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On Behalf Of: Adult Care Home Workers  
Committee: House Committee On Rules  
Measure, Appointment or Topic: HB3838

## Formal Opposition to HB 3838 – Impact on Small, Family-Owned Adult Care Homes

As the owner and operator of a small, family-run adult care home in Oregon, I strongly oppose House Bill 3838. While the bill is framed as an effort to improve working conditions and care quality, its actual impact on small providers like myself would be devastating. HB 3838 is not designed with the realities of small business care providers in mind and threatens the survival of family-operated homes that deliver deeply personal, community-based care.

1. We are already highly regulated – adding more oversight is unnecessary and harmful.

Small adult care homes in Oregon are already under strict state regulation. We undergo regular inspections, maintain licensing standards, and comply with complex care rules, staffing requirements, and documentation obligations. HB 3838 proposes adding yet another board that will create mandates on wages, benefits, and staffing practices — all without regard to our size, capacity, or financial limitations. This is government overreach disguised as reform.

2. There is no funding to support these new mandates.

HB 3838 fails to provide any realistic or guaranteed funding to support the increased labor costs and administrative burden it would create. We are not large corporations with corporate funding or resources. Any increase in labor costs comes directly out of our operating budgets — which are already strained due to inflation, rising food and utility costs, and Medicaid reimbursement rates that don't even cover the cost of care.

3. This bill will force small homes to shut down.

The majority of small care homes are owned and operated by families who live on-site, work 24/7, and are committed to giving residents a safe and loving environment. HB 3838 will make that impossible. Imposing union-influenced standards or a wage board that doesn't understand our margins is not support — it is sabotage. Many of us will have no choice but to close, displacing vulnerable seniors and individuals with disabilities who rely on us.

4. It ignores rural and underserved communities.

Small homes are often the only available option in rural or underserved areas. If we are forced out of business due to unrealistic labor mandates, there will be fewer options for seniors, especially those with Medicaid. This bill is out of touch with what Oregon's long-term care system really needs — practical, flexible, and fair support for

the providers actually doing the work.

5. Care quality doesn't come from a boardroom — it comes from us.

We are not faceless employers. We are family members, caregivers, and advocates. We provide hands-on care every day. We don't need another board to tell us how to care for our residents — we need the freedom to continue doing what we do best without being pushed out by policies written for large corporate facilities or union agendas.

Conclusion:

HB 3838 is a poorly constructed bill that will disproportionately harm small, family-owned adult care homes. It risks collapsing an already fragile sector by adding unrealistic mandates, zero funding, and unnecessary bureaucracy. This is not how you improve long-term care. This is how you destroy it.