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Date: February 3, 2026

To: Chair Pham, Vice Chair Edwards, Vice Chair Javadi, and
Members of the House Committee On Behavioral Health

From: LeadingAge Oregon

Subject: **Support of HB 4115 – Background Checks**

LeadingAge Oregon, an association of housing and long-term care providers serving older adults throughout Oregon, supports HB 4115.

HB 4115 addresses a very real and practical challenge our providers face every day: delays in Oregon's background check system that slow hiring in an already stretched workforce.

Our members fully support strong and comprehensive background checks. We take seriously our responsibility to protect the vulnerable people we serve. However, Oregon's current system is slow and repetitive. Instead of supporting workforce stability, it often creates backlogs and barriers that prevent qualified workers from entering care settings in a timely manner. Workers cannot wait weeks or months to be hired, and when approvals are delayed, many accept positions elsewhere where they can start immediately.

Once hired, employees are required to complete re-checks every two years. This is more frequent than in most other states, where re-checks typically occur every three to five years. It is our understanding that much of the delay at the Background Check Unit is driven by re-checks rather than by new, initial background checks, so increasing the time between re-checks would reduce unnecessary duplication and system-wide backlogs.

HB 4115 offers reasonable, targeted adjustments. It extends the re-check cycle to three years, aligns Oregon more closely with other states, and allows a valid background check to follow a caregiver when they move between similar care settings or employers. While these changes are not a comprehensive solution to all background check challenges, they are no cost, reduce duplication, ease administrative burden for providers, and will help speed initial approvals, all while continuing to prioritize resident safety.

HB 4115 improves a system that needs fixing without compromising our shared goal of protecting vulnerable Oregonians and ensuring timely access to care.

Respectfully submitted,

Kristin Milligan
Chief Executive Officer
LeadingAge Oregon