



*inspire. serve. advocate.*

Date: February 4, 2026

To: Chair Jama, Vice-Chair Starr, and Members of the Senate Committee on Rules

From: LeadingAge Oregon

Subject: **Oppose SB 1505 – Workforce Standards Board**

LeadingAge Oregon, an association of affordable housing and long-term care providers serving older adults across Oregon, **opposes SB 1505 and any subsequent amendments that would establish a Workforce Standards Board.**

While long-term care providers may currently be excluded from the scope of this board, we remain opposed because the consequences of this policy are far-reaching. Major policy shifts of this nature create uncertainty and ripple effects across the entire home- and community-based services system, including providers who will be brought into scope in the future.

SB 1505 sets three concerning precedents:

- First, once the Legislature approves a Workforce Standards Board for one sector, it creates a clear path to expanding that authority or establishing additional boards for other sectors. Bill proponents acknowledged during testimony on February 4, 2026, that this is the beginning, not the end. For community-based care providers, the prospect of yet another unknown regulatory body with sweeping authority adds uncertainty and confusion to an already complex and fragile environment.
- Second, approval of this bill effectively requires a specific group of providers to negotiate with a labor organization outside of the established collective bargaining framework. Labor organizations are free to organize, but this bill goes further by requiring a specific group of providers to participate in a new negotiation process that does not exist today. This, too, sets a concerning precedent. Labor organizations serve only one interest, and it is not the impact on those we serve. Providers must constantly balance resident and patient care with workforce needs and financial constraints. Labor organizations do not bear that responsibility. Giving them authority to dictate conditions in our care settings is deeply problematic.
- Third, this bill weakens transparency and accountability. Oregonians deserve access to the established legislative due process system and a clear understanding of how workforce decisions are made and how to engage with their elected representatives. SB 1505 shifts those decisions away from existing legislative and governmental processes and into a new structure without clear accountability to the public or to the individuals these programs serve.

In addition, this bill will affect both small and large providers. Proponents have repeatedly cited a single provider as justification for this legislation, yet it is unclear how this board would address that specific concern. If there are bad actors in the state, they should be addressed directly through existing regulatory and enforcement mechanisms. If those mechanisms are not working, that issue should be addressed directly. Creating an additional layer of bureaucracy does not support workers.

Proponents have also suggested that Workforce Standards Boards have a proven record of success nationwide. That is not accurate. Nevada was referenced during public testimony, but Nevada's model is an advisory board, not a rulemaking body like the one proposed in SB 1505. Minnesota was also cited as an example; however, Minnesota should serve as a warning rather than an endorsement.

Minnesota established a Nursing Facilities Workforce Standards Board in 2023. Its implementation has led to heightened tensions between providers and worker organizations and significant financial strain on nursing facilities. These impacts were so severe that LeadingAge Minnesota and Care Providers of Minnesota filed a [lawsuit](#) on November 26, 2024. That case, currently pending in federal court, raises serious constitutional concerns.

SB 1505 is a threat to community-based care, to providers of all sizes, and to the stability of services Oregonians rely on. It does not solve the challenges facing the workforce and instead introduces new risks and uncertainties.

For these reasons, LeadingAge Oregon urges you not to advance SB 1505.

Respectfully submitted,

Kristin Milligan  
Chief Executive Officer  
LeadingAge Oregon