



Oregon moms and caregivers fighting for gender, economic, and racial justice.

To: House Committee On Rules
From: Family Forward Oregon
Date: 4/28/25
RE: In Support of HB 3838-3

Chair Bowman, Vice-Chairs Drazen and Pham, and members of the committee:

My name is Delina Biniam, and I am writing on behalf of Family Forward Oregon to urge this committee to support House Bill 3838-3, which sets up a workforce standards board for long-term care workers.

At Family Forward, we are dedicated to empowering every worker to create safe, fair, and sustainable working conditions. This commitment aligns with our mission to amplify the voices of care workers across all settings. Currently, 41% of long-term care workers - predominantly women of color - struggle to make ends meet, living near the poverty line despite many of their positions being publicly funded. Furthermore, they face significant workplace disparities, including inadequate safe working conditions. Oregon is facing a critical need for over 65,000 additional care providers by 2030. However, with the current workforce conditions, it will be increasingly challenging to meet this goal. If left unaddressed, these issues will only exacerbate staffing shortages and turnover rates, ultimately compromising the quality of care for our most vulnerable populations.

Implementing a statewide Workforce Standards Board for long-term care will have far-reaching benefits, strengthening the workforce and positively impacting multiple stakeholders. By establishing standardized training and education programs, the board can enhance the skills and knowledge of incoming workers, leading to increased efficiency and effectiveness in their roles. This, in turn, will result in better patient outcomes. Moreover, a Workforce Standards Board for long-term care workers can also improve working conditions by setting clear standards for staffing ratios, workloads, and workplace safety. Additionally, it will provide opportunities for career advancement by establishing clear career paths, enabling workers to grow professionally and increase their earning potential. Ultimately, the implementation of a Workforce Standards Board will lead to improved overall quality of care for patients, resulting in better patient outcomes and higher patient satisfaction.

HB 3838-3 proposes the establishment of a 13-member board, appointed by the governor, with balanced representation from workers, employers, consumers, and state agencies to set

minimum standards that can address the current disparities and challenges faced by this workforce, including low wages, inadequate training, and poor working conditions.

The board will conduct comprehensive reviews, labor market analyses, and public hearings to ensure that the standards adopted meet or exceed prevailing labor market conditions. This bill also provides remedies for alleged violations of these standards, ensuring that workers have a voice and can seek relief when necessary.

By passing this bill, we are taking a significant step towards recognizing the value and dignity of home and community-based services workers. We are acknowledging that they deserve fair compensation, safe working conditions, and opportunities for professional development. This bill is not just about improving working conditions; it's about improving the lives of these workers and the people they care for.

I urge you to support House Bill 3838-3 and join us in our efforts to create a more equitable and sustainable workforce for home and community-based services workers in Oregon.

Jelina Biniam

Advocacy Manager
Family Forward Oregon

