

Internal memo

Date: January 2026

To: All involved in public hearing on curriculum

From: Leah Solo

RE: Public hearing on curriculum

In this memo you can find the following subjects.

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Details of the forum

Date: Feb. 12, 2026

Time: As part of the board meeting, 11 a.m. to 1 p.m.

Location, address: Department of Labor and Industry, 443 Lafayette Road N., St. Paul, MN, and online

Who: Nursing Home Workforce Standards Board (NHWSB) members, staff members, nursing home workers, employers, associated organizations and the general public, media

Sign up

The sign-up sheet for the forum is available on the [Nursing Home Workforce Standards Board webpage](#) under the Feb. 12 meeting information.

The sign-up sheet is posted in multiple places on the NHWSB-related webpages and will be emailed.

Agenda

Public hearing agenda	
Time	Activity
One to three minutes	Welcome, open meeting from Chair Jamie Gulley
Three to six minutes	Board overview, process for meeting, Public Hearing Workgroup member
Six to 11 minutes	Presentation about curriculum – Chair Gulley

Eleven to 13 minutes	Rules for the meeting – Chair Gulley
Thirteen to 60 minutes	Remarks from attendees
Sixty to 65 minutes	Wrap

Roles

Board member roles: Board members are there to listen and gather information. This is the opportunity for nursing home employees, employers, advocacy organizations and members of the general public to tell board members what their opinions are. Advice from the staff is to not get into a back and forth with a member of the public, though, if appropriate, clarifying information could be offered, as well as asking follow-up questions. The goal of the hearing is to collect public feedback about the curriculum, not for the board to make decisions about the curriculum or the standards. If a board member offers an opinion, please be clear you speak as an individual or as a member of your organization.

Staff member roles: Staff members are there to support and be resources. Staff members will monitor the chat and ensure Chair Jamie Gulley has the list of speakers who are signed up, etc.

Script

Opening, welcome

Jamie Gulley

Welcome to everyone. Thank you for being here. This meeting is being recorded and a transcript will be provided for public record. We are looking forward to hearing from the members of the public who are here today to share their thoughts about the Nursing Home Workforce Standards Board curriculum.

I would like to take a moment to recognize the board members who are here. (Allow board members to introduce themselves.)

I am going to hand this to (the Public Hearing Workgroup member?) to give an overview of the night and then I will set some ground rules and we will get started.

Workgroup member

The Nursing Home Workforce Standards Board was created in law during the 2023 legislative session to conduct investigations into working conditions in the nursing home industry and adopt rules establishing minimum employment standards reasonably necessary and appropriate to protect the health and welfare of nursing home workers.

The board is made up of nine members: The commissioner or a designee from the Department of Labor and Industry, the Department of Human Services and the Department of Health; three members representing employers; and three members representing workers.

Purpose for the hearing: One of the duties of the board has been to create and annually review a training curriculum, which will be used to inform nursing home workers of their rights under the law through certified worker organizations. The statute governing the board asks that we hold a public hearing about the curriculum during our annual review process.

We will take the information we learn today and use it as we review the curriculum in the next months. Please remember this is a public forum.

A couple of logistics for the meeting: We have a list of people who signed up to speak when they registered; we will begin by calling on people from that list. After we work through the list, we will begin calling on people who have expressed their interest today in participating. Chair Jamie Gulley will call on the first person and let the next person know they will be next. Please come to the **microphone or unmute** when you are called on. Please be nearby if you are next.

If you would like to know where you are in the line or have any questions, **please see or send a message to Leah Solo or Linnea Pignatello.**

If you do not get a chance to speak today, you can email the staff for NHWSB and they will followup with you and the board as appropriate.

Gulley: Member of the Certification/Training Workgroup

The board has provided copies of the updates to the training curriculum and a sample presentation online and in the room. We would like to give a brief overview before we get started on comments.

(Insert one minute on the obligations of training and then a three-to-five minute overview of the curriculum.)(Added below.)

Minnesota Statutes 181.214 covers the obligations for training that the board oversees. It includes instructions to create curriculum to train workers and to certify worker organizations to train workers. The training is required to be at least one hour every two years and must cover applicable compensation and working conditions set in the minimum standards by the board, as well as other rights and protections under the Nursing Home Workforce Standards Board Act.

The statute directs the board to have a public hearing about the curriculum as part of an annual review of the curriculum. That is what we are doing today. The curriculum will be finalized later this year.

We look forward to hearing from you all today.

The training must be interactive and effective. There must also be follow-up materials and training organizations must be available for questions. The materials and training must be done in languages in which nursing home workers are proficient. The materials today are provided in English, but part of the process for certifying worker organizations will be to be able to provide training in different languages.

For members of the public, we have provided drafted updates to our guide about the training and a sample updated presentation.

I will do a quick walk-through of the updates to the sample presentation to give you an overview of what a training would look like. **(Show presentation.)**

- **In the first section, which goes over the basics about the board, a graphic has been added on slide six to better explain the board.**
- **In the second section, which reviews the standards, the chart on slide 10 is updated to reflect our current situation in waiting for federal approval of the nursing home reimbursement rates.**
- **The second section goes through the wage standard and other standards set by the board. These will be finalized as the first draft of the rules are set.**

- The third and fourth sections, which are about rights, protections and enforcement options, are largely unchanged.
- The final section, which is about other applicable laws and protections for workers, has been updated to reflect some recent changes in Minnesota law including the enactment of Paid Leave and updates to break laws, as well as removing the information about federal staffing mandates.

Gulley

Now we will begin the public comment portion of the meeting. This is your turn to participate by asking questions, providing comments or sharing your perspectives.

Each person will have up to two minutes to provide public comment.

- Again, please remember the information you are sharing is being shared for a public forum and is being recorded.
- This means any information you share is public.
- Please keep this in mind before sharing private medical information.
- After everyone has been given a chance to speak, if there is still time remaining for the hearing and you would like to speak again, you will have the opportunity to do so.

As we have mentioned, board members are here to listen and generally are not planning on making any decisions today. We are thankful for the information you share with us and will use it to inform our work.

A couple of ground rules and encouragements:

- **Please be respectful.** Abusive comments, comments meant to discredit or malign someone, and vulgar language will not be tolerated in the chat or through verbal comments. People who use language that is threatening, make false accusations meant to damage reputations, or use offensive or inappropriate language that creates an intimidating environment will be asked to stop and the next person in line will be given the opportunity to provide comment.
- We would like to hear from as many people as possible, so **if you have attended a previous forum or already submitted comments to us, you will likely be toward the end of the line.**
- **We encourage you to share your name, your city and your connection to the nursing home workforce** when you share your comment.

Wrap up

Gulley

That marks the end of our time. We are so thankful for all who came tonight and shared information with us.

Thank you and, please, travel home safely.

Room setup

It is anticipated most people will attend online, though the sign-up sheet will be monitored to see if this assumption is correct. For those in the room, we will set up a table for folks to sit at to give their testimony.

Chair Gulley and supporting staff members will be in the room. We anticipate most board members will attend online.

Media

This is a public event, so members of the media may attend. If board members are speaking to media and offer opinions, please be clear you speak as an individual or as a member of your organization. As a board, our purpose is to listen to the public, as the statute governing our board dictates.

Cancellation plans

In the case of inclement weather, we will contact people as soon as possible to cancel this public forum. If an event is canceled, staff members will notify:

- board members;
- staff members who had planned on attending;
- the following advocates – Todd Bergstrom, Erin Huppert and Rick Varco – and our expectation is these advocates will get the word out to their respective lists;
- the people who registered;
- our email list; and
- the information on the NHWSB webpage.

Directions and maps

[Directions and information about free visitor parking](#) are available on the Department of Labor and Industry website.