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**Written Testimony in Opposition to House Bill 3838  
Submitted to the Oregon House Committee on Labor and Work Standards**

Chair Representative Dacia Grayber, Members of the Committee,

I respectfully submit this testimony in opposition to House Bill 3838, which seeks to create a Direct Care Workforce Board in Oregon. While addressing workforce challenges in direct care is important, this bill introduces unnecessary bureaucracy, increases costs, and duplicates existing efforts without guaranteeing meaningful improvements in care quality or workforce conditions.

Oregon already has multiple agencies and initiatives focused on direct care workforce issues. Establishing yet another board will redirect resources away from frontline care and into administrative overhead. Instead of creating another layer of government, we should invest directly in training, and workforce retention programs that have proven impact.

House Bill 3838 does not provide a clear funding source, yet it introduces new regulatory burdens that could drive up costs for providers and taxpayers. These funds would be better spent directly supporting caregivers through wage increases, training, and career advancement opportunities.

Oregon has already implemented workforce development programs and advisory groups addressing direct care challenges. Creating an additional board risks overlapping efforts and delaying real solutions by shifting the focus to policy discussions rather than direct action.

Rather than creating a new board, the Legislature should focus on:

- Increasing Medicaid reimbursement rates to allow providers to pay competitive wages.
- Expanding training and career advancement programs for direct care workers.
- Reducing administrative burdens on providers so they can focus on care, not compliance.

For these reasons, I urge you to oppose House Bill 3838 and instead invest in direct, effective solutions that support caregivers and improve patient outcomes.

Thank you for your time and consideration.

Sincerely,

Iria T. Nishimura, MSN, RN  
Chief Executive Officer