board forces us to increase wages or benefits beyond what our reimbursement rates or private pay income can support, we will be forced to shut down. Period.

3. It will reduce options for Oregon’s most vulnerable adults.

The services we provide are essential. We care for individuals with dementia, mental health challenges, physical disabilities, and end-of-life needs. Many of these residents are on Medicaid and have nowhere else to go. If HB 3838 passes, and we are priced out of existence, those residents will be forced into larger institutions — or worse, left without a safe place to live. This bill does not protect them. It puts them at risk.

4. We already follow strict rules — we don’t need more bureaucracy.

Small adult care homes in Oregon already comply with extensive state licensing, training, inspection, and staffing regulations. We are constantly audited, reviewed, and evaluated. Adding another layer of bureaucracy will only make it harder to provide care. More oversight doesn’t mean better care — it means more paperwork, more costs, and less time with residents.

5. This bill punishes the homes that are doing it right.

HB 3838 is a blanket policy aimed at correcting issues that don't exist in every setting. Small homes are not the problem — we are part of the solution. We provide high-quality care in a home setting, offer caregivers more autonomy and support, and operate with integrity. Instead of punishing us with unfunded mandates and wage-setting boards, the legislature should be supporting us.

Conclusion:

House Bill 3838 is a threat to the sustainability of small, family-owned adult care homes in Oregon. It imposes one-size-fits-all solutions that do not fit our model, ignores the needs of our residents, and risks destroying the most compassionate and cost-effective part of Oregon's long-term care system. I urge lawmakers to vote NO on this bill — and instead work with us, not against us, to find solutions that truly support caregivers, residents, and the homes that serve them.