

Minimum Standards Options

Goal: *The legislation asks us to set minimum standards that improve conditions for a majority of the workers in the industry.*

Option 1: Holiday Pay

All 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.

Option 2: Option 1 + \$25 Minimum wage

Option 3: Option 1 + \$20 Minimum wage

Option 4: Option 1 + \$18 Minimum wage rural/deep rural and \$20 minimum wage metro

Option 5: Option 1+ Minimum Wage by Job Class

Dietary Aides, Activities Aides, Environmental Services and Linen Aides, maintenance employees and all other employees not specifically mentioned below- \$20 an hour
Cooks, Certified Nursing Assistants (CNAs), Health Unit Coordinators and Maintenance 2- Boiler's License- \$21 an hour

CNAs with at least 5 years experience- \$22.50 an hour

CNAs with at least 15 years experience- \$25 an hour

Trained Medication Aides (TMAs)- \$22 an hour

TMAs with at least 5 years experience- \$23.50 an hour

TMAs with at least 15 years experience- \$26 a hour

Licensed Practical Nurses- \$27 an hour

LPNs with at least 5 years experience- \$30 an hour

LPNs with at least 15 years of experience- \$34 an hour

This wage rate includes any and all sub-contracted service providers.

Option 6: Option 1 + Minimum Wage by Job Class and Region

Same as above with previously rural/deep rural categories of nursing home \$1 lower.

Holiday Pay Outline from Statute

All 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.