DEPARTMENT OF LABOR AND INDUSTRY

Minutes: NHWSB Data and Waiver Workgroup

Date: Monday, Aug. 31, 2026
Minutes prepared by: Linnea Pignatello
Location: Hybrid – Blue Earth Room at the Department of Labor and Industry and via Webex

Attendance

Members present

Jason Anderson (remotely)
Kim Brenne

Visitors present

Todd Bergstrom
Jeff Bostic
Luke Boudewyns
Brian Elliott

DLI staff members present

Paul Enger
Ken McGurran
Linnea Pignatello
Leah Solo

Agenda items

1. **Call to order** – The meeting was called to order by Executive Director Leah Solo at 1:06 p.m. Roll call was taken and a quorum was declared.
2. **Approval of agenda** – A motion to approve the agenda as presented was made by Kim Brenne and seconded by Jason Anderson. A roll call vote was taken and the motion passed unanimously.
3. **Approval of drafted meeting minutes** – A motion to approve the June 29, 2026, drafted meeting minutes as presented was made by Brenne and seconded by Anderson. A roll call vote was taken and the motion passed unanimously.
4. **Board updates** –
    - Solo updated the group about data that the board decided to collect and review twice a year. Solo noted another data pull will happen at the beginning of 2027 and it is positive the board is tracking the data.
    - Brenne shared a graph from the Bureau of Labor Statistics, "Retirement benefits: Access, participation and take-up rates for defined benefit and defined contribution plans, March 2025,"

which the group discussed but, ultimately, decided the data in the graph was broad and the board may wish to seek additional data.

- Brenne noted the cost report collects total retirement benefit costs per year, but not a breakdown of what they are, who they are offered to and matching benefits. Brenne said the Department of Human Services is not set up to collect granular retirement data and it would take years to add that to the cost report. Brenne also noted the cost report does not collect data about contract worker retirement data and that workers within the same nursing home could fall under different compliance options depending on their employer. It was noted compliance must be achieved per worker, not necessarily uniformly at the facility level, and it would be challenging to isolate cash-in-lieu payments in cost reporting.
- A reminder was given that the board must assess data specific to Minnesota nursing home occupations and geography.
- Solo updated the group about the Nursing Home Workforce Standards Board survey and reminded members to share the link to their organizations.
- Solo informed the group that staff members received an application for a waiver or variance at 4:42 p.m. on the previous Friday. Staff members were not able to present it due to the need for redaction. The waiver relates to minimum-wage requirements and Solo recommended presenting it directly to the board due to timing.

5. **New business** –
6. **Next meeting** – The next meeting is Monday, Sept. 28.

Adjournment

A motion was made by Anderson to adjourn the meeting at 2:02 p.m. and seconded by Brenne. A roll call vote was taken and the motion passed unanimously.