



On January 13, 2026 at the State Capitol, Carrie Howell, Executive Director of Chamberlin House Inc. and a member of the Community Providers Association of Oregon, and others attended a preliminary session to strongly oppose the resurgence of HB 3838.

House Bill 3838 "Workforce Standards" did not pass during the 2025 legislative session; it failed in committee upon adjournment.

HB 3838 is resurfacing and is being presented as a Legislative Concept #38 for approval during the short session. The bill, which aims to establish a Home and Community-Based Services Workforce Standards Board to set standards for pay, training, and staffing, is a top priority for some labor organizations but faces significant opposition both now and during the 2025 session. It was ultimately sent to the Joint Committee on Ways and Means, but did not receive a floor vote in either the House or the Senate before the session ended.

Here are the key concerns:

Increased Bureaucracy: The bill seeks to create a powerful regulatory board. The opposition believes it would add complexity and costs to an already regulated environment, diverting resources from direct care services.

Higher Costs, Limited Access: By increasing costs for Medicaid providers without new funding, HB 3838 threatens to reduce access to essential services for individuals with IDD.

Redundant Regulation: The bill complicates compliance with existing regulations rather than simplifying processes, making it harder for providers to deliver efficient services.

Privacy Violations: It mandates the disclosure of employees' personal information to unions without consent, breaching confidentiality rights.

Lack of Oversight: The regulatory board wields excessive authority without checks and balances and lacks equitable representation from key stakeholders.

Misallocation of Resources: Funds that could be used to increase DSP wages are diverted to regulatory expenses, failing to address the chronic underfunding of IDD services.

No Guaranteed Funding for New Standards: Proposed wage thresholds and benefits lack secured funding, risking operational stability for providers who rely on state funding.

Expert-Driven Standards: Training and curriculum should be developed by industry experts rather than by a politically influenced board.

In summary, the Workforce Standards Bill threatens to increase costs and reduce access to essential services without improving support for DSPs.