



March 11, 2025

House Workforce, Labor, & Economic Development Committee
Minnesota Senate Building
95 University Ave. W.
St. Paul, MN 55155

Professional Distinction

Personal Dignity

Patient Advocacy

Dear Chair Baker and Members of the House Workforce, Labor & Economic Development Committee,

With 22,000 members, the Minnesota Nurses Association (MNA) represents roughly 80 percent of all active bedside hospital nurses in Minnesota. We are a voice for our members on issues relating to the professional, economic and general well-being of nurses. We write to express our concern about HF 1325, modifying earned sick and safe time. We strongly oppose any policy that would prevent workers who work fewer than 25 hours per week or 520 hours in a 12-month period from accruing ESST and that would exclude per diem workers all together.

Nurses work varying full-time equivalencies (FTEs), with many not adhering to a traditional 40-hour workweek. It is common for nurses to work 12-hour shifts or even longer; a nurse working two 12-hour shifts per week contributes to 24 hours per week – just below the proposed threshold – yet their impact on patient care is immense. These nurses may be classified as part-time, but their exposure to workplace hazards, stress, and the physical demands of the job are equivalent to those of full-time employees. Excluding these nurses from ESST accruals would be unjust and impractical and doesn't recognize the unique scheduling needs in hospitals and other healthcare settings.

Additionally, many nurses work on a per diem, part-time, or as casual status to accommodate personal and family obligations. These nurses still experience workplace injuries and illness exposures at the same rate as their full-time counterparts. Preventing them from accruing ESST creates a disparity within the profession, punishing those who choose alternative schedules to maintain work-life balance. The healthcare industry is experiencing severe staffing shortages and restricting ESST for these nurses will only worsen the crisis.

Lastly, part-time & per diem nurses are regularly exposed to contagious diseases, including influenza, COVID-19, and other infections. Denying ESST to these nurses and healthcare workers increases the likelihood they will report to work while sick, placing patients, coworkers, and themselves at risk. The consequences of such a policy extend beyond the individual employees – it threatens public health and compromises patient safety. Nurses work in long-term care facilities, home settings, and hospitals where vulnerable populations depend on their care. This is not a choice healthcare professionals should have to make, nor one that benefits society.

345 Randolph Avenue
Suite 200
St. Paul, MN 55102
Tel: 651.414.2800
800.536.4662
Fax: 651.695.7000
Email: mnnurses@mnnurses.org
Web: www.mnnurses.org

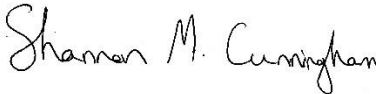


AFL-CIO

No worker should choose between forgoing income or risk spreading infection. A policy that excludes certain workers from earned sick and safe time is misguided and harmful, especially for nurses and healthcare workers. It disregards the realities of healthcare scheduling and hiring and exacerbates workforce challenges.

A fair ESST policy ensures all nurses, regardless of hours worked, have access to necessary leave. We urge legislators to vote no on HF 1325 to protect public health, maintain workforce stability, and uphold the integrity of our healthcare system.

Sincerely,

A handwritten signature in black ink that reads "Shannon M. Cunningham". The signature is written in a cursive, flowing style.

Shannon Cunningham
Director of Governmental and Community Relations
Minnesota Nurses Association