

Submitter: Courtney Chang Wo  
On Behalf Of: OFHNP  
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 Courtney Chang Wo. I am a registered nurse and have worked as a registered nurse for over 6 years. 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, this would greatly affect the quality of care we are able to provide our patients. Having experience as a medical-surgical travel nurse and being given the opportunity to work in a variety of hospitals, especially during the pandemic, I have seen first hand the importance of providing safe and quality care and how that looks when it gets compromised. As a person, it affects me greatly when I am unable to care for my patients like I need to. Especially when we currently go understaffed with other specialities (like CNAs), but are still expected to perform the same standards.

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.

At my current hospital, sometimes instead of staffing safely, they will put nurses on standby, knowingly leaving us understaffed with higher ratios when we have adequate staff to provide the best patient care. We need accountability.

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,  
Courtney Chang Wo, BSN, RN?