

Memorandum

Date: March 12, 2024

To: Leah Solo
Executive Director
Nursing Home Workforce Standards Board
Minnesota Department of Labor and Industry

Jamie Gulley
Chair, Board of Directors
Nursing Home Workforce Standards Board
Minnesota Department of Labor and Industry

From: Paula Rocheleau, Board Member
Katie Lundmark, Board Member
Mary Swanson, Board Member
Nursing Home Workforce Standards Board

RE: Principles for Achieving Consensus on Nursing Home Standards

After reviewing the “Draft Chart of Wage Standards Questions” document sent on March 11, 2024 and reviewing the categories and detailed descriptions, we propose that the Board adopt a set of principles to guide the Nursing Home Workforce Standards Board’s work on developing employee standards.

We request the Board to discuss and adopt these at the March 14th, 2024, Board meeting, so that they can be deployed in our discussions regarding various standards.

Here is a list of principles that we believe will positively inform the development of standards.

- ❖ **Support All Nursing Home Worker Careers with Livable Wages.** A standard will be achievable for all nursing homes and funded for all nursing home workers.
- ❖ **Data Driven Decision Making.** A standard is supported by wage, cost, funding, and rate data. Standards should not be adopted until there is sufficient data to understand the impact on these aspects as well as the projected impact on the state budget, fixed income seniors and access to care.
- ❖ **Do No Harm.** A standard will not decrease access to nursing facility services.
- ❖ **Wage Compression.** A standard will account for wage compression and other local or facility-specific considerations.
- ❖ **Manageable, Operational, and Implementable.** Nursing facilities and state agencies will not be overly burdened by administrative processes resulting from a standard.
- ❖ **Funding Sources.** A standard is funded by Medicaid and due to rate equalization, private pay residents.