

I am writing to express my strong opposition to HB 3838 as the Chief Operating Officer of Hearthstone Senior Living, a small, family-run senior living provider dedicated to delivering high-quality care to Oregon's elderly population. While we fully support the need to improve wages and conditions for caregivers, HB 3838 introduces a bureaucratic and costly approach that will have devastating consequences for small providers like ours, ultimately reducing access to care for seniors.

As an operator of nearly fifteen years, I have consistently been committed to the well-being of staff, residents, and their families. However, HB 3838 threatens our industry's ability to continue providing quality, affordable care for the following reasons:

1. Increased Costs Without Sustainable Funding

HB 3838 imposes wage and benefit mandates without ensuring adequate Medicaid reimbursement rates to cover these new expenses. For many providers, who are already operating on tight margins, these unfunded mandates will force difficult choices—reducing services, limiting Medicaid admissions, or even closing our doors. Given that Medicaid reimbursement already falls well short of the true cost of care, this bill exacerbates financial instability in the sector.

2. Excessive Bureaucracy and Legal Overreach

The bill grants an unelected board the authority to regulate wages, working conditions, and training programs, creating unnecessary duplication and conflicts with existing regulatory agencies such as ODHS, BOLI, and OSHA. Additionally, HB 3838 allows the board to issue subpoenas, enforce private lawsuits, and mandate that providers share employees' personal contact information with unions—raising serious concerns about privacy, employee's rights and employer autonomy.

3. Threat to Senior Access to Care

At a time when Oregon desperately needs more senior care options, HB 3838 would likely force many small providers to scale back operations or exit the industry entirely. This is particularly concerning for Medicaid-dependent seniors and those in rural communities, where alternative care options are limited. Instead of increasing accessibility, HB 3838 risks reducing the availability of home and community-based services, leaving many vulnerable seniors without adequate care.

We urge you to oppose HB 3838 and instead focus on real solutions that support both caregivers and the sustainability of senior care providers. A more effective approach would be to increase Medicaid reimbursement rates, provide targeted workforce incentives, and work collaboratively with providers to improve conditions without imposing harmful mandates.

Thank you for your time and consideration. I welcome the opportunity to further discuss the impact of HB 3838 on small senior living operators and the communities we serve.

Sincerely,

Alex McVay

Chief Operating Officer

Hearthstone Senior Living