

Feb. 10, 2026

House Committee on Health Care  
Oregon State Legislature  
900 Court St. NE  
Salem, OR 97301

Re: HB 4074 – Relating to hospital staffing

Dear Chair Nosse, Vice-Chair Diehl, members of the committee,

Providence is a not-for-profit network of eight acute care hospitals, including two critical access hospitals, dedicated to delivering high-quality care across Oregon. We deeply value our workforce and are committed to a staffing model that supports our patients and caregivers, and is operationally feasible for every hospital in the state. We have worked closely with our nurse staffing committees, and ONA representatives, to reach collaborative agreements on staffing plans. Even with those agreements, our hospitals are still subject to extensive investigations and fines.

In 2023, hospitals—including Providence—engaged in difficult but good-faith negotiations with labor partners and legislative leaders to craft Oregon’s hospital staffing law. Both hospitals and unions made meaningful compromises. In the end, we were proud to support a bipartisan bill backed by a broad coalition across the health care system. Honoring that agreement, HB 4074 provides important clarification for the Oregon Health Authority to ensure the law is implemented consistent with the legislative intent.

The shared legislative intent was clear. Together, we sought to:

- Ensure safe staffing levels, including the strictest nurse-to-patient ratios in the country.
- Preserve the autonomy of staffing committees to adjust ratios based on each hospital’s unique dynamics.
- Streamline and simplify administrative processes for submitting and evaluating complaints.
- Establish a fair and timely enforcement system that holds hospitals accountable for adhering to adopted staffing plans.

Providence believed these reforms would reduce administrative complexity, result in fewer burdensome surveys, and support a healthier and more collaborative culture within Oregon hospitals. Unfortunately, as implemented, the law has not met these goals.

We do not believe the Oregon Health Authority has implemented the law in a manner consistent with the intent negotiated in 2023. When the law was first enacted, OHA provided hospitals with a clear list of the information needed to respond to specific complaints. Over time, however, OHA has added new reporting requirements and forms that extend well beyond what was originally outlined.

These new requirements demand significant time and effort. For each complaint received, our nurse leaders must spend multiple days gathering and compiling the required data. This expanding administrative workload is not making hospitals safer—it is diverting leaders away from supporting staff and caring for patients.

In many cases, the information being requested is duplicative of work our teams already do internally. Despite our best efforts, the cumulative administrative burden has become overwhelming and increasingly counterproductive.

Oregon's current hospital staffing law is posing significant challenges for *all* Oregon hospitals—not only those in small and rural communities. Providence remains fully committed to safe staffing and to honoring the agreement we reached with our labor partners and the Legislature in 2023. HB 4074 supports all Oregon hospitals and health care workers by ensuring the law functions as it was intended and as this committee envisioned.

Thank you for your consideration of this important bill and for your ongoing commitment to the health of Oregonians. I respectfully ask for your support of HB 4074.

Sincerely,



Jason Plamondon, CAO  
Providence Seaside Hospital