

From: [Solo, Leah \(She/They\) \(DLI\)](#)
To: [Pignatello, Linnea \(DLI\)](#); [Enger, Paul \(He/Him/His\) \(DLI\)](#); [McGurran, Ken \(He/Him/His\) \(DLI\)](#)
Subject: FW: Effective date of minimum-wage pay standards for nursing home workers
Date: Wednesday, January 14, 2026 11:01:53 AM
Attachments: [image.png](#)
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FYI

We can include in the next Board Packet.

Thanks!

Lerah

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



From: Lisa Frey-Tykward <LFrey@hilltophc.com>
Sent: Wednesday, January 14, 2026 8:48 AM
To: Solo, Leah (She/They) (DLI) <Leah.Solo@state.mn.us>
Subject: RE: Effective date of minimum-wage pay standards for nursing home workers

Good Morning Leah,

Yes, Please share our situation with the board, our concerns are that we were following all the required mandated requirements and unfortunately ratified prior to the suspension leaving us without an out in our contract with the union for the wage scale.

I appreciate your response,

Lisa A. Frey-Tykward, MA-HHSA, LNHA
Administrator
Hilltop Healthcare, Rehabilitation and Skilled Nursing
(Office) 218-625-6421 | (Fax) 218-625-6452



From: Solo, Leah (She/They) (DLI) <Leah.Solo@state.mn.us>
Sent: Tuesday, January 6, 2026 10:28 AM
To: Lisa Frey-Tykward <LFrey@hilltophc.com>
Subject: RE: Effective date of minimum-wage pay standards for nursing home workers

Hi Lisa,

Thanks for reaching out. As I understand your concern, your facility negotiated with the union and ratified a wage increase in the anticipation of the minimum wage standards going into effect on January 1. However, the state is still waiting on federal approval of its increase on Medicaid rates under the Federal Social Security Act, and under Minnesota law the minimum wage standards set by the board do not become effective until after federal approval of the Medicaid rates is obtained. Because the state is still waiting on federal approval of the rates, the standards have not yet become effective. But your facility is required by contract to pay the increased wages, and the union you negotiated this contract with is not interested in renegotiating or suspending the terms of the contract. We understand this may be difficult, and the necessity of waiting on federal approval for the standards to become effective is a challenge for nursing home employers and employees.

While our statute allows the Board to set minimum nursing home employment standards, it also provides that the Board's work does not impair the collective bargaining process or diminish the obligations of nursing home employers to comply with contracts that meet or exceed those minimum standards. I have included the relevant statutory language below.

Mn Stat. 181.213 Subd. 6. **Effect on other agreements.**

Nothing in [The Nursing Home workforce Standards Board Act] shall be construed to:

- (1) limit the rights of parties to a collective bargaining agreement to bargain and agree with respect to nursing home employment standards; or
- (2) diminish the obligation of a nursing home employer to comply with any contract, collective bargaining agreement, or employment benefit program or plan that meets or exceeds, and does not conflict with, the minimum standards and requirements in sections [181.211](#) to [181.217](#) or established by the board.

As to your facility's options, there is a waiver or variance process that you could consider. You can

find that information here: [NHWSB waiver, variance resources | Minnesota Department of Labor and Industry](#). A waiver or variance would allow a facility to be exempted from the minimum standards but cannot excuse a facility from fulfilling its obligations under a collective bargaining agreement.

Finally, in your email to Care Providers you inquire if the rates are retroactive. Our understanding of the state's proposal to the Center for Medicare and Medicaid Services for a rate increase includes that the rate increases would be retroactive to January 1, 2026. To be clear, that is not approved language, but it is what the state is asking for from the Federal Government.

Thank you again for telling us about your situation. It is important for the Board to hear how this is affecting nursing homes. Please let me know if you'd like any of your comments and concerns passed along to the Board at their next meeting.

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



From: Lisa Frey-Tykward <LFrey@hilltophc.com>

Sent: Monday, January 5, 2026 5:14 PM

To: Solo, Leah (She/They) (DLI) <Leah.Solo@state.mn.us>

Subject: RE: Effective date of minimum-wage pay standards for nursing home workers

Importance: High

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.

Hello Leah,

I did send out an inquiry to Care Providers, because our union negotiations were ratified in November with the knowledge of the mandated wage increase. The union is holding us to the wage, we are unable to negotiate, reopen due to the suspension. They are stating that this was done in good faith.

What can we do or what is the state doing for these circumstances? We cannot be the only ones this has happened to.

I appreciate any help you can provide us,

Lisa A. Frey-Tykward, MA-HHSA, LNHA
Administrator
Hilltop Healthcare, Rehabilitation and Skilled Nursing
(Office) 218-625-6421 | (Fax) 218-625-6452



Begin forwarded message:

From: Lisa Frey-Tykward <LFrey@hilltophc.com>

Date: January 2, 2026 at 3:38:35 PM EST

To: nmattson@careproviders.org

Subject: Min Wage - Negotiated rates in Union contract prior to suspension of minimum wage and union unwilling to renegotiate or hold increases

Nicole Mattson,

Happy New Year, I see that Care Providers Association is closed today, hope you're staying warm on this holiday.

I am contacting you in search of some help with our current situation. Our union contract was ratified (November) before the notice from the state came out that they had suspended the minimum wage increase. In our attempt to either reopen wages or put on hold, the union is holding us to the wage increase effective January 1st. Can you provide me with any guidance or help with any legal stance that would allow us to rectify? What has the state put in place for issues like ours, where negotiations were based on the posted mandated rates and are now locked into a wage agreement, will they fund it retroactively and going forward?

I appreciate your time and your help,

Lisa A. Frey-Tykward, MA-HHSA, LNHA
Administrator
Hilltop Healthcare, Rehabilitation and Skilled Nursing
(Office) 218-625-6421 | (Fax) 218-625-6452
(Cell) 651-261-9795



Subject: Wage
Importance: High

Union is not interested in a wage opener, the language is regarding the January 2027 increase, not 2026. So as it stands the wages would be expected to move forward for 2026.

Lisa A. Frey-Tykward, MA-HHSA, LNHA
Administrator
Hilltop Healthcare, Rehabilitation and Skilled Nursing
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<image001.jpg>

From: Solo, Leah (She/They) (DLI) <Leah.Solo@state.mn.us>
Sent: Tuesday, December 9, 2025 2:36 PM
To: Lisa Frey-Tykward <LFrey@hilltophc.com>
Subject: FW: Effective date of minimum-wage pay standards for nursing home workers

Hi Lisa,
I wanted to make sure you received this information. Please let me know if you have any questions.

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



From: Minnesota Department of Labor and Industry <MNDLI@public.govdelivery.com>

Sent: Friday, December 5, 2025 2:54 PM

To: Solo, Leah (She/They) (DLI) <Leah.Solo@state.mn.us>

Subject: Effective date of minimum-wage pay standards for nursing home workers



Effective date of minimum-wage pay standards for nursing home workers

Note: The effective date for the minimum-wage standards set under Minnesota Rules 5200.2080 through 5200.2090 will be 30 days after federal approval is obtained.

Previous communications reflected that Jan. 1, 2026, was the earliest the minimum-wage standards could go into effect. Under both statute and rules, the minimum-wage standards do not become effective until after federal approval of a rate increase is obtained from the Centers for Medicare and Medicaid Services (CMS).

Under Minnesota Administrative Rules, Chapter 5200.2070, subpart 3, if federal approval of a rate increase is not obtained by Dec. 1, 2025, the minimum-wage standards do not become effective until 30 days after approval of the rate increase is obtained.

CMS has not yet approved the rate increase for 2026, so the effective date will be 30 days after federal approval has been obtained.

The Nursing Home Workforce Standards Board will email notification when federal approval from CMS is obtained.

About the board

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.

Contact us at nhwsb.dli@state.mn.us.

Update your subscriptions, modify your password or email address or stop subscriptions at any time on your [Subscriber Preferences Page](#). You will need to use your email address to log in. This service is provided by the [Minnesota Department of Labor and Industry](#).

This email was sent to leah.solo@state.mn.us using GovDelivery Communications Cloud on behalf of:
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