

Submitter:	Ana Enakiev
On Behalf Of:	Oregon
Committee:	House Committee On Labor and Workplace Standards
Measure, Appointment or Topic:	HB3838

While the intent of HB 3838 to improve standards for the home and community-based services (HCBS) workforce is commendable, this bill imposes excessive regulatory burdens that could negatively impact small care providers. By mandating government-set compensation rates, benefits, and training programs, HB 3838 risks driving up costs, reducing flexibility, and making it harder for small businesses to operate. Many providers already struggle with workforce shortages and financial constraints—additional state-mandated oversight could push some out of business, ultimately reducing care options for vulnerable Oregonians. A more balanced approach that supports both workers and care providers without overregulation is necessary to ensure quality care remains accessible and sustainable. This is why I strongly oppose.