

Subject Nursing Home Workforce Standards Board

Authors Agbaje

Analyst Anna Scholin

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Summary

This bill makes increased wage standards for nursing home workers that were published in 2024, effective January 1, 2026, or upon federal approval, whichever is later, regardless of whether the legislature has appropriated money to fund the rate increase necessary to comply with the new wage standards, as the statute (section 181.213, subdivision 2, paragraph (c)) currently requires.

The new wage standards would require all nursing home workers to be paid a minimum of \$19 per hour, with an increase to \$20.50 per hour in 2007. They additionally set minimum wages for particular job types:

- for certified nursing assistants, \$22.50 per hour, increasing to \$24 per hour in 2027;
- for trained medication aides, \$23.50 per hour, increasing to \$25 per hour in 2027;
and
- for licensed practical nurses, \$27 per hour, increasing to \$28.50 per hour in 2027.

Increased wages increase operating costs for nursing homes. In Minnesota, nursing homes are reimbursed by the state based on the costs of operation, so increases in operating costs will raise reimbursement rates and the amount the legislature needs to appropriate to cover those expenses.