



Testimony in Support of HB 4115
Alice Longley Miller, SEIU Local 503
House Committee on Behavioral Health
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Chair Pham, Vice-Chairs Edwards and Javadi, and members of the committee, my name is Alice Longley Miller and I'm here on behalf of SEIU Local 503 in support of HB 4115.

SEIU Local 503 represents thousands of caregivers across Oregon, including homecare workers, personal support workers, and facility-based workers who provide essential care to seniors and people with disabilities in their homes and communities. We support the background check provisions in this bill because they address a real burden our members face every day.

Currently, caregivers must complete a background recheck every two years. This is an administrative hassle for all and a financial cost for some of our members, like homecare workers, who have to personally cover the cost of getting their background checks. It means time away from work, paperwork to track down, and anxiety about a process that can take weeks or even months to complete.

Meanwhile, the Background Check Unit is overwhelmed. New workers trying to enter the field are stuck waiting, sometimes for months, before they can start earning a paycheck. This backlog doesn't just hurt workers, it hurts the people waiting for care.



HB 4115 takes a practical step by extending the recheck cycle from two years to three years. This aligns Oregon with numerous other states and still exceeds the federal minimum of five years required by CMS.

This change maintains all the safety protections that matter. Background checks still happen. Employers are still notified of new convictions or substantiated abuse complaints. What changes is that experienced, trusted caregivers aren't pulled away from their work as frequently for a redundant administrative process.

The bill also expands portability, so a caregiver with a valid background check can move between similar care settings without starting the process over from scratch. This common-sense reform reduces duplication and helps workers get hired faster.

Taken together, these two reforms should take real pressure off an overwhelmed Background Check Unit. Fewer redundant rechecks and fewer duplicate checks for workers moving between settings means the unit can focus its resources where they matter most: processing new hires. That means new caregivers can get to work faster, and Oregonians waiting for care won't have to wait as long.

Oregon is facing a caregiving crisis. We need more workers in this field, not more barriers. HB 4115 won't solve everything, but it will reduce unnecessary burdens on the workers who show up every day to care for our loved ones.

I urge your support for HB 4115. Thank you.