

Chair Jamie Becker-Finn
559 State Office Building
St. Paul, MN 55155

March 15, 2022

Chair Becker-Finn:

As unions that represent nursing home workers across the state, we write to support HF3405, which would create a Nursing Home Workforce Standards Board. The nursing home sector faces a workforce crisis that long pre-dates the COVID-19 epidemic. This crisis will not be solved unless we provide for a broad-based increase in basic wages and benefits. This can only happen if we give workers a seat at the table and the ability to help set minimum standards for their industry.

More germane to the jurisdiction of the Judiciary Committee, we strongly support the provision for a private right of action. Our members have contract that can be enforced through a grievance and arbitration process that gives them the power to stand up for their own rights. Workers without unions, need a private right of action so that they have an avenue to enforce their rights. As the saying goes, “only the wearer knows where the shoe pinches”. Individual workers will always be the most vigilant and most effective guardians of the standards meant to protect them. The private right of action simply builds on the success of the existing private right of action in the Minnesota Fair Labor Standards Act and the recent Wage Theft Act.

Please vote yes on H.F. 3405.

Sincerely,