

## Memo

**Date:** 01/31/2024

**To:** Public Engagement Workgroup/Nursing Home Workforce Standards Board

**From:** Leah Solo

### RE: Public Forum Role

As we embark on the public forums over the next six weeks, we can expect that people will share a wide range of experiences and information with the Board. To assist Board members as we listen, I wanted to provide Board members a recap of the language in statute guiding this part of our work and a few questions that might be helpful.

#### Relevant Language

The work we are doing is based on the statute asking us to investigate current conditions of nursing home workers. That language includes:

**Subd. 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. Except for standards exceeding the threshold determined in paragraph (d), initial employment standards established by the board are effective beginning January 1, 2025, and shall remain in effect until any subsequent standards are adopted by rules.

(b) The board must consider the following types of information in making determinations that employment standards are reasonably necessary to protect the health and welfare of nursing home workers:

(1) wage rate and benefit data collected by or submitted to the board for nursing home workers in the relevant geographic area and nursing home occupations;

(2) statements showing wage rates and benefits paid to nursing home workers in the relevant geographic area and nursing home occupations;

(3) signed collective bargaining agreements applicable to nursing home workers in the relevant geographic area and nursing home occupations;

(4) testimony and information from current and former nursing home workers, worker organizations, nursing home employers, and employer organizations;

(5) local minimum nursing home employment standards;

(6) information submitted by or obtained from state and local government entities; and

(7) any other information pertinent to establishing minimum nursing home employment standards.

## Guiding questions

Here are some examples of how one could translate the statutory language into questions to keep in mind as you listen to forum attendees:

- Do workers/employers testify to wage levels? If so, what are those levels? Do they note different levels for different occupations? Do they note different levels for different geographic regions?
- Do workers/employers testify to the benefits workers receive? If so, what are they? Are they different for different occupations/geographic regions?
- What other working conditions are noted and how do they vary by occupation/geographic region?
- When workers testify, what do wages and benefits mean for their health and welfare (language from 181.213 subd 1)?
- When employers testify, what do wages and benefits mean for their workers health and welfare?
- What other concerns to workers and employers bring to the events? Does the Board have authority to address those concerns?

These questions can help us debrief and evaluate what we hear from people who attend the forums and how it can shape our work moving forward.

## Notes

Remember notes are subject to Minnesota Government Data Practices Act.