



## Stop New Workplace Boards

### No on SB 1505

The Oregon Association for Home Care (OAHC) represents providers of skilled home health, hospice, and in-home care throughout the state of Oregon. Home health care promotes better patient outcomes, is the patient preferred setting for medical care. OAHC prioritizes promoting the practice and utilization of high-quality homebased services in our communities as a cost-effective alternative to institutional care.

**OAHC strongly opposes SB 1505. It negatively impacts the services we provide to the Oregonians we care for.** This bill raises costs on Oregonians and Medicaid providers and creates new challenges for Home Care entities working to provide patient care across Oregon's 36 counties.

#### **Workplace Boards Fail to Deliver Real Reform**

- While commissions and workforce boards are a frequent strategy to engaging community members, they are unproven in improving the direct care workforce. The three states that have passed workforce standards boards all rank significantly lower in quality compared to Oregon, demonstrating that these boards do not fulfill their promises.

#### **SB 1505 Fails to Deliver Meaningful Wage Investments**

- SB 1505 Offers Process, Not Pay, for Oregon's Direct Care Workforce wage and benefit standards that mean nothing if not funded by the Legislature. SB 1505 isn't about increasing wages for workers. It fails to prioritize investing directly in wage increases.
- SB 1505 provides false wage and benefit standards that mean nothing if not funded by the legislature. 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.*)

- With ongoing changes and uncertainty at the federal level, including specific changes to Medicaid we must preserve funds for direct services, not for staffing boards.

### **SB 1505 Grants An Unelected Board Unlimited Authority Over Employment Practices**

- Legislation 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.

## **Oppose SB 1505**