

Memo

Date: 01/31/2024

To: Nursing Home Workforce Standards Board

From: Data Workgroup (written by Leah Solo)

RE: Questions from the Data Workgroup

The Data workgroup has done significant work to look at data sets and try to determine current wages for nursing home workers by occupations and geographic regions as laid out in statute. Kim Brenne and her team at DHS have developed a tool that can help us determine the impact on workers of minimum wages that we could set. But as we look to the next steps- asking for a fiscal note, determining what implementation may look like, the Data Workgroup believes there are several questions that need discussion. We would need to answer these questions in order to provide any further guidance.

Questions

- How do we plan to define specific nursing home occupation?
 - Will they have different wages or will it be one minimum wage or both?
 - Will we define occupation by title, job duties, or certifications/licenses?
- How are we considering relevant geographic regions?
 - We need to analyze by relevant geographic regions. But do not have to set standards by region.
 - How do we consider geographic region as we ensure that we meet the majority mark?
 - How do we define relevant region?
- Will minors make the same wage?
- Will the minimum standards apply to those on probation?
- Effective Dates
 - The statute says January 1, 2025 or when the appropriation is made, but does the Board have interest in determining if there can be a phase in written into the rules?

Notes from the Workgroup

If there is need for an appropriation, there will also be need for Federal approval. This is also laid out in MN Statute 181.213 subd 2 (d)(3). Federal approval may delay implementation.

DHS also would need to understand how additional funds from an appropriation would be distributed to facilities.

Finally, the workgroup wanted the Board to note that there will need to be some conversation about how a standard would be compatible with cost reporting.