



March 18, 2025
 Representative Dacia Grayber, Chair
 House Committee on Labor and Workplace Standards
 Oregon State Legislature
 900 Court St. NE, Salem, OR 97301

RE: Salem Chamber Written Testimony in Opposition of HB 3838

Dear Chair Grayber, Vice-Chair Elmer, Vice-Chair Muñoz, and Members of the House Committee on Labor and Workplace Standards,

Our organization represents over one thousand (1,000+) local businesses and forty-five thousand (45,000) employees in the Salem area. The breadth and diversity of industries represented by our membership demonstrate an intersection of the small businesses that collectively create our state economy. The Salem Chamber supports a healthy business climate, including fair labor practices, which incentivize employees and employers to partner together for economic growth.

We're concerned because HB 3838 adds another bureaucratic mechanism where Oregon's Bureau of Labor and Industries already serves alongside our state and federal statutes. Oregon already has some of the strongest protections in the nation. Our Direct Support Professionals ("DSP's") are already operating in a heavily regulated industry under multiple agency authorities including ODHS, OSHA, BOLI, OHA, CDDP's, brokerages and Ombudsmen. Additionally, this opens the door to additional lawsuits for violation of board standards and requires employee records to be sent for board review.

The Home and Community-Based Services Workforce Standards Board will almost certainly lead to higher operating costs, which raise the cost for Medicaid-funded providers and consumers without any established mechanism for additional funding. This Board will be a powerful regulatory body with legal authority similar to a state agency which will ultimately divert resources from direct support to administrative overhead. Many providers are already paying wages beyond the state-funded reimbursement rate.

Please reconsider HB 3838 as drafted and seek alternative methods within our existing state agencies to address the issues being discussed.

Respectfully,

Tom Hoffert, CEO Salem Area Chamber of Commerce

**Salem Area Chamber
of Commerce**

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Tom Hoffert
Salem Area Chamber of Commerce