

Submitter: Cynthia Lund  
On Behalf Of:  
Committee: House Committee On Health Care  
Measure, Appointment or Topic: HB4074  
Chair Nosse, Vice Chairs Nelson and Diehl, and Members of the Committee:

For the record, my name is Cynthia Lund. I am a bedside medical-surgical nurse and have worked as a registered nurse for approximately four years. I currently work at Kaiser Permanente in Clackamas County, Oregon, and I am a member of the Oregon Federation of Nurses and Health Professionals (OFNHP AFT-5017). I am writing in strong opposition to HB 4074.

Every day, I provide direct patient care, and the nurse staffing law passed in 2023 has a real impact on my ability to practice safely and effectively. HB 4074 would significantly weaken that law by allowing hospitals to substitute minimum nurse-to-patient ratios for comprehensive staffing plans and by delaying meaningful enforcement. In practice, this would mean continued chronic understaffing, insufficient support staff, and less time for nurses to perform critical assessments, patient education, and early intervention—directly compromising patient safety.

HB 2697 was the result of years of research, negotiation, and stakeholder engagement and reflects the clinical reality that safe staffing cannot be determined by ratios alone. Advancing HB 4074 now would undermine that work and reintroduce a “bare minimum” approach that fails to account for patient acuity or available support staff. These changes risk serious unintended consequences that cannot be adequately evaluated in the limited time available.

From my experience, the current law is working as intended. Barriers to passing staffing plans are not due to lack of clarity in the statute, but rather to employer resistance to fully engaging with acuity tools and escalation pathways already provided for in the law. Despite nearly three years to prepare, some hospitals continue to delay meaningful compliance while placing the burden on bedside staff and patients.

Weakening enforcement by delaying penalties or allowing attestation without documentation would effectively suspend the law and remove accountability at a time when transparency and enforcement are most needed. For these reasons, I respectfully urge you to oppose HB 4074 as currently written.

Thank you for your time and consideration.

Sincerely,

Cynthia Lund, RN

Oregon Federation of Nurses and Health Professionals (OFNHP AFT-5017)