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I have been in the direct care industry for over 15 years and have seen the endless, endless issues with staffing, which directly impacts the individuals we support. The proposed changes and lack of funding for annual COLAs and pending IDD/BI rate determinations will undermine the stability of our direct service workforce and access to critical care and support for the thousands of individuals we serve. I cannot overstate how crucial the COLAs are, as a Maine worker and also a supervisor to an incredibly dedicated and underpaid staff.