



**MINNESOTA**

NURSING HOME WORKFORCE STANDARDS BOARD

For reference: Human Services Finance and Policy Committee

March 28, 2025

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# Nursing Home Workforce Standards Board

The Nursing Home Workforce Standards Board was created in law during the 2023 legislative session to conduct investigations into working conditions in the nursing home industry and adopt rules establishing minimum employment standards reasonably necessary and appropriate to protect the health and welfare of nursing home workers.

# Board members

Nine members:

- three commissioners or commissioner designees –
  - commissioner of the Department of Labor and Industry,
  - commissioner of the Department of Human Services and
  - commissioner of the Minnesota Department of Health;
- three representing employers; and
- three representing workers.

# Research through data and public engagement

## Minnesota Statutes 181.213, subdivision 2. **Investigation of market conditions**

(a) The board must investigate market conditions and the existing wages, benefits, and working conditions of nursing home workers for specific geographic areas of the state and specific nursing home occupations. Based on this information, the board must seek to ***adopt minimum nursing home employment standards that meet or exceed existing industry conditions for a majority of nursing home workers in the relevant geographic area and nursing home occupation.*** [Emphasis added.]

**Note:**  
**Majority benchmark  
framed our work.**

# Public engagement

- Five public forums in Brooklyn Park, Duluth and Redwood Falls – two virtual
  - Participants in attendance: 224
  - Speakers evenly split between workers and employers
- Three questionnaires
  - Employer: 69 respondents
  - Employees: 101 respondents
  - General public: 35 respondents

# Data

- **From the Minnesota Department of Employment and Economic Development, Department of Labor and Industry and Department of Human Services**, including cost of living data and unique data about worker wages
- Advocates representing employers also brought data from surveys
- Data Workgroup had healthy debate

# Deliberation- workgroups, full Board meetings

- The Board worked in 6 workgroups, included advocates at the table. 48 workgroup meetings.
- Twenty-five full board meetings.
  - Eight full board meetings deliberating the research and potential standards.
- Two sets of rules.

# Initial wage standards -5200.2060-.2090

Initial draft passed Board on May 9, 2024.

The notice of intent to adopt was published June 24, 2024 (includes mailing and emailing stakeholders).

It was approved by the Office of Administrative Hearings (OAH) Sept. 20, 2024.

The final vote of the board was Oct. 2, 2024.

The notice of adoption was published Oct. 28, 2024, meeting the statutory deadline for initial wage standards (Minn. Stat. 181.213, subd. 1(b)), but is contingent on an appropriation and federal approval. **The earliest the standards could go into effect is Jan. 1, 2026.**



# Minimum wages

Occupation	Jan. 1, 2026, minimum hourly wage	Jan. 1, 2027, minimum hourly wage
General minimum wage	\$19.00	\$20.50
Certified nursing assistant wage	\$22.50	\$24.00
Trained medical assistant wage	\$23.50	\$25.00
Licensed practical nurse wage	\$27.00	\$28.50

**Standards met Majority Benchmark**

# Contingent on an appropriation

- Minn. Stat. 181.213 sub 2(c-e) directs the Board to work with DHS during the Board's research to determine if an appropriation is needed for the minimum wage standards, and if an appropriation is needed, make the implementation of those standards contingent upon receiving an appropriation.
- Working with DHS, the Board did determine that an appropriation is needed for this standard.
  - Details on this can be found on the NHWSB Meeting Materials for April 29 and May 9, 2024

Now it is up to the legislature to determine if and how these standards can be funded.

# Holiday pay, posting requirements and certified worker organizations rules -5200.2000-2050

- Draft passed Board May 9, 2024.
- The notice of intent to adopt was published Aug. 26, 2024 (includes mailing and emailing stakeholders).
- Approved by OAH Oct. 31, 2024.
- Notice of adoption was published Dec. 9, 2024.
- The standards became effective Jan. 1, 2025.

## These rules include:

- Holiday Pay of time and one half for workers on the 11 state holidays
- Certification of Worker Organizations process including guidance on the application, denials, Board obligations.
- Requirements for nursing homes to notify workers of their rights under the act and the minimum contents.

# Waiver and variance process

Statute directs the board to develop a process for temporary waivers and variances if a nursing home is at risk of closure or receivership.

Agreement on the process was unanimous.

The waiver and variance process was launched Dec. 11, 2024.

As of March 4, 2025, no applications have been received.

# Thank you

**Leah Solo**

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