

## Solo, Leah (She/They) (DLI)

---

**From:** Jo Musel Parr <JMuselParr@afscme65.org>  
**Sent:** Wednesday, May 21, 2025 4:53 PM  
**To:** Solo, Leah (She/They) (DLI)  
**Subject:** RE: AFSCME Council 65 Application to be a certified trainer for NHWSB  
**Attachments:** AFSCME Branded MTP NHWSB PPT updated 05.21.2025.pdf

Leah,

Thank you for the reply and clarifying prospective issues that were noticed during the previous review of some certification requests. I am attaching an updated copy of our AFSCME Council 65 powerpoint, and will also address your questions on Specific Slides:

1. On slides #33 and #34, there are references to “your union” and “your union contract”. Do you plan to only train your members? What is your plan for those slides if you are speaking to non-members, or in a setting with both AFSCME and non-members present? (please note the slides are renumbered to Slide #32 and Slide #33 with the removal of the original Slide #25)
  - AFSCME plans to train the nursing home/long term care facilities where we have members. Our plan is to train all individuals covered under the AFSCME Contract, but also other workers at the facilities who are unrepresented but need the training.
  - Slide #32 now reads “If you are in a Union” Talk to your Union.
  - I have updated slides #33 to indicate: If you are not a part of a Union, this slide, and Weingarten Rights do not apply to you.
2. On slide #14 of your PowerPoint, it asserts that the funding has been approved and that the minimum wages will go into effect in 2026. Do you have a plan for that slide should the funding not be approved and/or federal approval is not obtained?
  - The slide has been changed to reflect funding is approved by the Legislature for this year, and minimums are scheduled to go into effect in 2026 & 2027.
  - If there are changes, we will update this slide to accommodate those changes.
3. Slide #25 states. “Remember, the wage increases are fully funded by the state of Minnesota through its reimbursement system.” Though the NHWB Act states that there must be an appropriation “to fund the rate increase necessary to comply with the new employment standards,” there could be some nursing homes for which this appropriation may not entirely fund these standards. Could you further clarify what you mean in slide #25?
  - We have removed this slide.
4. Please clarify how slide #4 connects to the required curriculum. A slide with similar content was discussed at length by the Board.
  - Slide Number #4 is in the deck because we want to acknowledge the essential services nursing home workers provide (and provided during the pandemic when others stayed home).
  - We further want to assist Nursing Home workers to understand why we are doing this training, and why we are choosing to do it now when they may have worked in the nursing home for a long time.
  - We have removed “poor working conditions” in the first paragraph, but please understand these are real things that our nursing home workers have reported to us over time.

Please let us know if there are any questions or concerns. I am not resubmitting the other supporting documentation for our application, unless you need me to do so.

Also, please note I will be out of the office June 2<sup>nd</sup> – June 20<sup>th</sup> for extended training, and will have little access to emails.  
Jo

*Jo Musel Parr*

Field and Organizing Services Director

AFSCME Council 65 | [www.afscme65.org](http://www.afscme65.org)  
320-640-0136 | [jmuselparr@afscme65.org](mailto:jmuselparr@afscme65.org)  
651-392-3699 Cell

3335 West St. Germain Street  
Suite 107  
St. Cloud, MN 56301

---

**From:** Solo, Leah (She/They) (DLI) <Leah.Solo@state.mn.us>  
**Sent:** Friday, May 9, 2025 3:47 PM  
**To:** Jo Musel Parr <JMuselParr@afscme65.org>  
**Subject:** RE: AFSCME Council 65 Application to be a certified trainer for NHWSB

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Jo,

We have received your application. Though the Board has not evaluated it yet, I wanted to offer some feedback based on conversations that the Board has had around similar applications. Please feel free to reach out to me for more information or submit a revised application. If you would like a full transcript of the Board's discussion, I would be happy to provide you with a transcript of the meeting.

Materials that we receive by June 5 will go before the Board on June 12.

1. On slides #33 and #34, there are references to "your union" and "your union contract". Do you plan to only train your members? What is your plan for those slides if you are speaking to non-members, or in a setting with both AFSCME and non-members present?
2. On slide #14 of your PowerPoint, it asserts that the funding has been approved and that the minimum wages will go into effect in 2026. Do you have a plan for that slide should the funding not be approved and/or federal approval is not obtained?
3. Slide #25 states. "Remember, the wage increases are fully funded by the state of Minnesota through its reimbursement system." Though the NHWB Act states that there must be an appropriation "to fund the rate increase necessary to comply with the new employment standards," there could be some nursing homes for which this appropriation may not entirely fund these standards. Could you further clarify what you mean in slide #25?
4. Please clarify how slide #4 connects to the required curriculum. A slide with similar content was discussed at length by the Board.

I am available for questions if you have them.

Thank you. Sincerely,  
Leah

**Leah Solo**

Executive Director | Nursing Home Workforce Standards Board

**Minnesota Department of Labor and Industry**

443 Lafayette Road N., St. Paul, MN 55155

Office Phone: 651-284-5076 | Web: [www.dli.mn.gov](http://www.dli.mn.gov)



**From:** Jo Musel Parr <[JMuselParr@afscme65.org](mailto:JMuselParr@afscme65.org)>  
**Sent:** Tuesday, May 6, 2025 3:11 PM  
**To:** MN\_DLI\_NHWSB <[nhwsb.dli@state.mn.us](mailto:nhwsb.dli@state.mn.us)>  
**Subject:** AFSCME Council 65 Application to be a certified trainer for NHWSB  
**Importance:** High

You don't often get email from [jmuselparr@afscme65.org](mailto:jmuselparr@afscme65.org). [Learn why this is important](#)

**This message may be from an external email source.**

Do not select links or open attachments unless verified. Report all suspicious emails to Minnesota IT Services Security Operations Center.

Please accept this application to become a certified Nursing Home Workforce Standards Board trainer on behalf of AFSCME Council 65.

AFSCME Council represents approximately 15,000 workers across Minnesota and the Dakotas. We currently represent roughly 17 nursing homes and long term care facilities.

Please let me know if there are any questions or concerns regarding this application.

Best regards,  
Jo

*Jo Musel Parr*

Field and Organizing Services Director

AFSCME Council 65 | [www.afscme65.org](http://www.afscme65.org)  
320-640-0136 | [jmuselparr@afscme65.org](mailto:jmuselparr@afscme65.org)  
651-392-3699 Cell

3335 West St. Germain Street  
Suite 107  
St. Cloud, MN 56301



*Minnesota, South Dakota & North Dakota*

Notice: Information in this message or any attachment may contain confidential information. It may also be subject to attorney-client, work product, confidentiality, or other privilege; or otherwise protected by law. Any unauthorized review, copying, retransmission, use, or disclosure is strictly prohibited. If you are not the intended recipient of this message, please immediately notify the sender, and promptly delete this message.