

Submitter: Robin de La Mora  
On Behalf Of:  
Committee: House Committee On Rules  
Measure, Appointment or Topic: HB3838

April 29, 2025

Dear Representative Bowman, Vice Charis, and Members of the Committee.

My name is Robin de La Mora, and I am the founder and executive director of a dedicated agency that provides supported employment services. As an older sibling of a sister with a disability, my dedication to advocating for individuals with intellectual and developmental disabilities runs deep. It has been a guiding passion throughout my life. I am compelled to express my strong opposition to HB 3838.

With nearly thirty years of experience in various roles—Direct Support Professional, Employment Specialist, Brokerage Personal Agent, and agency leader- I have witnessed firsthand the vital work community providers accomplish every day. Community providers that rely on state and federal funding understand the profound responsibility of stewarding public funds. We work tirelessly to manage our resources with excellence. However, HB 3838 threatens to burden us with duplicated regulations and excessive administrative demands that would impede our ability to provide essential services to the growing population of individuals with disabilities and aging Oregonians.

Every agency, regardless of size, operates with limited resources. Most of our funding is dedicated to offering competitive living wages and employee benefits, which are crucial for attracting and retaining highly qualified staff. Our success in maintaining talented employees hinges on fostering supportive workplaces, providing pathways for advancement, and creating a culture that aligns with their values. If HB 3838 were to pass, it would stifle the individuality, innovation, and creativity that characterize community providers. This poses a serious risk, particularly for smaller agencies, which could face closures and diminished capacity to deliver invaluable services. Furthermore, the existing regulatory landscape already stretches our staffing resources thin, making it increasingly difficult to maintain the high-quality support our clients require.

Our industry urgently needs equitable and sustainable funding, not layers of administrative burdens that detract from our purpose. The individuals we serve deserve robust investments in quality services, not unnecessary regulations compromising the excellence of care and support they deserve.

Respectfully,  
Robin de La Mora  
Executive Director, Founder

Collaborative Employment Innovations, Inc.