

Submitter: Victoria Bailey
On Behalf Of:
Committee: House Committee On Health Care
Measure, Appointment or Topic: HB4074

Chair Nosse, Vice Chairs Nelson and Diehl, and Members of the Committee:
For the record, my name is Victoria Bailey. I am a medical-surgical registered nurse and have worked in healthcare for eight years. I currently work at Kaiser Westside Medical Center in Hillsboro, 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.

I provide direct patient care, and the nurse staffing law passed in 2023 has a real impact on my ability to provide safe and effective care. HB 4074 would significantly weaken enforcement of that law. Delaying enforcement and allowing minimum ratios to substitute for comprehensive staffing plans would result in assignments that do not reflect patient acuity or available support staff.

For example, currently at my hospital not all patients are assigned a CNA for the day meaning that basic care tasks are delayed. This forces nurses to prioritize certain tasks over others, preventing us from providing timely, thorough care to every patient. HB 2697 was the result of years of research, negotiation, and stakeholder engagement. Making rushed changes to this statute risks undermining a carefully developed framework intended to protect patient safety and nurse retention.

From my experience, barriers to passing staffing plans are not due to the law itself, but rather delays in fully engaging with acuity tools and escalation processes already allowed under current law. Hospitals were given ample time to prepare for these requirements, and weakening enforcement now removes accountability rather than addressing the root causes of non-compliance.

Weakening enforcement through delayed penalties or reduced documentation requirements would effectively suspend the law without the thoughtful evaluation 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,

Victoria Bailey, RN, BSN