

# SB 1505 Delays, Rather Than Delivers, Meaningful Wage Investment

**X**

SB 1505 isn't about  
increased wages  
for workers.

**X**

SB 1505 fails to  
prioritize investing  
directly in  
wage increases.

**X**

SB 1505 provides false  
wage and benefit  
standards that mean  
nothing if not funded  
by the Legislature.

## **SB 1505 Offers Process, Not Pay, for Oregon's Direct Care Workforce**

The Legislature doesn't need a Board to tell you these wages need real meaningful investment—DHS recently completed a study and published an independent report in 2025 that identified a \$530 million funding gap for home and community based IDD workers—estimating a total investment needed of \$800M in general funds just to bring this direct care workforce to \$23.20 an hour. See APD-ODDS Rate and Wage Study Findings and Recommendations.

## **SB 1505 Grants the Board Unlimited Authority Over Employment Practices**

LC 38 allows an unelected board—not the Legislature—to make new employment and workplace laws for home and community care services and settings.

## **SB 1505 Is A Blank Check for Workplace Regulation**

SB 1505 grants the Board open-ended authority to create workplace mandates that are enforceable through lawsuits. This authority could extend to working conditions such as mandated health insurance or other minimum benefits, predictive scheduling, staffing ratios, labor peace agreements, PTO/PSL pay out requirements, accrual of sick leave and utilization, unpaid Leave, overtime caps, hours of work, discipline, grievance-arbitration, seniority pay/hiring/job openings, vacancy hiring and advertising, accommodations, performance evaluations, use of phone/vehicle, background checks, employee registries, or training.

<sup>1</sup>[https://www.healthmanagement.com/wp-content/uploads/Rate-and-Wage-study-plain-language-executive-summary\\_EN.pdf](https://www.healthmanagement.com/wp-content/uploads/Rate-and-Wage-study-plain-language-executive-summary_EN.pdf)

**SB 1505  
Misses the Mark on  
Raising Wages for  
Direct Care Workers**

**X**

**VOTE NO  
ON SB 1505**



Oregon  
Association for  
Home Care

Amanda Dalton on behalf of Oregon Resource Association  
Jack Dempsey, on behalf of Community Providers Association of Oregon  
Justin Rainey on behalf of Oregon Association for Home Care