



March 26, 2025

Minnesota Senate
Senate Labor Committee
95 University Ave. W.
St. Paul, MN 55155

Professional Distinction

Personal Dignity

Patient Advocacy

Dear Chair McEwen and Members of the Committee,

With over 22,000 members, the Minnesota Nurses Association (MNA) is the leading advocate for bedside nurses in Minnesota, representing roughly 80 percent of the state's active hospital nursing workforce. We are dedicated to protecting and advancing the rights of nurses and healthcare workers through collective action, ensuring fair wages, safe working conditions, and strong labor protections that benefit both our members and the patients they serve. We are writing to express our strong support for SF2360, legislation that is critical in addressing the rampant and growing issue of worker misclassification, which threatens the stability of employment protections, fair wages, and benefits across industries – including healthcare.

Worker misclassification is a widespread and insidious problem that strips workers of essential rights, including access to unemployment insurance, overtime pay, and workers' compensation. While misclassification has long plagued industries like construction and transportation, it is now making alarming inroads into healthcare. A recent report by the Roosevelt Institute, "Uber for Nursing: How an AI-Powered Gig Model is Threatening Healthcare," details how technology-driven gig models are rapidly infiltrating the nursing profession. This shift is undermining patient care, exacerbating burnout, and diminishing employment protections for nurses.

SF2360 is essential in establishing regulations and measurement mechanisms to track the extent of misclassification and ensure workers receive the legal protections they are entitled to. Without such oversight, employers can continue exploiting legal loopholes, leaving workers vulnerable to economic insecurity and lacking basic protection.

The healthcare industry cannot afford to follow the path of gig economy exploitation. Nurses and healthcare professionals require stability, fair wages and benefits – not a race to the bottom that prioritize profits over patient care. We urge the committee to recognize the urgency of this issue and pass this bill to protect Minnesota workers and the future of our healthcare system. We appreciate your leadership in ensuring that Minnesota remains a state that values and protects its workforce.

Sincerely,

Shannon Cunningham
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