



Good afternoon, Chair Grayber, Vice-Chairs Elmer and Muñoz, and Members of the Committee,

My name is Janet Yousey, and I have the privilege of serving as CEO at Shangri-La. Annually, we support 1000 people with disabilities and families with disadvantages. *I strongly oppose HB 3838.*

I have to ask, who is this bill for? It's certainly not for the people we support. People with disabilities aren't mentioned in this bill. In fact, this bill will directly decrease the number of people with disabilities having a say in their services. It will also tip the precarious balance we strive to meet every day between the needs of the people we serve and the staff who do this work.

So, is the bill for the staff of people with disabilities? The amazing, hard-working DSPs who support people with disabilities day-in and day-out? Showing up on the best and the worst days? The bill claims to be for these DSPs, but we already support our DSPs above and beyond the requirements in this bill. Additionally, most nonorganized provider agencies already pay above unionized organizations. Our priority has always been pushing as much money towards DSPs as possible. In fact, our *starting* pay is already above the *average* wage that's funded in our rate model.

Or, is this bill for SEIU, as a power grab for more members and more control?

I have a few additional concerns as well:

This bill proposes a slew of new additional regulations in an already highly regulated industry.

- We are currently regulated by CMS, OHA, ODDS, BOLI, independent financial auditors, and more. We do not need an additional regulating body.

Finally, this bill has no clear path to increase DSP wages. Yet, this is something we have been literally begging for for years.

- *And we already have all the information we need to increase rates and wages now.* As you've heard, the wage study shows our services are approximately 30% underfunded.
- So, if the legislature wishes to support nonprofit organizations providing services to people with disabilities, *we need predictable, consistent support in the form of a cost-of-living adjustment every year AND direct investment in the DSP workforce.*

Please oppose HB 3838.

Thank you,
Janet Yousey, CEO
Shangri-La

Salem Office
4080 Reed Rd SE, #150
Salem, OR 97302
p: 503-581-1732

Eugene Office
398 High Street
Eugene, OR 97401
p: 541-344-1121

www.ShangriLaOregon.org