

Submitter: Carrie Schultz
On Behalf Of:
Committee: House Committee On Health Care
Measure, Appointment or Topic: HB4074
February 12, 2026

Carrie Schultz
Portland, OR

To the Honorable Members of the Oregon Legislature,

RE: Strong Opposition to House Bill 4074

My name is Carrie Schultz, and I am writing to you as a dedicated healthcare professional with 24 years of nursing experience. For the last 14 years, I have served at Kaiser Permanente in various capacities, including Primary Nurse, Charge Nurse, and Oncology/Chemotherapy Nurse. I have seen the "glory days" of hospital staffing, and I am here to tell you that the current trajectory is not just unsustainable—it is dangerous.

I am writing today to voice my strong opposition to HB 4074. Without rigid, protected staffing ratios, hospitals will continue to prioritize profit margins over the safety of the human beings in their beds and the mental health of the people providing their care.

The Erosion of Safety in Oncology

In my specialized role as an oncology nurse, the stakes couldn't be higher. We are currently at a 1:4 ratio. These patients are receiving intense, highly toxic chemotherapy treatments that require meticulous attention to detail.

The Risk: Increasing these ratios isn't just a matter of "working harder"; it is a mathematical guarantee of increased errors.

The Reality: When a nurse is spread too thin, the chance of a medication error with life-altering chemotherapy skyrockets.

Profit Over Patients

Over my 14 years at Kaiser, I have watched a once-thriving environment turn into one of the worst working conditions in the city. It has become clear that the hospital would rather pay fines as a "cost of doing business" than actually staff the floors appropriately. They have mastered the art of manipulating staffing laws to their benefit, treating patients like numbers and nurses like an infinite resource that never breaks.

The "Hidden Workload" and CNA Law Loopholes

We have seen how hospitals circumvent current intent, specifically regarding CNA staffing laws.

The Math: On a 20-patient floor, a 7-patient max per CNA should require 3 CNAs.

The Loophole: Instead of hiring the third person, the hospital stays at 2 CNAs and simply dumps the remaining 6 patients' worth of toileting, feeding, bathing and basic care onto the nurses.

Combined with the fact that we are now acting as transporters and pharmacy couriers because those departments are also gutted, we are being buried alive.

Conclusion

Legislation should serve the people, not the bottom line of a corporation. If we do not protect staffing ratios, we are essentially signing off on the continued decline of the nursing profession and the safety of every patient in this state.

I urge you to vote NO on HB 4074 and instead look toward legislation that holds hospitals accountable for the safety of their staff and patients.

Sincerely,

Carrie Schultz, RN, BSN