

Memo

Date: May 2, 2025

To: NHWSB

From: Public Engagement Workgroup (written by Leah Solo)

RE: Next steps on public engagement

At the full board meeting March 13, 2025, the board discussed additional public engagement as the board plans its next round of work. This public engagement will seek feedback from employers, workers and the public about the impact of the current rules and help prepare for the review and any potential future rulemaking according to Minnesota Statutes § 181.213, subdivision 3. Additionally, public engagement at this stage will help increase awareness of the current rules that are in effect or will soon be in effect.

Overview of discussion

On April 21, 2025, the Public Engagement Workgroup met and discussed some options for next steps on public engagement. The workgroup discussed website traffic, which appears to be significant when there are major updates like the holiday rules going into effect, website updates that are underway and the GovDelivery bulletin that was sent recently. Then there was discussion about the previous questionnaires and forums, as well as visits to the facilities in Tyler and New Ulm, Minnesota. The workgroup believed the forums were well-appreciated, especially when conducted in person. The workgroup discussed in-person forums as a good way to get qualitative feedback about the current rules and any future rules. Before planning in detail would begin, the workgroup determined to get feedback from the full board on this proposed direction.

Proposed direction

- **Purpose:** Solicit feedback about holiday pay, minimum-wage standards, certified worker organization training, posting requirements and ideas for what should come next for the board.
- **Format:** Three or more in-person forums, with similar agendas as previous forums. The focus would be on providing space for the public to express their thoughts to the board and for the board to provide information about the Nursing Home Workforce Standards Board (NHWSB) rules.
- **Timing:** After Oct. 1, 2025, which is the anticipated case mix change.
- **Potential discussion questions** (phrasing would depend on the timing of the forums):
 - For providers: How have the holiday pay rules affected staffing and the ability to hire? How have they affected your facility financially? How did the implementation for the holidays go for your facility?

- For workers: How have the holiday pay rules affected your satisfaction in the workplace? How have they affected you financially? How have they affected the functioning of the facility where you work?
- For providers: How have the coming or recently implemented minimum-wage rules affected staffing and the ability to hire? What is their anticipated effect on your facility's finances? Do you feel prepared to implement these minimum wages? What challenges did you encounter in implementing these standards in your facility?
- For workers: How have the minimum-wage standards affected your satisfaction in the workplace? How have they affected you financially? Have they affected the functioning of the facility where you work?

The workgroup then discussed questions that might help prompt forward-looking conversations that would help the board look holistically at its rules and help satisfy its statutory obligation to conduct a review of the standards at least once every two years.

Questions for the board

- What are your thoughts about holding more forums in the fall of 2025?
- Should the board split up to cover more ground? For example, instead of having the whole board present at each meeting, send part of the board to different areas of the state.
- What locations would board members like to see visited? The workgroup discussed the southwest portion of the state, such as Jackson or Windom, as well as St. Cloud.
- What quantitative engagement would the board like to see done? The workgroup discussed that if there would be more questionnaires, there might need to be a greater effort put into soliciting engagement.