



March 15, 2025

Testimony in Opposition to HB 3838

Dear House Committee On Labor and Workplace Standards,

I am writing to formally express my strong opposition to **House Bill 3838**. While I understand the intent behind this bill, which aims to improve workforce standards for Home and Community-Based Services (HCBS), I believe that its provisions would have negative and far-reaching consequences for both service providers and the individuals who rely on these services.

I am the Senior Executive Director at **MorningStar at Laurelhurst Assisted Living and Memory Care**, a facility committed to providing high-quality care to our residents. We take great pride in our ability to deliver compassionate, individualized care to each person who calls our community home. However, HB 3838, if passed, would impose undue financial and administrative burdens on facilities like ours, which could ultimately affect the level of care we are able to provide.

1. Unnecessary Burden on Small Providers: MorningStar at Laurelhurst Assisted Living and Memory Care, like many other small to mid-sized providers, operates under tight margins while continually striving to deliver excellent care. The workforce standards proposed in HB 3838 would require significant investments in compliance, training, and administrative costs. These additional requirements could force us to divert resources away from direct care to residents, which could ultimately impact the quality of service we provide. Small and community-based providers like ours would be disproportionately affected by these burdens, leading to increased costs that could result in fewer care options for families who rely on us.

2. Overregulation and Lack of Flexibility: Our facility, like others in the industry, serves a diverse population with varying care needs. The one-size-fits-all approach proposed by HB 3838 does not take into account the unique operational circumstances of each HCBS provider. MorningStar at Laurelhurst Assisted Living and Memory Care has tailored its care model to meet the specific needs of our residents, but the rigid standards in this bill could stifle that flexibility, limiting our ability to adapt and respond to our residents' individual needs.

3. Increased Costs for Families: One of the main concerns I have with HB 3838 is the potential for increased costs for families who already face challenges in accessing affordable care. Should this bill pass, the additional compliance costs—such as higher wages, more extensive training programs, and additional administrative overhead—will likely be passed down to the families we serve. Vulnerable individuals who depend on our services could find themselves faced with higher fees, potentially limiting their access to the care they need.

4. Potential Job Losses and Reduced Opportunities: Although HB 3838 aims to improve worker conditions, the unintended consequence of the bill may be job losses and reduced opportunities for the very workers it seeks to support. At MorningStar at Laurelhurst Assisted Living and Memory Care, we make a concerted effort to provide a supportive environment for our caregivers, including competitive wages, ongoing training, and the tools they need to succeed in their roles. However, the new regulatory burdens introduced by this bill could strain our resources, leading to reduced staffing levels or even layoffs. This would harm both the employees who support our residents and the residents who rely on consistent, high-quality care.

5. Bureaucratic Expansion: HB 3838 creates a new regulatory body with sweeping powers to set workforce standards and impose compliance measures. Rather than focusing on providing care to residents, our staff and leadership would be forced to dedicate increasing amounts of time to navigating this new bureaucracy. This focus on compliance rather than care would be detrimental to our mission and take resources away from what truly matters: delivering exceptional, personalized care to our residents.

Commitment to High-Quality Care: At MorningStar at Laurelhurst Assisted Living and Memory Care, we are deeply committed to providing high-quality care to our residents. We continually strive to improve the services we offer and to provide a supportive environment for our caregivers. Our internal efforts include ongoing staff development programs, a commitment to fair wages, and maintaining an open line of communication with all caregivers to ensure they have the support and resources they need to provide the best care possible.

Conclusion: For the reasons stated above, I strongly urge you to oppose HB 3838. While the bill's goals are laudable, its unintended consequences will create significant challenges for facilities like MorningStar at Laurelhurst Assisted Living and Memory Care and will ultimately affect the care that residents receive. I urge you to consider alternative solutions that address workforce issues without imposing burdens on providers, workers, and families.

Thank you for your time and consideration.

Sincerely,

Tiana Jackson
Senior Executive Director