

Meeting Minutes: NHWSB Detroit Lakes Public Forum

Date: Tuesday, October 28, 2025

Minutes prepared by: Linnea Pignatello

Location: Detroit Lakes Public Library, 1000 Washington Ave, Detroit Lakes, MN 56501

Members Present

- Chair Jaime Gulley
- Kim Brenne
- Paula Rocheleau

DLI Staff

- Leah Solo
- Linnea Pignatello

Agenda items

- **Call to order** – The meeting was called to order by Jamie Gulley at 5:03 p.m. No roll call was taken. A quorum was not declared.
- **Approval of agenda** – Because there was no quorum, no motion to approve the agenda as presented was made.
- **Board introduction** – Jamie Gulley introduced himself and welcomed the public to the event. Kim Brenne and Paula Rocheleau introduced themselves. Executive Director Solo introduced herself, the Nursing Home Workforce Standards Board (the "Board"), and explained the purpose of the evening.
- **Public comment** – Five members of the public spoke to the members of the board. It was said that rate notices and case mix rates are necessary in order to budget and plan appropriately. Medicaid funding cuts are of concern as well as the rate cap that was passed in 2025. Gaps in the methodology when reimbursing facilities were addressed as well as the worry facilities have about 2027 and beyond. One administrator shared that the holiday pay standard hasn't affected the hiring at the facility in which he works. One worker (a certified nursing assistant, or CNA) spoke about his heavy workload taking care of patients when there are many people relying on just a few CNAs and that the patients have higher needs than they have in the past.
- **Wrap Up** – Jamie Gulley announced the end of the speaker list and gave directions on how to provide further feedback (other in-person forums, virtual forums, questionnaires, in-person visits, email).

Adjournment:

The meeting ended at 5:33 p.m.

Meeting Minutes: NHWSB Windom Public Forum

Date: Thursday, October 30, 2025

Minutes prepared by: Linnea Pignatello

Location: Windom Community Center (WCC) 1750 Cottonwood Lake Dr., Windom, MN 56101

Members Present

- Chair Jaime Gulley
- Maria King
- Mary Swanson

DLI Staff

- Leah Solo
- Linnea Pignatello

Agenda items

- **Call to order** – The meeting was called to order by Jamie Gulley at 5:01 p.m. A roll call was taken. A quorum was not declared.
- **Approval of agenda** – Because there was no quorum, no motion to approve the agenda as presented was made.
- **Board introduction** – Jamie Gulley introduced himself and welcomed the public to the event. Maria King and Mary Swanson introduced themselves. Executive Director Solo introduced herself, the Nursing Home Workforce Standards Board (the "Board"), and explained the purpose of the evening.
- **Public comment** – Five members of the public spoke to the Board about challenges facing the nursing home industry. There was discussion of patients being more medically complex than in the past, the "domino effect" of more regulations and standards, the number of regulations on providers, and the long delays in the rates and payments. Providers also shared that it is difficult to create a budget in advance because of rate notices as well as a concern over the training of employees as the workers in some facilities are non-unionized and only one Certified Worker Organization (CWO) is willing to train non-union workers. One worker spoke about staff retention still being an issue and that the promise of higher minimum wages in 2026 is keeping workers from leaving now. Minnesota State Senator Bill Weber spoke about the challenges related to nursing facilities closing around the state, especially in rural Minnesota, and urged the Board to consider the lag in reimbursements when creating rules.
- **Wrap Up** – Jamie Gulley announced the end of the speaker list and gave directions on how to provide further feedback (other in-person forums, virtual forums, questionnaires, in-person visits, email).

Adjournment:

The meeting ended at 5:41 p.m.

Meeting Minutes: NHWSB Albert Lea Public Forum

Date: Thursday, November 6, 2025

Minutes prepared by: Linnea Pignatello

Location: Albert Lea Fire Rescue, Training room, 417 South Newton Ave. Albert Lea, MN, 56007

Members Present

- Michele Fredrickson
- Maria King
- Paula Rocheleau

DLI Staff

- Leah Solo
- Linnea Pignatello

Agenda items

- **Call to order** – The meeting was called to order by Paula Rocheleau at 5:01 p.m. A roll call was taken. A quorum was not declared.
- **Approval of agenda** – Because there was no quorum, no motion to approve the agenda as presented was made.
- **Board introduction** – Paula Rocheleau introduced herself and welcomed the public to the event. Michele Fredrickson and Maria King introduced themselves. Executive Director Solo introduced herself, the Nursing Home Workforce Standards Board (the "Board"), and explained the purpose of the evening.
- **Public comment** – Six members of the public spoke to the Board about issues and challenges with long term care and aging populations in rural Minnesota. The Board received feedback that they market the minimum wages as fully funded, that the Board should consider wage compression, and a question about how the Board measures its success. One speaker shared about workers who have developmental disabilities and that with higher wages, they won't qualify for social security, which is their main source of income, leaving both the individuals with less meaningful work and the facility with fewer workers. One member of the public asked what would happen if the Board never received federal approval. A common theme was that facilities struggle to hire workers in rural Minnesota. Some other concerns that were shared were that there are not enough beds in rural Minnesota to serve the aging population, some private pay residents want in-home care because it's not as expensive, nursing homes may close due to the higher minimum wages, and employers want to pay their staff more.

- **Wrap Up** – Paula Rocheleau announced the end of the speaker list and gave directions on how to provide further feedback (other in-person forums, virtual forums, questionnaires, in-person visits, email).

Adjournment:

The meeting ended at 5:30 p.m.

Meeting Minutes: NHWSB St. Cloud Public Forum

Date: Tuesday, November 18, 2025

Minutes prepared by: Linnea Pignatello

Location: Great River Regional Library, Bremer room 104, 1300 W. Saint. Germain St., St. Cloud, MN 56301

Members Present

- Commissioner Blissenbach
- Michelle Armstrong
- Jamie Gulley
- Katie Lundmark

DLI Staff

- Linnea Pignatello

Agenda items

- **Call to order** – The meeting was called to order by Jamie Gulley at 5:03 p.m. A roll call was taken. A quorum was not declared.
- **Approval of agenda** – Because there was no quorum, no motion to approve the agenda as presented was made.
- **Board introduction** – Jamie Gulley introduced himself and welcomed the public to the event. Commissioner Blissenbach, Katie Lundmark, and Michelle Armstrong introduced themselves. Gulley, Blissenbach, and Pignatello gave the overview of the Nursing Home Workforce Standards Board (the "Board") and explained the purpose of the evening.
- **Public comment** – Twenty-two members of the public attended the forum and twelve spoke to the Board about issues and challenges with long term care and aging populations in Minnesota. There was comment on the wage compression that is predicted to happen when the new hires are making almost as much as the staff who has worked for many years, sometimes decades, in the facility. It was shared that a worker may still do a good job even if they are new or young. One attendee shared that it feels as if nursing homes are being targeted for more mandates from the state. Health insurance and retirement plans were brought up by a couple attendees, stating that insurance prices are increasing and many people are not able to afford insurance through their employer. One attendee shared that with an increase in wages, the industry may see people enter the field and stay because they are able to afford their life as well as enjoy the work. Many attendees shared their concerns regarding retention and low turnover rates and the relationship between consistent workers and their quality of life as well as the

quality of care they give to the residents. One attendee spoke about MN statute 181.275 which regulates nurses' overtime and how the Board could create a similar statute for nursing home workers.

- **Wrap Up** – Jamie Gulley announced the end of the speaker list and gave directions on how to provide further feedback (other in-person forums, virtual forums, questionnaires, in-person visits, email).

Adjournment:

The meeting ended at 6:02 p.m.

Meeting Minutes: NHWSB St. Paul Public Forum

Date: Thursday, November 20, 2025

Minutes prepared by: Linnea Pignatello

Location: Department of Labor and Industry, Minnesota room, 443 Lafayette Rd. N., St. Paul, MN 55155

Members Present

- Michelle Armstrong
- Kim Brenne (remotely)
- Jamie Gulley
- Maria King (remotely)
- Katie Lundmark (remotely)
- Paula Rocheleau (remotely)
- Mary Swanson (remotely)

DLI Staff

- Leah Solo (remotely)
- Linnea Pignatello

Agenda items

- **Call to order** – The meeting was called to order by Jamie Gulley at 5:01 p.m. A roll call was taken. A quorum was declared. Gulley announced that though a quorum was present, no official business will take place outside of the items on the agenda, hearing public testimony.
- **Review of agenda** –
- **Board introduction** – Jamie Gulley introduced himself and welcomed the public to the event. All members present introduced themselves. Gulley and Solo gave the overview of the Nursing Home Workforce Standards Board (the "Board") and explained the purpose of the evening.
- **Public comment** – Approximately 70 people attended the public forum- nine in person and approximately 60 online. The online record of attendance shows that nine people joined from their individual devices while the remaining 50 members of the public attended the forum from one location (a union hall). The Board heard from twenty-seven members of the public about a wide variety of topics. The Board heard concerns about people working double shifts or more than one job to provide for their families, a higher minimum wage, pensions with providers contributions, understaffed facilities, gratitude for holiday pay wages, fears of facilities closing if they cannot afford to pay the new minimum wage requirements, and a possible decrease in access in rural Minnesota if closures occur.

A Representative from the AFL-CIO, MTP, spoke about his organization's ability to train workers of their rights under the Nursing Home Workforce Standards Board Act, and provided his contact information.

- **Wrap Up** – Jamie Gulley announced the end of the speaker list and gave directions on how to provide further feedback (other in-person forums, virtual forums, questionnaires, in-person visits, email).

Adjournment:

A motion was made by Michelle Armstrong to adjourn the meeting at 6:17 p.m. and seconded by Maria King. A roll call vote was taken, and the motion passed unanimously.