

Submitter: Sequoia Kavaney
On Behalf Of:
Committee: House Committee On Labor and Workplace Standards
Measure, Appointment or Topic: HB3838

If this measure is passed it will greatly affect my and my son's life negatively. It is hard enough being a single mom of an adult with special needs. Having added pressures, trainings, paperwork, rules, and lowered pay would be a huge burden on our lives. The only reason this bill was made is so the government can save money. It has nothing to do with the well-being of families that are actually living the life of trying to care for someone with a disability. I am assuming none of the sponsors of this measure have personal experience with this challenge. Here are the main reasons this measure should NOT pass:

- There is already a shortage of caregivers in Oregon. This bill would add restrictions on caregiving that make the existing workforce crisis even worse.

- This bill will establish Control authority over which caregivers may work and which may not, by defining mandatory training that is dictated by the union, which has a vested interest in preventing non-union caregivers from continuing employment, or at the very least not receive pay and benefits that would otherwise be provided.

- Unions do not represent Direct Support Professionals and actively work to reduce their wages and working opportunities. This regulation would place the workers under control of an entity that intends to force union membership for future work at reduced wages and benefits.

- This bill will require personal information to be shared: Unions intend to prevent non-union caregivers from working, establish a hostile relationship between caregivers and non-union agencies, and codify into law the control over who may work, for which agency, and proceed with this law to regulate, punish, and eliminate private agency caregiver relationships.

- Union Control and Potential Bias: The bill establishes the Home and Community-Based Services Workforce Standards Board, which will have significant authority over the approval of authorized caregivers. The composition of this 13-member board includes four members representing the home and community-based services

workforce

or worker organizations (which include labor organizations). Placing authority in a board

with a strong union presence creates a potential conflict of interest and the risk of bias

against for-profit and not-for-profit agencies that are non-union. This could lead to unfair

treatment and hinder the ability of these agencies to provide essential care services.

-Lack of Clarity on "Worker Organization" Use of Information: While the bill requires the board to establish minimum standards and provides for worker protections, the broad

definition of "worker organization" and the lack of specific limitations on how these organizations can use the mandated private contact information are concerning. This ambiguity could lead to unintended

-Economic Concerns: The implementation of new minimum standards and the potential

for increased union influence could lead to increased costs for non-union agencies, potentially impacting their ability to operate and provide affordable care services. The bill

acknowledges potential fiscal impacts requiring legislative ratification for certain standards, suggesting a recognition of the significant economic implications. These economic costs are not mitigated by this action; nor is the chronic underfunding and underpayment for dedicated caregivers across the State of Oregon.

Agencies that control costs to provide efficient services at higher wages for caregivers are hurt by this legislation instead of being supported for providing higher wages and benefits to caregivers who in turn provide improved care for individuals. This legislation is a step in the WRONG DIRECTION.