

Minimum Standards Options Version 2(a)

Goal: *The legislation asks us to set minimum standards that improve conditions for a majority of the workers in the industry. All standards apply to directly employed staff as well as to any and all sub-contracted service providers working in a skilled nursing facility.*

Standard #1: Holiday Pay

Effective January 1, 2025, all nursing home employees required to work on any of the state recognized holidays shall be paid a minimum of time-and-one-half for all hours worked for that 24-hour period. The exact start and stop times for the 24-hour period can be modified by a collective bargaining agreement.

The State Recognized Holidays include:

New Year's Day, January 1

Martin Luther King's Birthday, the third Monday in January

Washington's and Lincoln's Birthday, the third Monday in February

Memorial Day, the last Monday in May

Juneteenth, June 19

Independence Day, July 4

Labor Day, the first Monday in September

Indigenous Peoples Day, the second Monday in October

Veterans Day, November 11

Thanksgiving Day, the fourth Thursday in November

and Christmas Day, December 25

Nursing home employers, like Minnesota's public employers have the option to elect to include as a "holiday" the Friday after Thanksgiving but not include Indigenous Peoples Day.

Standard #2 Minimum Wages

The minimum hourly wage for all nursing home employees, unless otherwise specified, including direct care and non-direct care personnel shall be established and adjusted as follows:

Effective January 1, 2025: \$18.00

Effective July 1, 2025: \$19.00

Effective January 1, 2026: \$20.00

Effective July 1, 2026: \$20.50

The minimum hourly wage for all Certified Nursing Assistants, regardless of job title or the duties to which they are assigned, shall be established and adjusted as follows:

Effective January 1, 2025: \$21.50

Effective July 1, 2025: \$22.50

Effective January 1, 2026: \$23.50

Effective July 1, 2026: \$24.00

The minimum hourly wage for all Trained Medication Aides, regardless of job title or the duties to which they are assigned, shall be established and adjusted as follows:

Effective January 1, 2025: \$22.50

Effective July 1, 2025: \$23.50

Effective January 1, 2026: \$24.50

Effective July 1, 2026: \$25.00

The minimum hourly wage for all Licensed Practical Nurses, regardless of job title or the duties to which they are assigned, shall be established and adjusted as follows:

Effective January 1, 2025: \$26.00

Effective July 1, 2025: \$27.00

Effective January 1, 2026: \$28.00

Effective July 1, 2026: \$28.50