

Submitter: Maria Denise Campean-Spiridon
On Behalf Of:
Committee: House Committee On Labor and Workplace Standards
Measure, Appointment or Topic: HB3838

Dear Chair Grayber, Vice Chairs Elmer and Muñoz, and members of the Committee,

I am writing you today in opposition of the Bill HB3838 / SB 1138. This bill removes the quintessential autonomy and freedom of businesses to choose how to run. America is the land of opportunity and freedom. This bill will affect not only large businesses but small family-owned businesses (something that the Portland area takes pride in upholding and supporting). When it comes to pay and regulation of pay, we live by the standard of the state minimum wage – but many of us are not only meeting the minimum standard of pay but we are surpassing these standards. If regulations need to be made, then it should be made across the board not pin-pointing and bullying one specific industry. This bill is specifically targeting one industry of so many that run freely in the state of Oregon. Other industries do not run with such a threat imposed on them and this industry seems to be getting hit constantly when it already has plenty of regulations to follow. This also removes privacy and proprietary rights of businesses; it takes away freedoms and rights that I believe businesses should have. Businesses should be able to run to the extent of knowing that they are responsible not only for fairly pay their staff, but for creating fair and safe housing for our most vulnerable, businesses also take into account in keeping their doors open even in a time like this where inflation has affected businesses in how they run (just to name a few i.e. overhead costs, insurance skyrocketing, building maintenance, etc). The focus should not be on marginalizing this industry's businesses but rather making it a standard across the board for all businesses that run in the state. Don't kill small businesses. If employees are not happy with pay, benefits, trainings... for certain there are businesses out there that for sure will meet their desires. Some businesses can only run at the capacity they are at. There are always businesses that are open and hiring. This is a 24/7 industry and it does not clock out as it's employees does. Please take that into consideration too.

This bill is also does not take into consideration the hardships that businesses face and have faced and the perspective of if this bill passes it could cause many businesses to close. If this happens will are faced with another crisis – not enough jobs to go around.

I am also worried about our generation. If we raise all the costs this will only affect us when it comes our turn to be cared for. We are not considering all sides of the care industry. This bill is money driven and very self-serving. It is raising costs all around.

We cannot have a bill that is not taking into account all hardships from all around. One day, if we are lucky to live to a ripe old age, I want to know that I will be well taken care of just like the care provided for our residents and their families. This includes quality of life when I won't be able to do the things I can do. I don't want to fear that I won't be able to pay for my care. We have to be smart when moving into the next stage. This bill is not the way to go.

Thank you for your consideration and for reading this letter. It would be ideal to find a happy medium. We have all suffered and continue to suffer the after math of a pandemic (with inflation and cost of living skyrocketing at every angle) and everything else that is going on in the world. We want to do good but this is not the way to go and does not take all aspects into consideration or the long run view. Thank you.