



My name is Julie Tate and I am the owner of Express Healthcare which is a staffing firm located in Tualatin. We have been providing job opportunities in Oregon since 2013. Last year we provided paychecks and jobs to 1080 local medical staff in the state. We also provided temporary staff to over 300 healthcare facilities in 2022.

HB 2665 seems to imply that the profit margins of my company grew during the pandemic and post-pandemic to the detriment of our clients. This is not true for me and generally not true industry wide. What you are seeing in billing rates is that it reflects the increased cost of the labor. Additionally, unlike other professions, we generally collect for our services with facilities 60+ days out, unfortunately some over 120 days. The cost to carry that financial strain on our books is very large, as the wages for these staff have been paid months prior. Express never charges interest for any reason, to any client.

HB 2665 is effectively a cap on the earnings of our employees and why it would be so easy, if this bill passed, for my employees to find better paid work or work right across the river in Washington

A cap on bill rates will effectively impose a pay rate cap on healthcare staff.

We surveyed all our working staff, and results showed approx. 80% said they would leave their healthcare job for another profession, or gig job, OR would find work out of the state if there was any cap on their wages.

**What** we know is this bill limits an individual's earnings, and for critical positions in our own communities. We also know we are in an extremely tight labor market and limits to an individual's earnings is dangerous, especially in the healthcare setting where these critical staff are needed. Have you gone to an ER lately and waited over 8 hours to be seen? What will happen when we lose part of our workforce due limiting wages?

As a recruiting firm, we are currently hiring over 500 employees to meet the needs of our open positions in Oregon today. That's over 500 patient care jobs that are currently sitting vacant due to shortage of staff in the Oregon labor market. It scares me to think what this will look like when our workforce leaves because they are limited in their wages in healthcare- especially for the positions of CNA's and caregivers when they can drive an UBER or go across the river to WA and make more, if this bill passes.

I ask you to please vote no on HB 2665- as this bill is dangerous for patient care in Oregon

Thank you

*Juliet Tate*