



February 6, 2026

Chair Nosse and Members of the Committee:  
House Committee on Behavioral Health and Health Care  
Oregon State Legislature

**Re: Support for HB 4074 – Restoring Balance and Workability to Oregon’s Hospital Staffing Framework**

**Dear Chair Nosse and Members of the Committee,**

My name is Dr. Margaret Mikula, and I serve as the Chief Clinical Officer at Asante. I am writing today to express strong support for **HB 4074**, legislation that restores integrity, clarity, and workability to Oregon’s hospital staffing laws.

As a leader entrusted with stewarding Southern Oregon’s most essential health care system, my highest responsibility is to ensure the safety and well-being of our patients and the dedicated teams who care for them. While the 2023 staffing law changes were well intentioned, their implementation has created significant and unpredictable operational strain, increased administrative burden, and added costly regulatory complexity for hospitals across the state.

**HB 4074 provides targeted, thoughtful amendments that maintain the safe staffing ratios envisioned by the original law, while alleviating unnecessary financial and administrative pressures.** These refinements preserve the spirit and patient-safety focus of the 2023 legislation yet restore much-needed flexibility for hospitals to operate effectively, respond to real-time patient needs, and sustain essential services throughout southern Oregon.

For these reasons, I respectfully urge the committee to advance HB 4074. Thank you for your consideration and for your commitment to supporting safe, sustainable care for Oregon patients and health care workers.

Sincerely,  
**Dr. Margaret Mikula**  
SVP & Chief Clinical Officer, Asante