

Submitter: Travis Duncan  
On Behalf Of: Mary's Woods  
Committee: Senate Committee On Rules  
Measure, Appointment or Topic: SB1505

Chair Jama, Vice-Chair Starr, and Members of the Senate Interim Committee on Rules and Executive Appointments,

I am writing in opposition to SB 1505 and any forthcoming or proposed amendments that would establish a workforce standards board. I respectfully urge the committee not to advance this bill.

First, SB 1505 sets a concerning precedent.

Even if certain sectors are excluded today, the creation of a workforce standards board establishes a structural precedent that can be expanded over time—either by broadening the authority of the board or by replicating the model across additional sectors. For organizations already operating within complex regulatory environments and constrained funding structures, this approach introduces long-term uncertainty and risk.

Workforce standards boards inevitably drive higher operating costs. In healthcare and long-term services in particular, increased costs do not disappear—they translate directly into reduced access, reduced capacity, or reduced services for seniors and people with disabilities. That is a policy outcome Oregon should approach with caution.

Second, this is not a proven or effective policy approach.

Proponents suggest workforce standards boards promote collaboration among stakeholders. In practice, there is little evidence that boards with regulatory authority accomplish this goal. Examples cited in testimony, such as Nevada, rely on advisory-only structures that do not carry the scope or authority contemplated in SB 1505.

Where boards with decision-making authority have been implemented, they more often introduce additional complexity, confusion, and administrative burden—without demonstrable improvements in workforce stability or care outcomes.

Third, the bill weakens transparency and accountability.

Oregon's legislative process is grounded in constitutional authority, public accountability, and clear avenues for stakeholder engagement. SB 1505 shifts significant workforce policy decisions away from this system and into a new board structure that lacks direct accountability to voters, providers, workers, and the people ultimately served.

Oregonians deserve to understand how workforce decisions are made and how to engage their elected representatives when concerns arise. This bill moves in the opposite direction.

For these reasons, I respectfully request that the committee not advance SB 1505 or any forthcoming amendments that would result in the creation of a workforce standards board.

Sincerely,  
Travis Duncan  
President & CEO  
Mary's Woods