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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. 4392

03/16/2026 Authored by Momanyi-Hiltsley, Noor, Luger-Nikolai, Falconer, Agbaje and others
The bill was read for the first time and referred to the Committee on Human Services Finance and Policy

1.1 A bill for an act
1.2 relating to human services; requiring wage remediation following delayed federal
1.3 approval of retroactive rate increases.

1.4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.5 Section 1. **INDIVIDUAL PROVIDER WAGE REMEDIATION REQUIRED.**

1.6 For provisions of the most recent collective bargaining agreement between SEIU
1.7 Healthcare Minnesota and Iowa and the state of Minnesota that were not implemented on
1.8 January 1, 2026, due to the lack of federal approval of the associated state plan amendments,
1.9 if the federal approval includes a retroactive rate increase, the provisions of the most recent
1.10 collective bargaining agreement are effective retroactively from the same date as the
1.11 retroactive rate increase. The commissioner of human services must issue instructions to
1.12 ensure that wage remediation occurs for all individual providers covered by the collective
1.13 bargaining agreement as soon as possible following federal approval and all individual
1.14 providers covered by the collective bargaining agreement receive back pay for the period
1.15 between federal approval and the effective date of the retroactive rate increase.

1.16 **EFFECTIVE DATE.** This section is effective the day following final enactment.