



MINNESOTA

NURSING HOME WORKFORCE STANDARDS BOARD

Nursing Home Workforce Standards Board overview

Leah Solo | Executive Director

Nursing Home Workforce Standards Board

Agenda



1. Call to order
2. Introductions
3. Orientation
4. Election of the chair
5. Discussion
 - Workplan
 - Open forum
 - New business
6. Set meeting schedule
7. Administrative details
8. Adjourn



History

Legislative history

- Passed and signed into law in the 2023 Legislative Session
- Members appointed in August 2023
- Historic first meeting today, Sept. 14, 2023



Purpose and overview

Statutory language: Establishing employment standards

- Authority to establish minimum nursing home employment standards. The board must adopt rules establishing minimum nursing home employment standards that are reasonably necessary and appropriate to protect the health and welfare of nursing home workers, to ensure nursing home workers are properly trained about and fully informed of their rights under the law.
 - *Initial wage standards by Aug. 1, 2024, by rulemaking*
 - *OSHA standards are recommended to the DLI commissioner*

Statutory language: Investigation

- Investigation of market conditions. The board must investigate market conditions and the existing wages, benefits and working conditions of nursing home workers for specific geographic areas of the state and specific nursing home occupations.
 - This section enumerates the kinds of information we must gather.
 - Lays out a process to determine if our standards exceed what is currently budgeted by the Legislature.

Additional duties on standards

- Review of standards at least every two years
- Variances and waivers process

Statutory language: Certification of worker organizations

- Certification of worker organizations. The board shall certify worker organizations that it finds are qualified to provide training to nursing home workers according to this section.
 - Done by expedited rulemaking

Statutory language: Curriculum

- Curriculum. The board shall establish requirements for the curriculum for the nursing home worker training required by this section.
 - Does not need to be through rulemaking
 - Must have at least one public hearing
 - Outlines necessary topics to cover

Other notes on trainings

- Board annually reviews the curriculum
- Worker organization and the employer have duties in regard to the trainings

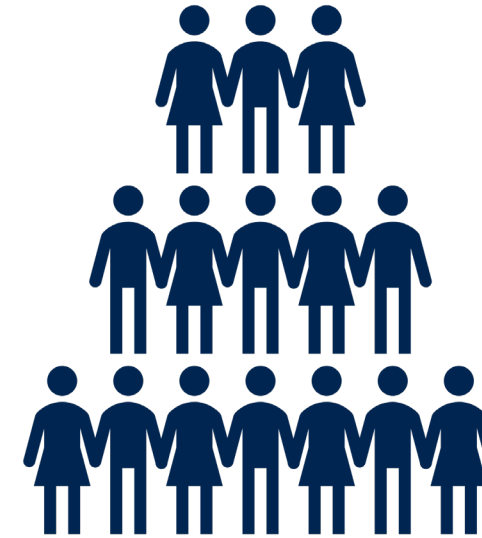
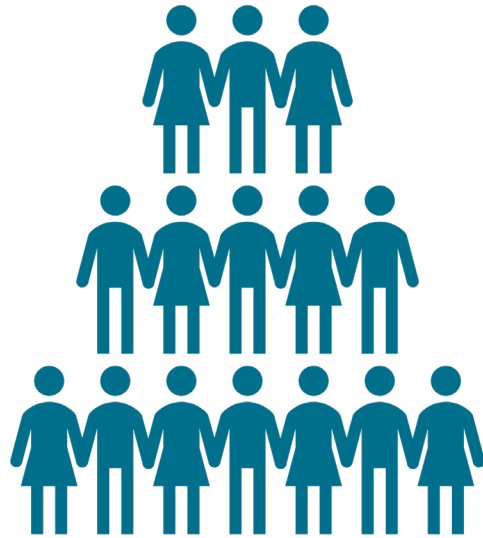
Additional points of note

- Provision of notice
 - Through expedited rulemaking, the board must adopt minimum content and posting requirements for employers to give notice to employees. The board must also make a template available.
- Enforcement is not a duty of the board – that is done through civil action or DLI commissioner investigations.

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Getting to work

Planning back from Aug. 1, 2024 deadline

By March:

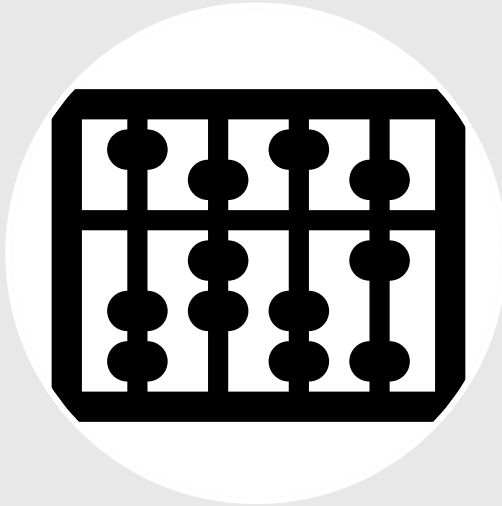
- draft compensation standards agreed upon; and
- draft criteria for worker organization certification.

Planning back from Aug. 1, 2024 deadline, continued

Areas of work to write drafts:

- data gathering;
- public hearings, visits, testimony;
- information gathered about certification; and
- discussion as a board.

Fall/winter workgroups



Data group



Public hearing
plan group



Worker organization
certification
criteria group

Makeup of workgroups

- One employer side
- One employee side
- State agency support as needed

Example of a workgroup – data

- One employer side
- One employee side
- Kim Brenne, Department of Human Services
- Maria King, Minnesota Department of Health
- Gideon Ondieki, DLI, nonvoting member, supporting the work
- Other data experts brought in as needed, nonvoting members, supporting the work

Schedule of a workgroup

- Assume one to two meetings between monthly board meetings
- Meetings to be 30 minutes to an hour
- A few tasks and followups in between

Example of a schedule of a workgroup – data

Sept. 14 board meeting

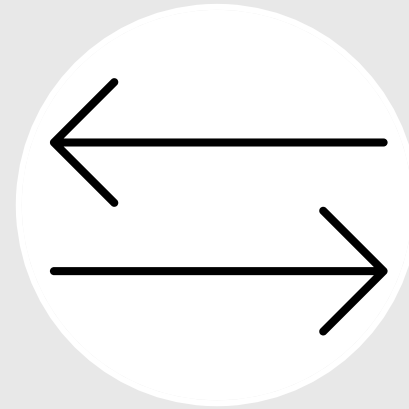
- Week of Sept. 18 – workgroup meeting, some tasks delegated to staff members, Leah Solo does some followup
- Week of Sept. 25 – board members and staff members work on followup tasks
- Week of Oct. 2 – check-in meeting, prepare to present update to board

October board meeting

Spring/summer 2024 workgroups



Curriculum group



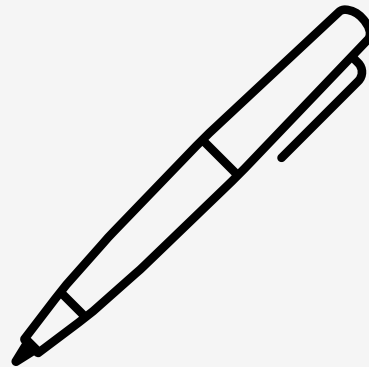
Waivers and variances group

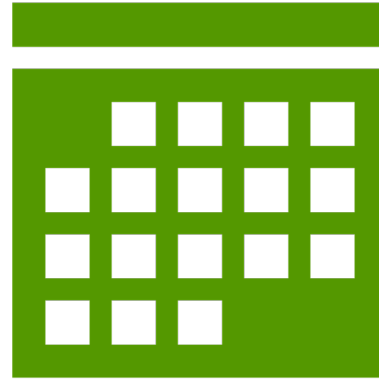
Other discussion items

Would the board like to have open forums at each board meeting?



New business





Schedule

Second Thursday of the month, 10 a.m. to noon

Oct. 12, 2023

Nov. 9, 2023

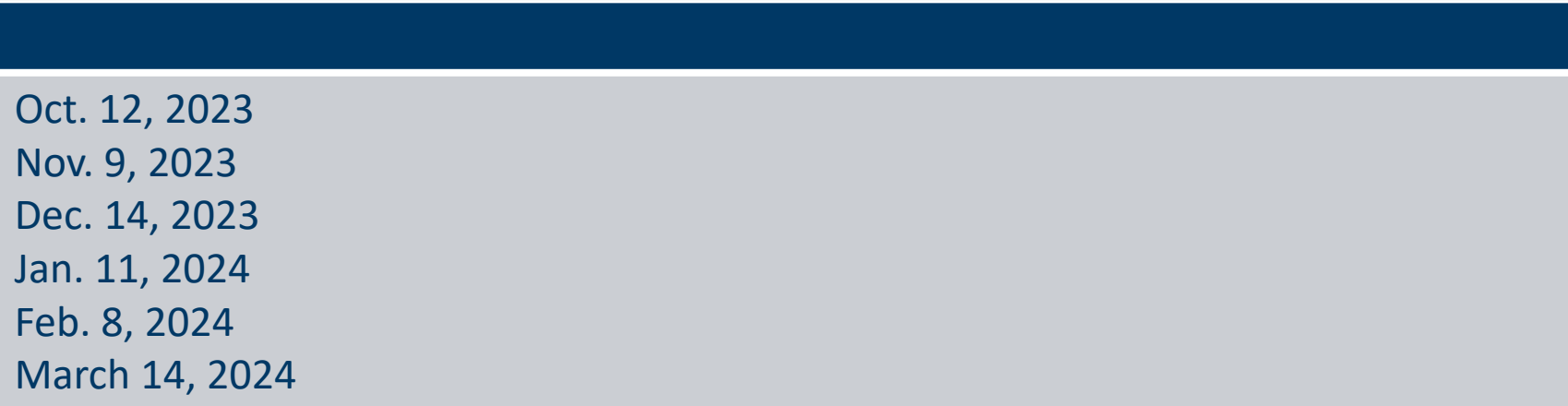
Dec. 14, 2023

Jan. 11, 2024

Feb. 8, 2024

March 14, 2024

In person, online or both?



Oct. 12, 2023
Nov. 9, 2023
Dec. 14, 2023
Jan. 11, 2024
Feb. 8, 2024
March 14, 2024



Administrative details

Carey Wagner

Thank you

Leah Solo
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