

February 5, 2026



Good morning, Chair Jama, Vice-Chair Starr, and Members of the Committee,

My name is James Lindekugel, and I have the privilege of serving as Executive Director of Community Living Supports and Day Support Activities programs at Shangri-La. Annually, Shangri-La supports 1000 people with disabilities and families with disadvantages. *I strongly oppose SB 1505.*

*SB 1505 poses a serious threat to the rights and choices of people with intellectual and developmental disabilities by creating a Workforce Standards Board with sweeping authority. Note that only two of its eleven seats represent people with disabilities, leaving their voices easily outvoted and overshadowed by labor-aligned interests. This structure risks shifting Oregon's IDD system away from person-centered supports and toward union-driven mandates that could reduce options to people experiencing Intellectual and/or Developmental Disabilities. It will also lead to fewer provider options, increase administrative costs, and ultimately limit individuals' ability to choose the services that best fit their lives. Testimony warns that the Board's power could even supersede ODDS and ODHS processes, undermining long-standing safeguards designed to protect vulnerable Oregonians, all while advancing agendas backed by the same union entities, including SEIU, whose past bargaining actions have already restricted state advocacy for adequate provider rates. Oregon must not allow a policymaking body with limited disability representation and substantial union influence to reshape the entire IDD system at the expense of the very people it is supposed to serve.*

As an employer, Shangri-La continuously works to balance the needs of the people we serve and the staff who do this work. Shangri-La already supports our DSPs above and beyond the requirements in this bill. Please know that most non-organized provider agencies already pay *above* unionized organizations. Our priority has always been investing in and allocating as much money towards DSPs as possible. In fact, our *starting* pay is already above the *average* wage that's funded in our rate model.

**This bill proposes a slew of new additional regulations in an already highly regulated industry.**

- We are currently regulated by CMS, OHA, ODDS, BOLI, independent financial auditors, and more. We do not need an *additional* regulating body.

**This bill has no clear path to increase DSP wages.**

- We already have all the information we need to increase rates and wages now. As you've likely heard, the wage study shows our services are approximately 30% underfunded.
- Nonprofit organizations providing services to people with disabilities need support in the form of periodic cost-of-living adjustments so we may continue to care for the resources (our DSP's and Admin staff) that make services possible today and in the future.

Please oppose SB 1505.

Thank you,  
James Lindekugel,  
Executive Director  
Shangri-La

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