

Submitter: Hope Shannon
On Behalf Of:
Committee: House Committee On Health Care
Measure, Appointment or Topic: HB4074

Written Testimony in Opposition to HB 4074

Chair Nosse, Vice Chairs Nelson and Diehl, and Members of the Committee:

For the record, my name is Hope Shannon. I am a registered nurse and have worked as a nurse since July of 2025. I currently work at Kaiser Westside Medical Center in Hillsboro, Oregon, and I am a member of the Oregon Federation of Nurses and Health Professionals (OFNHP AFT-5017). I am writing in strong opposition to HB 4074.

Every day, I provide direct patient care, and the nurse staffing law passed in 2023 has a real impact on my ability to do my job safely and effectively. HB 4074 would make significant changes to the enforcement of that law. If passed, I truly don't think I would be able to handle the load of five patients, especially as a new grad nurse on day shift. Four patients alone (compounded by the fact that there is not a CNA for each patient) can be incredibly stressful and some days, like today, I genuinely fear that I'm not able to provide the best possible care because of the workload. I can't imagine how I would feel with five patients.

HB 2697 was the result of years of research, negotiation, and stakeholder engagement. Rushing through changes to the statute will only put providers and patients at risk. Advancing HB 4074 now would shortcut that process and risk unintended consequences that cannot be fully evaluated in the limited time available.

From my experience, the current law is working as intended, and barriers to passing plans are rooted in unwillingness to utilize escalation and acuity tools. Hospitals were given ample time to comply, and the vast majority have done so. For example, I have experienced shifts where I was assigned four high-acuity patients without consistent CNA support, despite raising concerns about the workload. When multiple patients required medications, assessments, and urgent needs at the same time, it became clear that safe care depended on having adequate staff, not just meeting the bare minimum ratio. While concerns were voiced, additional support was not provided. This is exactly why strong enforcement of the staffing law is necessary.

Weakening enforcement through delayed penalties or reduced accountability would effectively suspend the law without the thoughtful analysis such changes demand.

For these reasons, I respectfully urge you to oppose HB 4074 as currently written.

Thank you for your time and consideration.

Sincerely,
Hope Shannon