

	Agency/Department	Resources	Contact Information
Federal Staffing Rules	Centers for Medicare & Medicaid Services (CMS), Department of Health and Human Services (HHS)	Rule Information	
Earned Safe and Sick Time	State of Minnesota (MN), Department of Labor and Industry (DLI)	ESST FAQ's	esst.dli@state.mn.us (651) 284-5075
Minnesota OSHA	Minnesota OSHA (MNOSHA)	Standards and Regulations Information	651-284-5050 or 877-470-6742
Safe Patient Handling Act	Minnesota OSHA (MNOSHA)	Information	651-284-5050 or 877-470-6742
Employee's Right to Know	MN Department of Administration (MNDOA)	Employee Right to Know Statute	651-259-3700
HAZCOM	Minnesota OSHA (MNOSHA)	Standards and Regulations Statute	651-284-5050 or 877-470-6742
National Labor Relations Act (NLRA)	National Labor Relations Board (NLRB)	FAQ's Information Right to discuss wages	Region 18- (612) 348-1757
Minnesota paid family or medical leave	State of Minnesota (MN) Department of Employment Economic Development (DEED)	Information	Ask a question
<i>(Fill in your information here)</i>			
NHWSB Information:	Department of Labor and Industry (DLI) Nursing Home Workforce Standards Board (NHWSB)	About the Nursing Home Workforce Standards Board	nhwsb.dli@state.mn.us

Federal Staffing Rules

- Federal Staffing mandates are not set by the NHWSB, but we know they affect nursing home workers and employers. This rule is phased in over 3-5 years, depending on if your facility is considered rural or non-rural. For more information, please visit : [Federal Register :: Medicare and Medicaid Programs; Minimum Staffing Standards for Long-Term Care Facilities and Medicaid Institutional Payment Transparency Reporting](#)

Earned Safe and Sick Time

- Another recent development that affects many nursing home workers is the statewide Earned Safe and Sick Time Requirements. “Sick and safe time is paid leave employers must provide to employees in Minnesota that can be used for certain reasons.” To ensure that your employer is meeting the minimum requirements for earned safe and sick time accumulation and usage, please visit [Earned sick and safe time \(ESST\) | Minnesota Department of Labor and Industry \(mn.gov\)](#)

MNOSHA

- Minnesota’s chapter of OSHA (Occupational Safety and Health Administration)

Safe Patient Handling Act

- Every licensed health care facility in the state shall adopt a written safe patient handling policy establishing the facility's plan to achieve the goal of minimizing manual lifting of patients by nurses and other direct patient care workers by utilizing safe patient handling equipment. [MN Statute 182.6551 – 182.6554](#)

Employee’s Right to Know and HAZCOM

- Employers must evaluate their workplaces for the existence of hazardous substances, harmful physical agents, and infectious agents and to provide training and information to those employees covered under this act who are routinely exposed to those substances and agents. [MN Statute chapter 5206](#)

National Labor Relations Act

- This federal act protects your right to discuss wages at work and encourages collective bargaining by protecting workers’ full freedom of association

Minnesota paid family or medical leave

- The new Minnesota law will take effect on January 1, 2026, and will provide 12 weeks of paid family or medical leave