



March 16, 2025

Chair Backer and Members of the Health Finance & Policy Committee:

As the Minnesota's labor federation representing union members in the public sector, private sector, and building trades across the state, we are writing to express our opposition to HF499.

HF499 weakens worker protections and union rights, and dramatically tips the scales in favor of employers during labor disputes. It would extend temporary nursing permits to nurses who are not licensed in Minnesota by 30 days, increasing the current temporary permitting period by 50%.

The current 60-limit for these permits limits the length of strikes. Allowing an additional 30 days for strikebreaking nurses to practice without a full license in Minnesota will disincentivize employers to bargain in good faith and drag out the length of strikes. Striking is a tactic of last resort for workers who have exhausted their options at the bargaining table. This bill increases the economic leverage employers already have in a labor dispute.

This bill is another way for hospital executives to dodge responsibility for their failure to retain nurses by addressing the reasons they are leaving, including chronic and unsafe short-staffing. This is a union-busting bill that takes the pressure off of healthcare CEOs when there is a labor dispute, and kicks the can down the road rather than address nursing workforce issues in a meaningful way. Rather than focus on making it easier to hire strikebreakers, hospital CEOs should turn their attention to the ongoing safety and labor issues they have created by not listening to nurses.

We hope you will listen to the organized, collective voice of workers in Minnesota and vote no on HF499.

Best regards,

Melissa Hysing
Legislative Director

