

February 9, 2026

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

Re: Support for HB 4074

Dear Chair Noose and Members of the Committee,

My name is Thad Harlow and I am writing to express my strong support for HB 4074 and the updates it proposes to Oregon's Hospital Staffing Laws.

Safe and effective nurse staffing is fundamental to high-quality patient care, workforce sustainability, and the long-term stability of our healthcare system. This HB represents an important step towards strengthening existing protections by clarifying expectations and ensuring staffing plans more accurately reflect patient acuity and real-world clinical demands. It also addresses the ongoing operational strain and costly administrative complexity for local hospitals.

I appreciate that HB 4074 recognizes the complexity of modern healthcare delivery and seeks to align staffing standards with the realities that nurses and patients face every day. By supporting this HB, Oregon has the opportunity to reaffirm its commitment to patient safety, evidence-based workforce policies, while substantially reducing unnecessary financial and administrative burdens. These refinements will protect patients, support the health care workforce, and help ensure the essential services remain available close to our home.

I respectfully urge your support for HB 4074.

Sincerely

A handwritten signature in black ink, appearing to read 'Thad Harlow PT', written in a cursive style.

Thad Harlow PT

Rogue Regional Therapy Manager.