



March 27, 2024

Senator Hoffman
95 University Avenue W.
Minnesota Senate Bldg., Room 2111
St. Paul, MN 55155

Jamie Gulley
President

Jigme Ugen
Executive Vice President

Phillip Cryan
Executive Vice President

Brenda Hilbrich
Executive Vice President

Rasha Ahmad Sharif
Executive Vice President

Representative Noor
379 State Office Building
St. Paul, MN 55155

Dear Sen. Hoffman and Rep. Noor:

SEIU Healthcare Minnesota & Iowa represents over 50,000 healthcare workers in hospitals, clinics, nursing homes, and self-directed home care. On their behalf, I write to oppose the provision in HF4873/SF4317 (Sec. 3) which lifts the current cap on nursing home pool staff reimbursement from 150% to 200%.

Nothing corrodes the morale of our nursing home members more than working next to temporary pool staff who earn significantly more than they do. They ask why they should continue as underpaid permanent staff, when they could quit, join a pool staff company, and make significantly more. This leads to a vicious cycle where staff quit to work for pool companies, leading to further staffing shortages, leading to ever greater dependence on expensive pool staff, leading to more regular staff quitting. Minnesota's current cap helps break this cycle and helps direct investments into wages and benefits for permanent staff.

Minnesota's pool cap has been a far-sighted policy and I have fielded many calls from colleagues in other states seeking to copy our law. Just recently, the Iowa House has introduced and passed (80-17) a bill (HF2391) to create a similar cap for nursing staff.

We understand the concerns about the crisis in the nursing home workforce. We are willing to engage with stakeholders to raise wages for all workers. We are currently engaged in that effort through the Nursing Home Workforce Standards Board. But we think this is a step in the wrong direction.

Sincerely yours,

Rick Varco
Political Director

345 Randolph Avenue
Suite 100
St. Paul, MN
55102

651.294.8100
800.828.0206
(fax) 651.294.8200
www.seiuhcmnia.org

mm/opeiu#12