



Minnesota Home Care Association

March 17, 2026

Chair Schomacker, Chair Noor and Members of the House Human Services Committee,

Thank you for the opportunity to submit testimony regarding House File 4110. The Minnesota Home Care Association (MHCA) is a trade association of agencies providing a wide variety of home care services to Minnesotans of all ages in all corners of the state. The MN Home Care Association strongly supports House File 4110. We would like to thank Rep. Zeleznikar and Rep. Hicks for their leadership on this legislation.

As introduced, HF 4110 would allow for narrow adjustments to the employee meal and rest break requirements under very specific circumstances. Specifically, the legislation addresses situations where an employee is the only employee working at a given time and location and providing a critical health-sustaining service, when an employee is the only employee working and is providing services to a vulnerable adult, or during an emergency response.

For our member organizations providing hands-on care to more than 30,000 older Minnesotans and individuals with disabilities in their homes, employees are working solo in the field, as they go from home to home. They are usually the only home care professional in the home, and are responsible for providing critical health, safety and well-being services to Minnesotans in need of these services. Because these services are not provided in a facility or other structured work place setting, workers have an additional level of flexibility. Professional home care staff self-schedule their work. This flexibility is one of the substantial benefits of working in home care in lieu of wages that are significantly lower than wages in a facility. The flexibility allows them to balance their client time, documentation time, and personal needs, including breaks.

With the employees out in the field, it would be quite difficult for employers to monitor or control break times. It would take a very rare emergency for a home care employee not to be able to take a break, and the employer would generally send another person to provide relief in such a situation.

We appreciate these practical adjustments to this area of law, aimed at protecting the health and safety of Minnesotans of all ages accessing needed disability and senior services. Thank you for the opportunity to submit this letter of support for HF 4110, and I am happy to engage in any further discussions.

Sincerely,

A handwritten signature in black ink that reads 'Kathy Messerli'.

Kathy Messerli
Executive Director
MN Home Care Association

Mission: MHCA serves home care providers through advocacy, education, resources, and collaborations.

Vision: MHCA will shape the home care landscape to improve and sustain quality care services.

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March 16, 2026

Rep. Mohamud Noor, Co-Chair
Rep. Joe Schomacker, Co-Chair
House Human Services Finance & Policy Committee
Centennial Office Building
St. Paul, MN 55155

RE: H.F. 4110—Rest break and meal break requirements adjusted

Co-Chair Noor, Co-Chair Schomacker, and members of the House Human Services Committee:

The Minnesota First Provider Alliance (the "Provider Alliance") is a trade association of personal care assistance (PCA)/Community First Services and Supports (CFSS) agencies and waiver service providers. The PCA/CFSS program is a critical service that assists over 47,000 Minnesotans in their home and community. We are writing in support of H.F. 4110 (Zelevnikar) in the hopes that our state's employee protection laws can reflect the realities of providing care for individuals assessed for significant hours of PCA/CFSS services.

Individuals authorized for significant PCA/CFSS hours typically present with high-acuity needs that require continuous or near-continuous support. These needs often include assistance with activities of daily living such as toileting, transfers, feeding, medication administration support, positioning to prevent pressure injuries, monitoring for seizure activity or respiratory distress, and behavioral supports to maintain safety. For many, even short lapses in attentive care can lead to immediate risk of harm, medical decompensation, or loss of hard-won functional gains. Families rely on PCAs not merely for scheduled tasks, but for uninterrupted presence and rapid response to emergent needs throughout the day.

In this context, H.F. 4110 appropriately recognizes the impracticality, and in some cases danger, of requiring paid, off-duty breaks when a single staff member is the only available caregiver. When staffing patterns, client acuity, or geography result in a one-to-one model, there is no safe way to remove the sole caregiver from duty, even briefly, without either leaving the person unsupported or layering on an unfunded mandate to provide a second staffer solely to cover a meal period. H.F. 4110 provides a balanced, person-centered solution by aligning labor requirements with the realities of one-to-one care. This approach prevents service disruptions, avoids unnecessary institutionalization risk, and helps retain caregivers in a strained workforce by offering predictable, compliant scheduling that does not force impossible choices between client safety and statutory adherence.

We respectfully ask the Committee support H.F. 4110. Thank you for your consideration and for your leadership on behalf of Minnesotans with disabilities and the dedicated professionals who support them.

Sincerely,

Dena Belisle, President
Minnesota First Provider Alliance



March 16, 2026

Rep. Mohamud Noor, Co-Chair
Rep. Joe Schomacker, Co-Chair
House Human Services Finance & Policy Committee
Centennial Office Building
St. Paul, MN 55155

RE: Support for H.F. 4110—Rest break and meal break requirements adjusted

Dear Co-Chair Noor, Co-Chair Schomacker, and members of the House Human Services Committee,

The Residential Providers Association of Minnesota (RPAMN) is a non-profit trade association that represents small, residential customized living and waivers service providers in Minnesota. The vast majority of RPAMN members are small culturally-specific service providers who might not otherwise be engaged in the policy development and legislative processes. We are writing to ask the committee to support H.F. 4110 (Zelevnikar).

Our members operate small, residential settings serving individuals with disabilities and older Minnesota, including community residential settings (CRS), integrated community supports (ICS), and small assisted living facilities. The majority of RPAMN’s members operate serving five or fewer residents, many of whom require 24-hour support to remain safely in their homes.

These settings are built around person-centered, continuous care delivered by a single on-site direct support professional during a given shift. In this environment, the concept of a paid, uninterrupted lunch break is impractical and, in many cases, unworkable. When one staff member is the only individual present to respond to resident needs, medication administration schedules, fall risks, wandering risks, toileting assistance, and emergent health concerns do not pause for a designated meal period. Requiring a true relief period would necessitate overlapping staffing or float coverage that small homes are neither staffed nor funded to provide.

By recognizing that the single on-duty caregiver remains responsible for residents during a meal period, the bill preserves resident safety, honors worker compensation for time worked, and avoids imposing an infeasible relief-staff model on settings designed for individualized care. As such, we respectfully request that you support H.F. 4110 and recognize the practical realities faced by my small residential services providers.

We look forward to working with the committee as the bill advances through the legislative process and greatly appreciate work with RPAMN leadership this session.

Sincerely,

Zahnia Harut, President
Residential Providers Association of Minnesota