ARTICLE 3

KEEPING NURSES AT THE BEDSIDE

Section 1. Minnesota Statutes 2022, section 144.1501, subdivision 1, is amended to read:

Subdivision 1. Definitions. (a) For purposes of this section, the following definitions apply.

(b) "Advanced dental therapist" means an individual who is licensed as a dental therapist under section 150A.06, and who is certified as an advanced dental therapist under section 150A.106.

(c) "Alcohol and drug counselor" means an individual who is licensed as an alcohol and drug counselor under chapter 148F.

(d) "Dental therapist" means an individual who is licensed as a dental therapist under section 150A.06.

(e) "Dentist" means an individual who is licensed to practice dentistry.

(f) "Designated rural area" means a statutory and home rule charter city or township that is outside the seven-county metropolitan area as defined in section 473.121, subdivision 2, excluding the cities of Duluth, Mankato, Moorhead, Rochester, and St. Cloud.

(g) "Emergency circumstances" means those conditions that make it impossible for the participant to fulfill the service commitment, including death, total and permanent disability, or temporary disability lasting more than two years.

(h) "Hospital nurse" means an individual who is licensed as a registered nurse and who is providing direct patient care in a nonprofit hospital setting.

(i) "Mental health professional" means an individual providing clinical services in the treatment of mental illness who is qualified in at least one of the ways specified in section 142.5.

(j) "Medical resident" means an individual participating in a medical residency in family practice, internal medicine, obstetrics and gynecology, pediatrics, or psychiatry.

(k) "Midlevel practitioner" means a nurse practitioner, nurse-midwife, nurse anesthetist, advanced clinical nurse specialist, or physician assistant.

(l) "Nurse" means an individual who has completed training and received all licensing or certification necessary to perform duties as a licensed practical nurse or registered nurse.

(m) "Nurse-midwife" means a registered nurse who has graduated from a program of study designed to prepare registered nurses for advanced practice as nurse-midwives.

(n) "Nurse practitioner" means a registered nurse who has graduated from a program of study designed to prepare registered nurses for advanced practice as nurse practitioners.

Subdivision 2. (a) For purposes of this section, the following definitions apply.

(b) "Advanced dental therapist" means an individual who is licensed as a dental therapist under section 150A.06, and who is certified as an advanced dental therapist under section 150A.106.

(c) "Alcohol and drug counselor" means an individual who is licensed as an alcohol and drug counselor under chapter 148F.

(d) "Dental therapist" means an individual who is licensed as a dental therapist under section 150A.06.

(e) "Dentist" means an individual who is licensed to practice dentistry.

(f) "Designated rural area" means a statutory and home rule charter city or township that is outside the seven-county metropolitan area as defined in section 473.121, subdivision 2, excluding the cities of Duluth, Mankato, Moorhead, Rochester, and St. Cloud.

(g) "Emergency circumstances" means those conditions that make it impossible for the participant to fulfill the service commitment, including death, total and permanent disability, or temporary disability lasting more than two years.

(h) "Hospital nurse" means an individual who is licensed as a registered nurse and who is providing direct patient care in a nonprofit hospital setting.

(i) "Mental health professional" means an individual providing clinical services in the treatment of mental illness who is qualified in at least one of the ways specified in section 142.5.

(j) "Medical resident" means an individual participating in a medical residency in family practice, internal medicine, obstetrics and gynecology, pediatrics, or psychiatry.

(k) "Midlevel practitioner" means a nurse practitioner, nurse-midwife, nurse anesthetist, advanced clinical nurse specialist, or physician assistant.

(l) "Nurse" means an individual who has completed training and received all licensing or certification necessary to perform duties as a licensed practical nurse or registered nurse.

(m) "Nurse-midwife" means a registered nurse who has graduated from a program of study designed to prepare registered nurses for advanced practice as nurse-midwives.

(n) "Nurse practitioner" means a registered nurse who has graduated from a program of study designed to prepare registered nurses for advanced practice as nurse practitioners.
obtained a registration certificate as a public health nurse from the Board of Nursing in medically underserved areas (MUAs), or medically underserved populations established under Code of Federal Regulations, title 34, section 685.219.

(a) "Public health nurse" means a registered nurse licensed in Minnesota who has obtained a registration certificate as a public health nurse from the Board of Nursing in accordance with Minnesota Rules, chapter 6316.

4 (t) "Qualified educational loan" means a government, commercial, or foundation loan for actual costs paid for tuition, reasonable education expenses, and reasonable living expenses related to the graduate or undergraduate education of a health care professional.

(a) "Underserved urban community" means a Minnesota urban area or population included in the list of designated primary medical care health professional shortage areas (HPSAs), medically underserved areas (MUAs), or medically underserved populations (MUPs) maintained and updated by the United States Department of Health and Human Services.

Sec. 2. Minnesota Statutes 2022, section 144.1501, subdivision 2, is amended to read:

Subd. 2. Creation of account. (a) A health professional education loan forgiveness program account is established. The commissioner of health shall use money from the account to establish a loan forgiveness program:

(1) for medical residents, mental health professionals, and alcohol and drug counselors agreeing to practice in designated rural areas or underserved urban communities or specializing in the area of pediatric psychiatry;

(2) for midlevel practitioners agreeing to practice in designated rural areas or to teach at least 12 credit hours, or 720 hours per year in the nursing field in a postsecondary program at the undergraduate level or the equivalent at the graduate level;

(3) for nurses who agree to practice in a Minnesota nursing home; an intermediate care facility for persons with developmental disability; a hospital if the hospital owns and operates a Minnesota nursing home and a minimum of 50 percent of the hours worked by the nurse in the nursing home; a housing with services establishment as defined in section 144D.01, subdivision 4, or for a home care provider as defined in section 144A.43, subdivision 4; or agree to teach at least 12 credit hours, or 720 hours per year in the nursing field in a postsecondary program at the undergraduate level or the equivalent at the graduate level;
(4) for other health care technicians agreeing to teach at least 12 credit hours, or 720 hours per year in their designated field in a postsecondary program at the undergraduate level or the equivalent at the graduate level. The commissioner, in consultation with the Healthcare Education-Industry Partnership, shall determine the health care fields where the need is the greatest, including, but not limited to, respiratory therapy, clinical laboratory technology, radiologic technology, and surgical technology;

(5) for pharmacists, advanced dental therapists, dental therapists, and public health nurses who agree to practice in designated rural areas; and

(6) for pharmacists agreeing to deliver at least 25 percent of the pharmacist's yearly patient encounters to state public program enrollees or patients receiving sliding fee schedule discounts through a formal sliding fee schedule meeting the standards established by the United States Department of Health and Human Services under Code of Federal Regulations, title 42, section 51, chapter 103; and

(7) for nurses who are enrolled in the PSLF program, employed as a hospital nurse by a nonprofit hospital that is an eligible employer under the PSLF program, and providing direct care to patients at the nonprofit hospital.
(1) a nurse, who must agree to serve a minimum two-year full-time service obligation according to subdivision 2, which shall begin no later than March 31 following completion of required training;

(2) a nurse selected under subdivision 2, paragraph (a), clause (7), must agree to continue as a hospital nurse for the repayment period of the participant's eligible loan under the PSLF program; and

(3) a nurse who agrees to teach according to subdivision 2, paragraph (a), clause (3), must sign a contract to agree to teach for a minimum of two years.

Subd. 4. Loan forgiveness. (a) The commissioner of health may select applicants each year for participation in the loan forgiveness program, within the limits of available funding. In considering applications, the commissioner shall give preference to applicants who document diverse cultural competencies. The commissioner shall distribute available funds for loan forgiveness proportionally among the eligible professions according to the vacancy rate for each profession in the required geographic area, facility type, teaching area, patient group, or specialty type specified in subdivision 2, except for hospital nurses. The commissioner shall allocate funds for physician loan forgiveness so that 75 percent of the funds available are used for rural physician loan forgiveness and 25 percent of the funds available are used for underserved urban communities and pediatric psychiatry loan forgiveness. If the commissioner does not receive enough qualified applicants each year to use the entire allocation of funds for any eligible profession, the remaining funds may be allocated proportionally among the other eligible professions according to the vacancy rate for each profession in the required geographic area, patient group, or facility type specified in subdivision 2. Applicants are responsible for securing their own qualified educational loans. The commissioner shall select participants based on their suitability for practice serving the required geographic area or facility type specified in subdivision 2, as indicated by experience or training. The commissioner shall give preference to applicants closest to completing their training. Except as specified in paragraphs (b) and (c), for each year that a participant meets the service obligation required under subdivision 3, up to a maximum of four years, the commissioner shall make annual disbursements directly to the participant equivalent to 15 percent of the average educational debt for indebted graduates in their profession in the year closest to the applicant's selection for which information is available, not to exceed the balance of the participant's qualifying educational loans. Before receiving loan repayment disbursements and as requested, the participant must complete and return to the commissioner a confirmation of practice form provided by the commissioner verifying that the participant is practicing as required under subdivisions 2 and 3. The participant must provide the commissioner with verification that the full amount of loan repayment disbursement received by the participant has been applied toward the designated loans. After each disbursement, verification must be received by the commissioner that the disbursement has been applied toward the designated loans and the PSLF program; and before the next loan repayment disbursement is made. Participants who move their practice afterwards must agree to serve a minimum two-year full-time service obligation according to subdivision 2, which shall begin no later than March 31 following completion of required training;

(2) a nurse selected under subdivision 2, paragraph (a), clause (7), who must agree to continue as a hospital nurse for the repayment period of the participant's eligible loan under the PSLF program; and

(3) a nurse who agrees to teach according to subdivision 2, paragraph (a), clause (3), who must sign a contract to agree to teach for a minimum of two years.

Sec. 4. Minnesota Statutes 2022, section 144.1501, subdivision 4, is amended to read:

(a) The commissioner of health may select applicants each year for participation in the loan forgiveness program, within the limits of available funding. In considering applications, the commissioner shall give preference to applicants who document diverse cultural competencies. The commissioner shall distribute available funds for loan forgiveness proportionally among the eligible professions according to the vacancy rate for each profession in the required geographic area, facility type, teaching area, patient group, or specialty type specified in subdivision 2, except for hospital nurses. The commissioner shall allocate funds for physician loan forgiveness so that 75 percent of the funds available are used for rural physician loan forgiveness and 25 percent of the funds available are used for underserved urban communities and pediatric psychiatry loan forgiveness. If the commissioner does not receive enough qualified applicants each year to use the entire allocation of funds for any eligible profession, the remaining funds may be allocated proportionally among the other eligible professions according to the vacancy rate for each profession in the required geographic area, patient group, or facility type specified in subdivision 2. Applicants are responsible for securing their own qualified educational loans. The commissioner shall select participants based on their suitability for practice serving the required geographic area or facility type specified in subdivision 2, as indicated by experience or training. The commissioner shall give preference to applicants closest to completing their training. Except as specified in paragraphs (b) and (c), for each year that a participant meets the service obligation required under subdivision 3, up to a maximum of four years, the commissioner shall make annual disbursements directly to the participant equivalent to 15 percent of the average educational debt for indebted graduates in their profession in the year closest to the applicant's selection for which information is available, not to exceed the balance of the participant's qualifying educational loans. Before receiving loan repayment disbursements and as requested, the participant must complete and return to the commissioner a confirmation of practice form provided by the commissioner verifying that the participant is practicing as required under subdivisions 2 and 3. The participant must provide the commissioner with verification that the full amount of loan repayment disbursement received by the participant has been applied toward the designated loans. After each disbursement, verification must be received by the commissioner that the disbursement has been applied toward the designated loans and the PSLF program; and before the next loan repayment disbursement is made. Participants who move their practice afterwards must agree to serve a minimum two-year full-time service obligation according to subdivision 2, which shall begin no later than March 31 following completion of required training;
remain eligible for loan repayment as long as they practice as required under subdivision (b) For hospital nurses, the commissioner of health shall select applicants each year for participation in the hospital nursing education loan forgiveness program, within limits of available funding for hospital nurses. Applicants are responsible for applying for and maintaining eligibility for the PSLF program. For each year that a participant meets the eligibility requirements described in subdivision 3, the commissioner shall make an annual disbursement directly to the participant in an amount equal to the minimum loan payments required to be paid by the participant under the participant's repayment plan established for the participant under the PSLF program for the previous loan year. Before receiving the annual loan repayment disbursement, the participant must complete and return to the commissioner a confirmation of practice form provided by the commissioner, verifying that the participant continues to meet the eligibility requirements under subdivision 3. The participant must provide the commissioner with verification that the full amount of loan repayment disbursement received by the participant has been applied toward the loan for which forgiveness is sought under the PSLF program. (c) For each year that a participant who is a nurse and who has agreed to teach according to subdivision 2 meets the teaching obligation required in subdivision 3, the commissioner shall make annual disbursements directly to the participant equivalent to 15 percent of the average annual educational debt for indebted graduates in the nursing profession in the year closest to the participant's selection for which information is available, not to exceed the balance of the participant's qualifying educational loans. Sec. 5. Minnesota Statutes 2022, section 144.1501, subdivision 5, is amended to read: Subd. 5. Penalty for nonfulfillment. If a participant does not fulfill the required minimum commitment of service according to subdivision 3 or for hospital nurses, the secretary of education determines that the participant does not meet eligibility requirements for the PSLF, the commissioner of health shall collect from the participant the total amount paid to the participant under the loan forgiveness program plus interest at a rate established according to section 270C.40. The commissioner shall deposit the money collected in the health care access fund to be credited to the health professional education loan forgiveness program account established in subdivision 2. The commissioner shall allow waivers of all or part of the money owed the commissioner as a result of a nonfulfillment penalty if emergency circumstances prevented fulfillment of the minimum service commitment or for hospital nurses, if the PSLF program is discontinued before the participant's service commitment is fulfilled.

144.566 VIOLENCE AGAINST HEALTH CARE WORKERS. Subdivision 1. Definitions. (a) The following definitions apply to this section and have the meanings given.
"Act of violence" means an act by a patient or visitor against a health care worker that includes kicking, scratching, urinating, sexually harassing, or any act defined in sections 609.221 to 609.2241.

"Commissioner" means the commissioner of health.

"Hospital" means any facility licensed as a hospital under section 144.55.

"Incident response" means the actions taken by hospital administration and health care workers during and following an act of violence.

"Interfere" means to prevent, impede, discourage, or delay a health care worker's ability to report acts of violence, including by retaliating or threatening to retaliate against a health care worker.

"Preparedness" means the actions taken by hospital administration and health care workers to prevent a single act of violence or acts of violence generally.

"Retaliate" means to discharge, discipline, threaten, otherwise discriminate against, or penalize a health care worker regarding the health care worker's compensation, terms, conditions, location, or privileges of employment.

"Workplace violence hazards" means locations and situations where violent incidents are more likely to occur, including, as applicable, but not limited to locations isolated from other health care workers; health care workers working alone; health care workers working in remote locations; health care workers working late night or early morning hours; locations where an assaulter could prevent entry of responders or other health care workers into a work area; locations with poor illumination; locations with poor visibility; lack of effective escape routes; obstacles and impediments to accessing alarm systems; locations within the facility where alarm systems are not operational; or extreme presence, in the areas where patient contact activities are performed, of furnishings or objects that could be used as weapons; and locations where high-value items, currency, or pharmaceuticals are stored.

Subd. 2. Hospital duties. Action plans and action plan reviews required. (a) All hospitals must design and implement preparedness and incident response action plans to acts of violence by January 15, 2016, and review and update the plan at least annually thereafter. The plan must be in writing, specific to the workplace violence hazards and
corrective measures for the units, services, or operations of the hospital; and available to
health care workers at all times.

Subd. 3. Action plan committees. (a) A hospital shall designate a committee of
representatives of health care workers employed by the hospital, including nonmanagerial
health care workers, nonclinical staff, administrators, patient safety experts, and other
appropriate personnel to develop preparedness and incident response action plans to acts
of violence. The hospital shall, in consultation with the designated committee, implement
the plans under paragraph (a) subdivision 2. Nothing in this paragraph subdivision shall
require the establishment of a separate committee solely for the purpose required by this
subdivision.

Subd. 4. Required elements of action plans; generally. The preparedness and incident
response action plans to acts of violence must include:

1. (1) effective procedures to obtain the active involvement of health care workers and
their representatives in developing, implementing, and reviewing the plan, including their
participation in identifying, evaluating, and correcting workplace violence hazards, designing
and implementing training, and reporting and investigating incidents of workplace violence;

2. (2) names or job titles of the persons responsible for implementing the plan; and

3. (3) effective procedures to ensure that supervisory and nonsupervisory health care
workers comply with the plan.

Subd. 5. Required elements of action plans; evaluation of risk factors. (a) The
preparedness and incident response action plans to acts of violence must include assessment
procedures to identify and evaluate workplace violence hazards for each facility, unit,
service, or operation, including community-based risk factors and areas surrounding the
facility, such as employee parking areas and other outdoor areas. Procedures shall specify
the frequency that environmental assessments take place.

(b) The preparedness and incident response action plans to acts of violence must include
assessment tools, environmental checklists, or other effective means to identify workplace
violence hazards.

Subd. 6. Required elements of action plans; review of workplace violence
incidents. The preparedness and incident response action plans to acts of violence must
include procedures for reviewing all workplace violence incidents that occurred in the
facility, unit, service, or operation within the previous year, whether or not an injury occurred.

Subd. 7. Required elements of action plans; reporting workplace violence. The
preparedness and incident response action plans to acts of violence must include:

1. (1) effective procedures for health care workers to document information regarding
conditions that may increase the potential for workplace violence incidents and communicate
that information without fear of reprisal to other health care workers, shifts, or units;

2. (2) names or job titles of the persons responsible for implementing the plan; and

3. (3) effective procedures to ensure that supervisory and nonsupervisory health care
workers comply with the plan.

Subd. 8. Required elements of action plans; evaluation of risk factors. (a) The
preparedness and incident response action plans to acts of violence must include
assessment procedures to identify and evaluate workplace violence hazards for each facility, unit,
service, or operation, including community-based risk factors and areas surrounding the
facility, such as employee parking areas and other outdoor areas. Procedures shall specify
the frequency that environmental assessments take place.

(b) The preparedness and incident response action plans to acts of violence must include
assessment tools, environmental checklists, or other effective means to identify workplace
violence hazards.

Subd. 9. Required elements of action plans; review of workplace violence
incidents. The preparedness and incident response action plans to acts of violence must
include procedures for reviewing all workplace violence incidents that occurred in the
facility, unit, service, or operation within the previous year, whether or not an injury occurred.

Subd. 10. Required elements of action plans; reporting workplace violence. The
preparedness and incident response action plans to acts of violence must include:

1. (1) effective procedures for health care workers to document information regarding
conditions that may increase the potential for workplace violence incidents and communicate
that information without fear of reprisal to other health care workers, shifts, or units;
effective procedures for health care workers to report a violent incident, threat, or
other workplace violence concern without fear of reprisal;
(3) effective procedures for the hospital to accept and respond to reports of workplace
violence and to prohibit retaliation against a health care worker who makes such a report;
(4) a policy statement stating the hospital will not prevent a health care worker from
reporting workplace violence or take punitive or retaliatory action against a health care
worker for doing so;
(5) effective procedures for investigating health care worker concerns regarding workplace
violence or workplace violence hazards;
(6) procedures for informing health care workers of the results of the investigation arising
from a report of workplace violence or from a concern about a workplace violence hazard
and of any corrective actions taken;
(7) effective procedures for obtaining assistance from the appropriate law enforcement
agency or social service agency during all work shifts. The procedure may establish a central
coordination procedure; and
(8) a policy statement stating the hospital will not prevent a health care worker from
seeking assistance and intervention from local emergency services or law enforcement when
an incident occurs or take punitive or retaliatory action against a health care worker
for doing so.

Subd. 8. Required elements of action plans; coordination with other employers. The
preparedness and incident response action plans to acts of violence must include methods
the hospital will use to coordinate implementation of the plan with other employers whose
employees work in the same health care facility, unit, service, or operation and to ensure
that those employers and their employees understand their respective roles as provided in
the plan. These methods must ensure that all employees working in the facility, unit, service,
or operation are provided the training required by subdivision 11 and that workplace violence
incidents involving any employee are reported, investigated, and recorded.

Subd. 9. Required elements of action plans; white supremacist affiliation and support
prohibited. (a) The preparedness and incident response action plans to acts of violence
must include a policy statement stating that security personnel employed by the hospital or
assigned to the hospital by a contractor are prohibited from affiliating with, supporting, or
advocating for white supremacist groups, causes, or ideologies or participating in, or actively
promoting, an international or domestic extremist group that the Federal Bureau of
Investigation has determined supports or encourages illegal, violent conduct.
(b) For purposes of this subdivision, white supremacist groups, causes, or ideologies
include organizations and associations and ideologies that promote white supremacy and
the idea that white people are superior to Black, Indigenous, and people of color (BIPOC); promote religious and racial bigotry; seek to exacerbate racial and ethnic tensions between

(2) effective procedures for health care workers to report a violent incident, threat, or
other workplace violence concern without fear of reprisal;
(3) effective procedures for the hospital to accept and respond to reports of workplace
violence and to prohibit retaliation against a health care worker who makes such a report;
(4) a policy statement stating the hospital will not prevent a health care worker from
reporting workplace violence or take punitive or retaliatory action against a health care
worker for doing so;
(5) effective procedures for investigating health care worker concerns regarding workplace
violence or workplace violence hazards;
(6) procedures for informing health care workers of the results of the investigation arising
from a report of workplace violence or from a concern about a workplace violence hazard
and of any corrective actions taken;
(7) effective procedures for obtaining assistance from the appropriate law enforcement
agency or social service agency during all work shifts. The procedure may establish a central
coordination procedure; and
(8) a policy statement stating the hospital will not prevent a health care worker from
seeking assistance and intervention from local emergency services or law enforcement when
a violent incident occurs or take punitive or retaliatory action against a health care worker
for doing so.

Subd. 8. Required elements of action plans; coordination with other employers. The
preparedness and incident response action plans to acts of violence must include methods
the hospital will use to coordinate implementation of the plan with other employers whose
employees work in the same health care facility, unit, service, or operation and to ensure
that those employers and their employees understand their respective roles as provided in
the plan. These methods must ensure that all employees working in the facility, unit, service,
or operation are provided the training required by subdivision 11 and that workplace violence
incidents involving any employee are reported, investigated, and recorded.

Subd. 9. Required elements of action plans; white supremacist affiliation and support
prohibited. (a) The preparedness and incident response action plans to acts of violence
must include a policy statement stating that security personnel employed by the hospital or
assigned to the hospital by a contractor are prohibited from affiliating with, supporting, or
advocating for white supremacist groups, causes, or ideologies or participating in, or actively
promoting, an international or domestic extremist group that the Federal Bureau of
Investigation has determined supports or encourages illegal, violent conduct.
(b) For purposes of this subdivision, white supremacist groups, causes, or ideologies
include organizations and associations and ideologies that promote white supremacy and
the idea that white people are superior to Black, Indigenous, and people of color (BIPOC); promote religious and racial bigotry; seek to exacerbate racial and ethnic tensions between
BIPOC and non-BIPOC; or engage in patently hateful and inflammatory speech, intimidation, and violence against BIPOC as means of promoting white supremacy.

Subd. 10. Required elements of action plans; training. (a) The preparedness and incident response action plans to acts of violence must include:

(1) procedures for developing and providing the training required in subdivision 11 that permits health care workers and their representatives to participate in developing the training; and

(2) a requirement for cultural competency training and equity, diversity, and inclusion training.

(b) The preparedness and incident response action plans to acts of violence must include:

(1) safety guidelines for response to and de-escalation of an act of violence; and

(2) ways to identify potentially violent or abusive situations, including aggression and violence predicting factors.

(c) The hospital’s incident response reaction plan and violence prevention plan preparedness and incident response action plans for acts of violence, including how the health care worker may report concerns about workplace violence within each hospital’s

(3) the hospital’s incident response reaction plan and violence prevention plan preparedness and incident response action plans for acts of violence, including how the health care worker may report concerns about workplace violence within each hospital’s

(4) how health care worker concerns will be investigated, and how health care workers will be informed of the results of the investigation and any corrective actions to be taken.

Subd. 11. Training required. (a) A hospital shall provide training to all health care workers employed or contracted with the hospital on safety during acts of violence.

Each health care worker must receive safety training annually and upon hire during the health care worker’s orientation and before the health care worker completes a shift independently, and annually thereafter. Training must, at a minimum, include:

(1) safety guidelines for response to and de-escalation of an act of violence;

(2) ways to identify potentially violent or abusive situations, including aggression and violence predicting factors; and

(3) the hospital’s incident response reaction plan and violence prevention plan preparedness and incident response action plans for acts of violence, including how the health care worker may report concerns about workplace violence within each hospital’s

(4) how health care worker concerns will be investigated, and how health care workers will be informed of the results of the investigation and any corrective actions to be taken.

House Language UES2995-2

May 05, 2023 12:44 PM

Senate Language S2995-3

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(4) any resources available to health care workers for coping with incidents of violence, including but not limited to critical incident stress debriefing or employee assistance programs.

Subd. 12. Annual review and update of action plans. (a) As part of its annual review of preparedness and incident response action plans required under paragraph (c), the hospital must review with the designated committee:

(1) the effectiveness of its preparedness and incident response action plans, including the sufficiency of security systems, alarms, emergency responses, and security personnel availability;

(2) security risks associated with specific units, areas of the facility with uncontrolled access, late night shifts, early morning shifts, and areas surrounding the facility such as employee parking areas and other outdoor areas;

(3) the most recent gap analysis as provided by the commissioner; and

(4) the number of acts of violence that occurred in the hospital during the previous year, including injuries sustained, if any, and the unit in which the incident occurred;

(5) evaluations of staffing, including staffing patterns and patient classification systems that contribute to, or are insufficient to address, the risk of violence; and

(6) any reports of discrimination or abuse that arise from security resources, including from the behavior of security personnel.

(b) As part of the annual update of preparedness and incident response action plans required under subdivision 2, the hospital must incorporate corrective actions into the action plan to address workplace violence hazards identified during the annual action plan review, reports of workplace violence, reports of workplace violence hazards, and reports of discrimination or abuse that arise from the security resources.

Subd. 13. Action plan updates. Following the annual review of the action plan, a hospital must update the action plans to reflect the corrective actions the hospital will implement to mitigate the hazards and vulnerabilities identified during the annual review.

Subd. 14. Requests for additional staffing. A hospital shall create and implement a procedure for a health care worker to officially request of hospital supervisors or administration that additional staffing be provided. The hospital must document all requests for additional staffing made because of a health care worker's concern over a risk of an act of violence. If the request for additional staffing to reduce the risk of violence is denied, the hospital must provide the health care worker who made the request a written reason for the denial and must maintain documentation of that communication with the documentation of requests for additional staffing. A hospital must make documentation regarding staffing requests available to the commissioner for inspection at the commissioner's request. The commissioner may use documentation regarding staffing requests to inform the commissioner's determination on whether the hospital is providing adequate staffing and any reports of discrimination or abuse that arise from security resources, including from the behavior of security personnel.

(4) any resources available to health care workers for coping with incidents of violence, including but not limited to critical incident stress debriefing or employee assistance programs.

Subd. 12. Annual review and update of action plans. (a) As part of its annual review of preparedness and incident response action plans required under paragraph (c), the hospital must review with the designated committee:

(1) the effectiveness of its preparedness and incident response action plans, including the sufficiency of security systems, alarms, emergency responses, and security personnel availability;

(2) security risks associated with specific units, areas of the facility with uncontrolled access, late night shifts, early morning shifts, and areas surrounding the facility such as employee parking areas and other outdoor areas;

(3) the most recent gap analysis as provided by the commissioner; and

(4) the number of acts of violence that occurred in the hospital during the previous year, including injuries sustained, if any, and the unit in which the incident occurred;

(5) evaluations of staffing, including staffing patterns and patient classification systems that contribute to, or are insufficient to address, the risk of violence; and

(6) any reports of discrimination or abuse that arise from security resources, including from the behavior of security personnel.

(b) As part of the annual update of preparedness and incident response action plans required under subdivision 2, the hospital must incorporate corrective actions into the action plan to address workplace violence hazards identified during the annual action plan review, reports of workplace violence, reports of workplace violence hazards, and reports of discrimination or abuse that arise from the security resources.

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security to address acts of violence, and may use documentation regarding staffing requests

if the commissioner imposes a penalty under subdivision 18.

Subd. 15. Disclosure of action plans. (a) A hospital shall make its most recent action plan and the information listed in paragraph (d) most recent action plan reviews available to local law enforcement, all direct care staff and, if any of its workers are represented by a collective bargaining unit, to the exclusive bargaining representatives of those collective bargaining units.

(b) Beginning January 1, 2025, a hospital must annually submit to the commissioner its most recent action plan and the results of the most recent annual review conducted under subdivision 12.

Subd. 16. Legislative report required. (a) Beginning January 15, 2026, the commissioner must compile the information into a single annual report and submit the report to the chairs and ranking minority members of the legislative committees with jurisdiction over health care by January 15 of each year.

(b) This subdivision does not expire.

Subd. 17. Interference prohibited. (a) A hospital, including any individual, partner, association, or any person or group of persons acting directly or indirectly in the interest of the hospital, shall not interfere with or discourage a health care worker if the health care worker wishes to contact law enforcement or the commissioner regarding an act of violence.

The commissioner may impose an administrative fine of up to $25,000 for failure to comply with the requirements of this subdivision section. The commissioner must allow the hospital at least 30 calendar days to correct a violation of this section before assessing a fine.

Sec. 7. Minnesota Statutes 2022, section 144.608, subdivision 1, is amended to read:

Subdivision 1. Trauma Advisory Council established. (a) A Trauma Advisory Council is established to advise, consult with, and make recommendations to the commissioner on the development, maintenance, and improvement of a statewide trauma system.

(b) The council shall consist of the following members:

(1) a trauma surgeon certified by the American Board of Surgery or the American Osteopathic Board of Surgery who practices in a level I or II trauma hospital;

(2) a general surgeon certified by the American Board of Surgery or the American Osteopathic Board of Surgery whose practice includes trauma and who practices in a designated rural area as defined under section 144.1501, subdivision 1, paragraph (e).

security to address acts of violence, and may use documentation regarding staffing requests

if the commissioner imposes a penalty under subdivision 18.

Subd. 15. Disclosure of action plans. (a) A hospital shall make its most recent action plan and the information listed in paragraph (d) most recent action plan reviews available to local law enforcement, all direct care staff and, if any of its workers are represented by a collective bargaining unit, to the exclusive bargaining representatives of those collective bargaining units.

(b) Beginning January 1, 2025, a hospital must annually submit to the commissioner its most recent action plan and the results of the most recent annual review conducted under subdivision 12.

Subd. 16. Legislative report required. (a) Beginning January 15, 2026, the commissioner must compile the information into a single annual report and submit the report to the chairs and ranking minority members of the legislative committees with jurisdiction over health care by January 15 of each year.

(b) This subdivision does not expire.

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The commissioner may impose an administrative fine of up to $25,000 for failure to comply with the requirements of this subdivision section. The commissioner must allow the hospital at least 30 calendar days to correct a violation of this section before assessing a fine.

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(b) The council shall consist of the following members:

(1) a trauma surgeon certified by the American Board of Surgery or the American Osteopathic Board of Surgery who practices in a level I or II trauma hospital;

(2) a general surgeon certified by the American Board of Surgery or the American Osteopathic Board of Surgery whose practice includes trauma and who practices in a designated rural area as defined under section 144.1501, subdivision 1, paragraph (e).
a neurosurgeon certified by the American Board of Neurological Surgery who practices in a level I or II trauma hospital;

(4) a trauma program nurse manager or coordinator practicing in a level I or II trauma hospital;

(5) an emergency physician certified by the American Board of Emergency Medicine or the American Osteopathic Board of Emergency Medicine whose practice includes emergency room care in a level I, II, III, or IV trauma hospital;

(6) a trauma program manager or coordinator who practices in a level III or IV trauma hospital;

(7) a physician certified by the American Board of Family Medicine or the American Osteopathic Board of Family Practice whose practice includes emergency department care in a level III or IV trauma hospital located in a designated rural area as defined under section 144.1501, subdivision 1, paragraph (a);

(8) a nurse practitioner, as defined under section 144.1501, subdivision 1, paragraph (l), whose practice includes emergency room care in a level IV trauma hospital located in a designated rural area as defined under section 144.1501, subdivision 1, paragraph (a);

(9) a pediatrician certified in pediatric emergency medicine by the American Board of Pediatrics or certified in pediatric emergency medicine by the American Board of Emergency Medicine who primarily practices emergency department medical care in a level I, II, III, or IV trauma hospital, or a surgeon certified in pediatric surgery by the American Board of Surgery whose practice involves the care of pediatric trauma patients in a trauma hospital;

(10) an orthopedic surgeon certified by the American Board of Orthopaedic Surgery or the American Osteopathic Board of Orthopedic Surgery whose practice includes trauma and who practices in a level I, II, or III trauma hospital;

(11) the state emergency medical services medical director appointed by the Emergency Medical Services Regulatory Board;

(12) a hospital administrator of a level III or IV trauma hospital located in a designated rural area as defined under section 144.1501, subdivision 1, paragraph (a);

(13) a rehabilitation specialist whose practice includes rehabilitation of patients with major trauma injuries or traumatic brain injuries and spinal cord injuries as defined under section 144.661;

(14) an attendant or ambulance director who is an EMT, EMT-I, or EMT-P within the meaning of section 144E.001 and who actively practices with a licensed ambulance service in a primary service area located in a designated rural area as defined under section 144.1501, subdivision 1, paragraph (a); and

(15) a rehabilitation specialist whose practice includes rehabilitation of patients with major trauma injuries or traumatic brain injuries and spinal cord injuries as defined under section 144.661;

(16) an attendant or ambulance director who is an EMT, EMT-I, or EMT-P within the meaning of section 144E.001 and who actively practices with a licensed ambulance service in a primary service area located in a designated rural area as defined under section 144.1501, subdivision 1, paragraph (a); and

(17) a physician certified in pediatric emergency medicine by the American Board of Pediatrics or certified in pediatric emergency medicine by the American Board of Emergency Medicine who primarily practices emergency department medical care in a level I, II, III, or IV trauma hospital, or a surgeon certified in pediatric surgery by the American Board of Surgery whose practice involves the care of pediatric trauma patients in a trauma hospital;
(15) the commissioner of public safety or the commissioner's designee.

Sec. 8. Minnesota Statutes 2022, section 144.653, subdivision 5, is amended to read:

Subd. 5. Correction orders. Whenever a duly authorized representative of the state commissioner of health finds upon inspection of a facility required to be licensed under the provisions of sections 144.50 to 144.58 that the licensee of such facility is not in compliance with sections 144.411 to 144.417, 144.50 to 144.58, 144.651, 144.7051 to 144.7058, or 626.557, or the applicable rules promulgated under those sections, a correction order shall be issued to the licensee. The correction order shall state the deficiency, cite the specific rule violated, and specify the time allowed for correction.

Sec. 9. [144.7051] DEFINITIONS.

Subdivision 1. Applicability. For the purposes of sections 144.7051 to 144.7058, the terms defined in this section have the meanings given.

Subd. 2. Concern for safe staffing form. "Concern for safe staffing form" means a standard uniform form developed by the commissioner that may be used by any individual to report unsafe staffing situations while maintaining the privacy of patients.

Subd. 3. Commissioner. "Commissioner" means the commissioner of health.

Subd. 4. Daily staffing schedule. "Daily staffing schedule" means the actual number of full-time equivalent nonmanagerial care staff assigned to an inpatient care unit and providing care in that unit during a 24-hour period and the actual number of patients assigned to each direct care registered nurse present and providing care in the unit.

Subd. 5. Directcare registered nurse. "Directcare registered nurse" means a registered nurse, as defined in section 182.17, subdivision 20, who is nonsupervisory and nonmanagerial and who directly provides nursing care to patients more than 60 percent of the time.

Subd. 6. Emergency. "Emergency" means a period when replacement staff are not able to report for duty for the next shift or a period of increased patient need because of unusual, unpredictable, or unforeseen circumstances, including but not limited to an act of terrorism, a disease outbreak, adverse weather conditions, or a natural disaster that impacts continuity of patient care.

Subd. 7. Hospital. "Hospital" means any setting that is licensed under this chapter as a hospital.

Subdivision 1. Hospital nurse staffing committee required. (a) Each hospital must establish and maintain a functioning hospital nurse staffing committee. A hospital may assign the functions and duties of a hospital nurse staffing committee to an existing committee.

Subd. 3. Subdivision 1. Hospital nurse staffing committee required. (a) Each hospital must establish and maintain a functioning hospital nurse staffing committee. A hospital may assign the functions and duties of a hospital nurse staffing committee to an existing committee.

Subd. 4. "Hospital" means any setting that is licensed under this chapter as a hospital.

Subd. 5. "Hospital" means any setting that is licensed under this chapter as a hospital.

Sec. 10. [144.7053] HOSPITAL NURSE STAFFING COMMITTEE.

Subdivision 1. Hospital nurse staffing committee required. (a) Each hospital must establish and maintain a functioning hospital nurse staffing committee. A hospital may assign the functions and duties of a hospital nurse staffing committee to an existing committee.

SUBDIVISION 1. HOSPITAL NURSE STAFFING COMMITTEE.

Subdivision 1. Hospital nurse staffing committee required. (a) Each hospital must establish and maintain a functioning hospital nurse staffing committee. A hospital may assign the functions and duties of a hospital nurse staffing committee to an existing committee.

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SUBDIVISION 1. HOSPITAL NURSE STAFFING COMMITTEE.

Subdivision 1. Hospital nurse staffing committee required. (a) Each hospital must establish and maintain a functioning hospital nurse staffing committee. A hospital may assign the functions and duties of a hospital nurse staffing committee to an existing committee.
provided the existing committee meets the membership requirements applicable to a hospital nurse staffing committee.

(b) The commissioner is not required to verify compliance with this section by an on-site visit.

Subd. 2.Staffing committee membership. (a) At least 35 percent of the hospital nurse staffing committee's membership must be direct care registered nurses typically assigned to specific units.

(b) The hospital shall appoint 50 percent of the hospital nurse staffing committee's membership.

Subd. 3. Staffing committee compensation. A hospital must treat participation in the hospital nurse staffing committee meetings as any hospital employee as scheduled work time and compensate each committee member at the employee's existing rate of pay; A hospital must relieve all direct care registered nurse members of the hospital nurse staffing committee of other work duties during the times when the committee meets.

Subd. 4. Staffing committee meeting frequency. Each hospital nurse staffing committee must meet at least quarterly.

Subd. 5. Staffing committee duties. (a) Each hospital nurse staffing committee shall create, implement, continuously evaluate, and update as needed evidence-based written core staffing plans to guide the creation of daily staffing schedules for each inpatient care unit of the hospital. Each hospital nurse staffing committee must adopt a core staffing plan annually by a majority vote of all members.

(b) Each hospital nurse staffing committee must:

(1) establish a secure, uniform, and easily accessible method for any hospital employee, patient, or patient family member to submit directly to the committee a concern for safe staffing form;

(2) review each concern for safe staffing form;

(3) forward a copy of all concern for safe staffing forms to the relevant hospital nurse workload committee;
review the documentation of compliance maintained by the hospital under section 144.7056, subdivision 10.

(5) conduct a trend analysis of the data related to all reported concerns regarding safe staffing.

(6) develop a mechanism for tracking and analyzing staffing trends within the hospital;

(7) submit a nurse staffing report to the commissioner;

(8) assist the commissioner in compiling data for the Nursing Workforce Report by encouraging participation in the commissioner's independent study on reasons licensed registered nurses are leaving the profession; and

(9) record in the committee minutes for each meeting a summary of the discussions and recommendations of the committee. Each committee must maintain the minutes, records, and distributed materials for five years.

EFFECTIVE DATE. This section is effective July 1, 2025.

Subdivision 1. Hospital nurse workload committee required. (a) Each hospital must establish and maintain functioning hospital nurse workload committees for each unit. (b) The hospital shall appoint 50 percent of each unit's nurse workload committee's membership. If a hospital has established a staffing committee, that staffing committee is the hospital nurse workload committee for that unit.

Subdivision 2. Workload committee membership. (a) At least 35 percent of each workload committee's membership must be direct care registered nurses typically assigned to the unit for an entire shift and at least 15 percent of the committee's membership must be other direct care workers typically assigned to the unit for an entire shift. Direct care registered nurses and other direct care workers who are members of a collective bargaining unit shall be appointed or elected to the committee according to the guidelines of the applicable collective bargaining agreement. If there is no collective bargaining agreement, direct care registered nurses shall be elected to the committee by direct care registered nurses typically assigned to the unit for an entire shift and other direct care workers shall be elected to the committee by other direct care workers typically assigned to the unit for an entire shift.

(b) The hospital shall appoint 50 percent of each unit's nurse workload committee's membership. Notwithstanding paragraphs (a) and (b), if a hospital has established a staffing committee through collective bargaining, the composition of that committee prevails.

EFFECTIVE DATE. This section is effective July 1, 2025.

Sec. 11. [144.7054] HOSPITAL NURSE WORKLOAD COMMITTEE.

Subdivision 1. Hospital nurse workload committee required. (a) Each hospital must establish and maintain functioning hospital nurse workload committees for each unit.

Subdivision 2. Workload committee membership. (a) At least 35 percent of each workload committee's membership must be direct care registered nurses typically assigned to the unit for an entire shift and at least 15 percent of the committee's membership must be other direct care workers typically assigned to the unit for an entire shift. Direct care registered nurses and other direct care workers who are members of a collective bargaining unit shall be appointed or elected to the committee according to the guidelines of the applicable collective bargaining agreement. If there is no collective bargaining agreement, direct care registered nurses shall be elected to the committee by direct care registered nurses typically assigned to the unit for an entire shift and other direct care workers shall be elected to the committee by other direct care workers typically assigned to the unit for an entire shift.

(b) The hospital shall appoint 50 percent of each unit's nurse workload committee's membership. Notwithstanding paragraphs (a) and (b), if a hospital has established a staffing committee through collective bargaining, the composition of that committee prevails.

This section is effective July 1, 2025.
Subd. 3. Workload committee compensation. A hospital must treat participation in a
hospital nurse workload committee meeting by any hospital employee as scheduled work
time and compensate each committee member at the employee's existing rate of pay. A
hospital must relieve all direct care registered nurse members of a hospital nurse workload
committee of other work duties during the times when the committee meets.

Subd. 4. Workload committee meeting frequency. Each hospital nurse workload
committee must meet at least monthly whenever the committee is in receipt of an unresolved
concern for safe staffing form.

Subd. 5. Workload committee duties. (a) Each hospital nurse workload committee
must create, implement, and maintain dispute resolution procedures to guide the committee's
development and implementation of solutions to the staffing concerns raised in concern for
safe staffing forms that have been forwarded to the committee. The dispute resolution
procedures must include a two-step process. If the nurse workforce committee is not able
to implement a solution to the concerns raised in a concern for safe staffing form, the
workload committee must refer the matter to the hospital nurse staffing committee within
15 calendar days of the events described in the concern for safe staffing form. If after both
the nurses and hospitals have attempted in good faith to resolve the concern either side may
move forward to an expedited arbitration process with an arbitrator who has expertise in
patient care that must be completed within 30 calendar days of the dispute being escalated
to the hospital nurse staffing committee.

(b) In the event both parties believe that they have reached an impasse prior to the 15-
or 30-day deadline, the parties may move to the next appropriate step. The committee must
use the expedited arbitration process for any complaint that remains unresolved 45 days
after the submission of the concern for safe staffing form that gave rise to the complaint.

(c) Each hospital nurse workload committee must attempt to expeditiously resolve
staffing issues the committee determines arise from a violation of the hospital's core staffing
plan.

(d) If the majority of the members of the workload committee agree that the concerns
raised can be reasonably grouped together or considered together because multiple forms
were submitted from one patient care unit on one date or shift, then the committee can
decide to submit them as one occurrence.

Subdivision 1. Definitions. (a) For the purposes of this section sections 144.7051 to
144.7058, the following terms have the meanings given.

EFFECTIVE DATE. This section is effective July 1, 2025.
Core staffing plan means the projected number of full-time equivalent nonmanagerial care staff that will be assigned in a 24-hour period to an inpatient care unit; a plan described in subdivision 2.

"Nonmanagerial care staff" means registered nurses, licensed practical nurses, and other health care workers, which may include but is not limited to nursing assistants, nursing aides, patient care technicians, and patient care assistants, who perform nonmanagerial direct patient care functions for more than 50 percent of their scheduled hours on a given patient care unit.

"Patient acuity tool" means a system for measuring an individual patient's need for patient care needs unexpectedly exceed the staffing resources provided for in a daily staffing schedule for which a designated inpatient care unit does not include any hospital-based clinic, long-term care facility, or outpatient hospital department.

Staffing hours per patient day means the number of full-time equivalent nonmanagerial care staff who will ordinarily be assigned to provide direct patient care divided by the expected average number of patients upon which such assignments are based.

"Patient acuity tool" means a system for measuring an individual patient's need for patient care needs unexpectedly exceed the staffing resources provided for in a daily staffing schedule; this includes utilizing a professional registered nursing assessment of patient condition to assess staffing need.

Subd. 2. Hospital core staffing report plans. (a) The chief nursing executive or nursing designee must develop a core staffing plan for each inpatient care unit; a plan must develop a core staffing plan for each inpatient care unit.

(b) The commissioner is not required to verify compliance with this section by an on-site visit.

"Core staffing plan" means the projected number of full-time equivalent nonmanagerial care staff that will be assigned in a 24-hour period to an inpatient care unit; a plan described in subdivision 2.

"Nonmanagerial care staff" means registered nurses, licensed practical nurses, and other health care workers, which may include but is not limited to nursing assistants, nursing aides, patient care technicians, and patient care assistants, who perform nonmanagerial direct patient care functions for more than 50 percent of their scheduled hours on a given patient care unit.

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(b) The commissioner is not required to verify compliance with this section by an on-site visit.

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"Nonmanagerial care staff" means registered nurses, licensed practical nurses, and other health care workers, which may include but is not limited to nursing assistants, nursing aides, patient care technicians, and patient care assistants, who perform nonmanagerial direct patient care functions for more than 50 percent of their scheduled hours on a given patient care unit.

"Patient acuity tool" means a system for measuring an individual patient's need for patient care needs unexpectedly exceed the staffing resources provided for in a daily staffing schedule; this includes utilizing a professional registered nursing assessment of patient condition to assess staffing need.
A contingency plan must include a method to quickly identify, for each daily staffing schedule, additional direct care registered nurses who are available to provide direct care on the inpatient care unit:

1. (6) strategies to enable direct care registered nurses to take breaks they are entitled to under law or under an applicable collective bargaining agreement; and
2. (7) strategies to eliminate patient boarding in emergency departments that do not rely on requiring direct care registered nurses to work additional hours to provide care.

(d) Core staffing plans must ensure that:

1. (d) Core staffing plans must ensure that:
2. (1) the person creating a daily staffing schedule has sufficiently detailed information to create a daily staffing schedule that meets the requirements of the plan;
3. (2) daily staffing schedules do not rely on assigning individual nonmanagerial care staff to work overtime hours in excess of 16 hours in a 24-hour period or to work consecutive 24-hour periods requiring 16 or more hours;
4. (3) a direct care registered nurse is not required or expected to perform functions outside the nurse's professional license;
5. (4) a light duty direct care registered nurse is given appropriate assignments;
6. (5) a charge nurse does not have patient assignments; and
7. (6) daily staffing schedules do not interfere with applicable collective bargaining agreements.

When developing a core staffing plan, a hospital nurse staffing committee must consult with representatives of the hospital medical staff, managerial and nonmanagerial care staff, and other relevant hospital personnel about:

1. (a) the individual needs and expected census of each inpatient care unit;
2. (b) unit-specific patient acuity, including fall risk and behaviors requiring intervention, such as physical aggression toward self or others or destruction of property;
3. (c) unit-specific demands on direct care registered nurses' time, including: frequency of admissions, discharges, and transfers; frequency and complexity of patient evaluations and assessments; frequency and complexity of nursing care planning; planning for patient care on the inpatient care unit;
4. (d) the core staffing plan, and the expected average number of patients upon which the core staffing plan is based.

When developing a core staffing plan, a hospital nurse staffing committee must consider all of the following:

1. (1) the individual needs and expected census of each inpatient care unit;
2. (2) unit-specific patient acuity, including fall risk and behaviors requiring intervention, such as physical aggression toward self or others or destruction of property;
3. (3) unit-specific demands on direct care registered nurses' time, including: frequency of admissions, discharges, and transfers; frequency and complexity of patient evaluations and assessments; frequency and complexity of nursing care planning; planning for patient care on the inpatient care unit;
discharge; assessing for patient referral; patient education; and implementing infectious disease protocols;
(4) the architecture and geography of the inpatient care unit, including the placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment;
(5) mechanisms and procedures to provide for one-to-one patient observation for patients on psychiatric or other units;
(6) the stress that direct care nurses experience when required to work extreme amounts of overtime, such as shifts in excess of 12 hours or multiple consecutive double shifts;
(7) the need for specialized equipment and technology on the unit;
(8) other special characteristics of the unit or community patient population, including age, cultural and linguistic diversity and needs, functional ability, communication skills, and other relevant social and socioeconomic factors;
(9) the skill mix of personnel other than direct care registered nurses providing or supporting direct patient care on the unit;
(10) mechanisms and procedures for identifying additional registered nurses who are available for direct patient care when patients' unexpected needs exceed the planned workload for direct care staff; and
(11) demands on direct care registered nurses' time not directly related to providing direct care on a unit, such as involvement in quality improvement activities, professional development, service to the hospital, including serving on the hospital nurse staffing committee or the hospital nurse workload committee, and service to the profession.
Subd. 2b. Failure to develop hospital core staffing plans. If a hospital nurse staffing committee cannot approve a hospital core staffing plan by a majority vote, the members of the nurse staffing committee must enter an expedited arbitration process with an arbitrator who understands patient care needs.
Subd. 2c. Objections to hospital core staffing plans. (a) If hospital management objects to a core staffing plan approved by a majority vote of the hospital nurse staffing committee, the hospital may elect to attempt to amend the core staffing plan through arbitration.
(b) During an ongoing dispute resolution process, a hospital must continue to implement the core staffing plan as written and approved by the hospital nurse staffing committee.
(c) If the dispute resolution process results in an amendment to the core staffing plan, the hospital must implement the amended core staffing plan.
Subd. 2d. Mandatory submission of core staffing plan to commissioner. Each hospital must submit to the commissioner the core staffing plans approved by the hospital's nurse staffing committee. A hospital must submit any substantial updates to any previously submitted plans.

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approved plan, including any amendments to the plan resulting from arbitration, within 30

calendar days of approval of the update by the committee or the conclusion of arbitration.

Subd. 3. Standard electronic reporting developed. (a) Hospitals must submit the core

staffing plans to the Minnesota Hospital Association by January 1, 2014. The Minnesota

Hospital Association shall include each reporting hospital's core staffing plan on the

Minnesota Hospital Association's Minnesota Hospital Quality Report website by April 1,

2014. Any substantial changes to the core staffing plan shall be updated within 30 days.

(b) The Minnesota Hospital Association shall include on its website for each reporting

hospital on a quarterly basis the actual direct patient care hours per patient and per unit.

Hospitals must submit the direct patient care report to the Minnesota Hospital Association

by July 1, 2014, and quarterly thereafter.

**EFFECTIVE DATE.** This section is effective July 1, 2025.

Sec. 13. [144.7056] IMPLEMENTATION OF HOSPITAL CORE STAFFING PLANS.

Subdivision 1. Plan implementation required. (a) A hospital must implement the core

staffing plans approved annually by a majority vote of its hospital nurse staffing committee.

Nothing in sections 144.7051 to 144.7058 relieves the chief nursing executive of a hospital

from fulfilling the chief nursing executive's duties under Code of Federal Regulations, title

42, section 482.23. If at any time the chief nursing executive believes the types and numbers

of nursing personnel and staff required under the hospital's core staffing plan are insufficient

to provide nursing care for a unit in the hospital, the chief nursing executive may increase

the staffing on that unit beyond the levels required by the plan.

(b) A core staffing plan does not apply during an emergency and a hospital is not out of

compliance with its core staffing plan during an emergency. A nurse may be required to

accept an additional patient assignment in an emergency.

(c) The commissioner is required to verify compliance with this section by on-site visits

during routine hospital surveys.

Subd. 2. Public posting of core staffing plans. A hospital must post its core staffing

plan for each inpatient care unit in a public area on the relevant unit.

Subd. 3. Public posting of compliance with plan. For each publicly posted core staffing

plan, a hospital must post a notice stating whether the current staffing on the unit complies

with the hospital's core staffing plan for that unit. The public notice of compliance must

include a list of the number of nonnursing care staff working on the unit during the

current shift and the number of patients assigned to each direct care registered nurse working

on the unit during the current shift. The list must enumerate the nonnursing care staff

by health care worker type. The public notice of compliance must be posted immediately

adjacent to the publicly posted core staffing plan.

Subd. 4. Posting of compliance in patient rooms. A hospital must post on a whiteboard

in a patient's room or make available through a television in a patient's room both the number

and quality of the registered nurse or nonnursing care staff working on the unit during the

current shift. The list must be updated immediately if the number of direct care registered

nurse working on the unit changes or if the staffing level no longer complies with the core

staffing plan.
Keeping Nurses at the Bedside

of patients a nurse on the patient’s unit should be assigned under the relevant core staffing
plan and the number of patients actually assigned to a nurse during the current shift.

Subd. 5. Deviations from core staffing plans. (a) Before hospital management lowers
the staffing level of any unit, management must consult with and receive agreement from
at least 50 percent of the direct care registered nurses staffing the unit.

(b) Deviation from a core staffing plan with the agreement of at least 50 percent of the
direct care registered nurses staffing the unit does not constitute compliance with the core
staffing plan.

Subd. 6. Public posting of emergency department wait times. A hospital must maintain
on its website and publicly display in its emergency department the approximate wait time
for patients who are not in critical need of emergency care. The approximate wait time must
be updated at least hourly.

Subd. 7. Disclosure of staffing plan upon admission. A hospital must provide an
explanation of its core staffing plan to each patient upon admission.

Subd. 8. Public distribution of core staffing plan and notice of compliance. (a) A
hospital must include with the posted materials described in subdivisions 2 and 3 a statement
that individual copies of the posted materials are available upon request to any patient on
the unit, visitor of a patient on the unit, or prospective patient. The statement must include
specific instructions for obtaining copies of the posted materials.

(b) A hospital must, within four hours after the request, provide individual copies of all
the posted materials described in subdivisions 2 and 3 to any patient on the unit or to any
visitor of a patient on the unit who requests the materials.

Subd. 6. Reporting noncompliance. (a) Any hospital employee, patient, or patient
family member may submit a concern for safe staffing form to report an instance of
noncompliance with a hospital’s core staffing plan, to object to the contents of a core staffing
plan, or to challenge the process of the hospital nurse staffing committee.

(b) A hospital must not interfere with or retaliate against a hospital employee for
submitting a concern for safe staffing form.

(c) The commissioner of labor and industry may investigate any report of interference
with or retaliation against a hospital employee for submitting a concern for safe staffing
form. The commissioner of labor and industry may fine a hospital up to $250,000 if the
commissioner finds the hospital interfered with or retaliated against a hospital employee
for submitting a concern for safe staffing form.

Subd. 7. Documentation of compliance. Each hospital must document compliance with
its core nursing plans and maintain records demonstrating compliance for each inpatient
care unit for five years. Each hospital must provide its nurse staffing committee access
to all documentation required under this subdivision.
EFFECTIVE DATE, This section is effective October 1, 2025.

Sec. 14. [144.7057] HOSPITAL NURSE STAFFING REPORTS.

Subdivision 1. Nurse staffing report required. Each hospital nurse staffing committee must submit quarterly nurse staffing reports to the commissioner. Reports must be submitted within 60 days of the end of the quarter.

Subd. 2. Nurse staffing report. Nurse staffing reports submitted to the commissioner by a hospital nurse staffing committee must:

(1) identify any suspected incidents of the hospital failing during the reporting quarter to meet the standards of one of its core staffing plans;

(2) identify each occurrence of the hospital accepting an elective surgery at a time when the unit performing the surgery is out of compliance with its core staffing plan;

(3) identify problems of insufficient staffing, including but not limited to:

(i) inappropriate number of direct care registered nurses scheduled in a unit;

(ii) inappropriate number of direct care registered nurses present and delivering care in a unit;

(iii) inappropriately experienced direct care registered nurses scheduled for a particular unit;

(iv) inappropriately experienced direct care registered nurses present and delivering care in a unit;

(v) inability for nurse supervisors to adjust daily nursing schedules for increased patient acuity or nursing intensity in a unit; and

(vi) chronically unfilled direct care positions within the hospital;

(4) identify any units that pose a risk to patient safety due to inadequate staffing;

(5) propose solutions to solve insufficient staffing;

(6) propose solutions to reduce risks to patient safety in inadequately staffed units; and

(7) describe staffing trends within the hospital.

Subd. 3. Public posting of nurse staffing reports. The commissioner must include on its website each quarterly nurse staffing report submitted to the commissioner under subdivision 1.

Subd. 4. Standardized reporting. The commissioner shall develop and provide to each hospital nurse staffing committee a uniform format or standard form the committee must use to comply with the nurse staffing reporting requirements under this section. The format or form developed by the commissioner must present the reported information in a manner that allows for comparison across hospitals.
allowing patients and the public to clearly understand and compare staffing patterns and actual levels of staffing across reporting hospitals. The commissioner must include, in the uniform format or on the standardized form, space to allow the reporting hospital to include a description of additional resources available to support unit-level patient care and a description of the hospital.

Subd. 5. Penalties. Notwithstanding section 144.653, subdivisions 5 and 6, the commissioner may impose an immediate fine of up to $5,000 for each instance of a failure to report an elective surgery requiring reporting under subdivision 2, clause (2). The facility may request a hearing on the immediate fine under section 144.653, subdivision 8.

EFFECTIVE DATE. This section is effective October 1, 2025.

Sec. 15. [144.7058] GRADING OF COMPLIANCE WITH CORE STAFFING PLANS.

Subdivision 1. Grading compliance with core staffing plans. By January 1, 2026, the commissioner must develop a uniform annual grading system that evaluates each hospital's compliance with its own core staffing plan. The commissioner must assign each hospital a compliance grade based on a review of the hospital’s nurse staffing report submitted under section 144.7057. The commissioner must assign a failing compliance grade to any hospital that has not been in compliance with its staffing plan for six or more months during the reporting year.

Subd. 2. Grading factors. When grading a hospital’s compliance with its core staffing plan, the commissioner must consider at least the following factors:

1. the number of assaults and injuries occurring in the hospital involving patients;
2. the prevalence of infections, pressure ulcers, and falls among patients;
3. emergency department wait times;
4. readmissions;
5. use of restraints and other behavior interventions;
6. employment turnover rates among direct care registered nurses and other direct care health care workers;
7. except in instances when nurses volunteer for overtime, prevalence of overtime among direct care registered nurses and other direct care health care workers;
8. prevalence of missed shift breaks among direct care registered nurses and other direct care health care workers;
9. frequency of incidents of being out of compliance with a core staffing plan;
10. the extent of noncompliance with a core staffing plan; and

allowing patients and the public to clearly understand and compare staffing patterns and actual levels of staffing across reporting hospitals. The commissioner must include, in the uniform format or on the standardized form, space to allow the reporting hospital to include a description of additional resources available to support unit-level patient care and a description of the hospital.

Subd. 5. Penalties. Notwithstanding section 144.653, subdivisions 5 and 6, the commissioner may impose an immediate fine of up to $5,000 for each instance of a failure to report an elective surgery requiring reporting under subdivision 2, clause (2). The facility may request a hearing on the immediate fine under section 144.653, subdivision 8.

EFFECTIVE DATE. This section is effective October 1, 2025.

Sec. 91. Grading factors.

(9) frequency of incidents of being out of compliance with a core staffing plan;
Subd. 3. Public disclosure of compliance grades. Beginning January 1, 2027, the commissioner must publish a compliance grade for each hospital on the department website with a link to the hospital’s core staffing plan, the hospital’s nurse staffing reports, and an accessible and easily understandable explanation of what the compliance grade means.

EFFECTIVE DATE. This section is effective January 1, 2026.

Sec. 16. [144.7059] RETALIATION AGAINST NURSES PROHIBITED.

Subdivision 1. Definitions. (a) For purposes of this section, the following terms have the meanings given:

(b) “Emergency” means a period when replacement staff are not able to report for duty for the next shift, or a period of increased patient need, because of unusual, unpredictable, or unforeseen circumstances, including but not limited to an act of terrorism, a disease outbreak, adverse weather conditions, or a natural disaster, that impacts continuity of patient care.

(c) “Nurse” has the meaning given in section 148.171, subdivision 9, and includes nurses employed by the state.

(d) “Taking action against” means discharging, disciplining, threatening, reporting to the Board of Nursing, discriminating against, or penalizing regarding compensation, terms, conditions, location, or privileges of employment.

Subdivision 2. Prohibited actions. Except as provided in subdivision 5, a hospital or other entity licensed under sections 144.50 to 144.58, and its agent, or other health care facility licensed by the commissioner of health, and the facility’s agent, is prohibited from taking action against a nurse solely on the ground that the nurse fails to accept an assignment of one or more additional patients because the nurse reasonably determines that accepting an additional patient assignment may create an unnecessary danger to a patient’s life, health, or safety or may otherwise constitute a ground for disciplinary action under section 148.261.

This subdivision does not apply to a nursing facility, an intermediate care facility for persons with developmental disabilities, or a licensed boarding care home.

Subdivision 3. State nurses. Subdivision 2 applies to nurses employed by the state regardless of the type of facility where the nurse is employed and regardless of the facility’s license, if the nurse is involved in resident or patient care.

Subd. 4. Collective bargaining rights. This section does not diminish or impair the rights of a person under any collective bargaining agreement.

Subd. 5. Emergency. A nurse may be required to accept an additional patient assignment in an emergency.

Subdivision 2 applies to nurses employed by the state regardless of the type of facility where the nurse is employed and regardless of the facility’s license, or unforeseen circumstances, including but not limited to an act of terrorism, a disease outbreak, adverse weather conditions, or a natural disaster, that impacts continuity of patient care.

Subd. 3. Public disclosure of compliance grades. Beginning January 1, 2027, the commissioner must publish a compliance grade for each hospital on the department website with a link to the hospital’s core staffing plan, the hospital’s nurse staffing reports, and an accessible and easily understandable explanation of what the compliance grade means.

EFFECTIVE DATE. This section is effective January 1, 2026.

Sec. 92. [144.7059] RETALIATION AGAINST NURSES PROHIBITED.

Subdivision 1. Definitions. (a) For purposes of this section, the following terms have the meanings given:

(b) “Emergency” means a period when replacement staff are not able to report for duty for the next shift, or a period of increased patient need, because of unusual, unpredictable, or unforeseen circumstances, including but not limited to an act of terrorism, a disease outbreak, adverse weather conditions, or a natural disaster, that impacts continuity of patient care.

(c) “Nurse” has the meaning given in section 148.171, subdivision 9, and includes nurses employed by the state.

(d) “Taking action against” means discharging, disciplining, threatening, reporting to the Board of Nursing, discriminating against, or penalizing regarding compensation, terms, conditions, location, or privileges of employment.

Subdivision 2. Prohibited actions. Except as provided in subdivision 5, a hospital or other entity licensed under sections 144.50 to 144.58, and its agent, or other health care facility licensed by the commissioner of health, and the facility’s agent, is prohibited from taking action against a nurse solely on the ground that the nurse fails to accept an assignment of one or more additional patients because the nurse reasonably determines that accepting an additional patient assignment may create an unnecessary danger to a patient’s life, health, or safety or may otherwise constitute a ground for disciplinary action under section 148.261.

This subdivision does not apply to a nursing facility, an intermediate care facility for persons with developmental disabilities, or a licensed boarding care home.

Subdivision 3. State nurses. Subdivision 2 applies to nurses employed by the state regardless of the type of facility where the nurse is employed and regardless of the facility’s license, if the nurse is involved in resident or patient care.

Subd. 4. Collective bargaining rights. This section does not diminish or impair the rights of a person under any collective bargaining agreement.

Subd. 5. Emergency. A nurse may be required to accept an additional patient assignment in an emergency.
Establishment of reporting system. (a) The commissioner shall establish

147.2

an adverse health event reporting system designed to facilitate quality improvement in the

147.3

health care system. The reporting system shall not be designed to punish errors by health

147.4

care practitioners or health care facility employees.

147.5

(b) The reporting system shall consist of:

147.6

(1) mandatory reporting by facilities of 27 adverse health care events;

147.7

(2) mandatory reporting by facilities of whether the unit where an adverse event occurred

147.8

was in compliance with the core staffing plan for the unit at the time of the adverse event;

147.9

(3) mandatory completion of a root cause analysis and a corrective action plan by the

147.10

facility and reporting of the findings of the analysis and the plan to the commissioner or

147.11

regulating entity.

147.12

(4) analysis of reported information by the commissioner to determine patterns of

147.13

systemic failure in the health care system and successful methods to correct these failures;

147.14

(5) sanctions against facilities for failure to comply with reporting system

147.15

requirements; and

147.16

(6) communication from the commissioner to facilities, health care purchasers, and

147.17

the public to maximize the use of the reporting system to improve health care quality.

147.18

(c) The commissioner is not authorized to select from or between competing alternate

147.19

acceptable medical practices.

147.20

EFFECTIVE DATE. This section is effective October 1, 2025.

147.21

Sec. 17. Minnesota Statutes 2022, section 144.7067, subdivision 1, is amended to read:

147.22

Subdivision 1. Establishment of reporting system. (a) The commissioner shall establish

147.23

an adverse health event reporting system designed to facilitate quality improvement in the

147.24

health care system. The reporting system shall not be designed to punish errors by health

147.25

care practitioners or health care facility employees.

147.26

(b) The reporting system shall consist of:

147.27

(1) mandatory reporting by facilities of 27 adverse health care events;

147.28

(2) mandatory reporting by facilities of whether the unit where an adverse event occurred

147.29

was in compliance with the core staffing plan for the unit at the time of the adverse event;

147.30

(3) mandatory completion of a root cause analysis and a corrective action plan by the

147.31

facility and reporting of the findings of the analysis and the plan to the commissioner or

147.32

regulating entity.

147.33

(4) analysis of reported information by the commissioner to determine patterns of

147.34

systemic failure in the health care system and successful methods to correct these failures;

147.35

(5) sanctions against facilities for failure to comply with reporting system

147.36

requirements; and

147.37

(6) communication from the commissioner to facilities, health care purchasers, and

147.38

the public to maximize the use of the reporting system to improve health care quality.

147.39

(c) The commissioner is not authorized to select from or between competing alternate

147.40

acceptable medical practices.

147.41

EFFECTIVE DATE. This section is effective October 1, 2025.

147.42

Sec. 18. Minnesota Statutes 2022, section 147A.08, is amended to read:

147.43

Subd. 6. Enforcement. The commissioner of labor and industry may enforce this section

147.44

by issuing a compliance order under section 177.27, subdivision 4. The commissioner of

147.45

labor and industry may assess a fine of up to $5,000 for each violation of this section.

147.46

Sec. 19. Minnesota Statutes 2022, section 147A.09, subdivision 1, is amended to read:

147.47

(a) This chapter does not apply to, control, prevent, or restrict the practice, service, or

147.48

activities of persons listed in section 147.09, clauses (1) to (6) and (8) to (13); or

147.49

regulated under section 214.01, subdivision 2, or persons midlevel practitioners, nurses,

147.50

or nurse-midwives as defined in section 144.1501, subdivision 1, paragraph (b), (c), and

147.51

(4).

147.52

(b) Nothing in this chapter shall be construed to require licensure of:
(1) a physician assistant student enrolled in a physician assistant educational program
accredited by the Accreditation Review Commission on Education for the Physician Assistant
or by its successor agency approved by the board;
(2) a physician assistant employed in the service of the federal government while
performing duties incident to that employment; or
(3) technicians, other assistants, or employees of physicians who perform delegated
tasks in the office of a physician but who do not identify themselves as a physician assistant.

The commissioner must develop an initial means of conducting the analysis described
EFFECTIVE DATE.
Sec. 184.
(a) The commissioner of health, in consultation with the Minnesota Nurses Association
and other professional nursing organizations, must develop a means of analyzing available
adverse event data, available staffing data, and available data from concern for safe staffing
forms to examine potential causal links between adverse events and understaffing.

The commissioner must develop a toolkit with best practices for implementation of workload
committee and Dispute Resolution to moderate the establishment of committees in each hospital. The
commissioner must make the toolkit with the recommended best practices available to
hospitals by July 1, 2024;

(a) The commissioner of health must publish a public report on the current status of the
workforce report. This section is effective August 1, 2023.
Sec. 20.
best practices toolkit development.

The commissioner of health must convene a stakeholder group that will meet for six
months to develop a toolkit with best practices for implementation of workload committee
and hospital staffing committees. The toolkit and best practices must include a
recommendation that each hospital utilize a federal mediator or the Office of Collaboration
and Dispute Resolution to moderate the establishment of committees in each hospital.
The commissioner must make the toolkit with the recommended best practices available to
hospitals by July 1, 2024;

The commissioner must develop an initial means of conducting the analysis described
in paragraph (a) by January 1, 2025, and publish a public report on the commissioner's
initial findings by January 1, 2026.

(b) The commissioner must develop an initial means of conducting the analysis described
in paragraph (a) by January 1, 2025, and publish a public report on the commissioner's
initial findings by January 1, 2026.

(c) By January 1, 2024, the commissioner must submit to the chairs and ranking minority
members of the house and senate committees with jurisdiction over the regulation of hospitals
a report on the available data, potential sources of additional useful data, and any additional
statutory authority the commissioner requires to collect additional useful information from
hospitals.

(a) The commissioner of health must publish a public report on the current status of the
state's nursing workforce employed by hospitals. In preparing the report, the commissioner
shall utilize information collected in collaboration with the Board of Nursing as directed
under Minnesota Statutes, sections 144.051 and 144.052, on Minnesota's supply of active
licensed nurses and reasons licensed nurses are leaving direct care positions at hospitals;

(1) a physician assistant student enrolled in a physician assistant educational program
accredited by the Accreditation Review Commission on Education for the Physician Assistant
or by its successor agency approved by the board;
(2) a physician assistant employed in the service of the federal government while
performing duties incident to that employment; or
(3) technicians, other assistants, or employees of physicians who perform delegated
tasks in the office of a physician but who do not identify themselves as a physician assistant.
information collected and shared by the Minnesota Hospital Association on retention by
hospitals of licensed nurses; information collected through an independent study on reasons
licensed nurses are choosing not to renew their licenses and leaving the profession; and
other publicly available data the commissioner deems useful.

(b) The commissioner must publish the report by January 1, 2026.

Sec. 22. DIRECTION TO COMMISSIONER OF HEALTH; KEEPING NURSES
AT THE BEDSIDE ACT IMPACT EVALUATION;

By October 1, 2023, the commissioner of health must contract with the commissioner
of management and budget for the services of the Impact Evaluation Unit to design and
implement a rigorous causal impact evaluation using time-series data or other evaluation
methods as determined by the Impact Evaluation Unit to estimate the causal impact of the
implementation of Minnesota Statutes, sections 144.7051 to 144.7059, on patient care, nurse
job satisfaction, nurse retention, and other outcomes as determined by the commissioner
and the Impact Evaluation Unit. The Impact Evaluation Unit may subcontract with other
research organizations to assist with the design or implementation of the impact evaluation.
The commissioner of management and budget may obtain any relevant data from any state
agency necessary to conduct this evaluation under Minnesota Statutes, section 15.08. By
February 15, 2024, the commissioner of health must submit to the chairs and ranking minority
members of the legislative committees with jurisdiction over health finance and policy draft
legislation specifying any additional authorities the commissioner and the Impact Evaluation
Unit may require to conduct a successful impact evaluation of the implementation of Minnesota Statutes, sections 144.7051 to 144.7059. By October 1, 2024, the Impact Evaluation Unit must begin collecting baseline data. By June 30, 2029, the Impact Evaluation Unit must submit to the commissioner of health a public initial report on the status of the evaluation project and any preliminary results.

Sec. 23. DIRECTION TO COMMISSIONER OF HUMAN SERVICES;

The commissioner of human services must define as a direct educational expense the
reasonable child care costs incurred by a nursing facility employee scholarship recipient
while the recipient is receiving a wage from the scholarship sponsoring facility, provided
the scholarship recipient is making reasonable progress, as defined by the commissioner,
toward the educational goal for which the scholarship was granted.

Sec. 24. INITIAL IMPLEMENTATION OF THE KEEPING NURSES AT THE
BEDSIDE ACT;

(a) By October 1, 2024, each hospital must establish and convene a hospital nurse staffing
committee as described under Minnesota Statutes, section 144.7051, and a hospital nurse
workload committee as described under Minnesota Statutes, section 144.7054.
(b) By October 1, 2025, each hospital must implement core staffing plans developed by its hospital nurse staffing committee and satisfy the plan posting requirements under Minnesota Statutes, section 144.7056.

(c) By October 1, 2025, each hospital must submit to the commissioner of health core staffing plans meeting the requirements of Minnesota Statutes, section 144.7055.

(d) By October 1, 2025, the commissioner of health must develop a standard concern for safe staffing form and provide an electronic means of submitting the form to the relevant hospital nurse staffing committee. The commissioner must base the form on the existing concern for safe staffing form maintained by the Minnesota Nurses' Association.

(e) By January 1, 2026, the commissioner of health must provide electronic access to the uniform format or standard form for nurse staffing reporting described under Minnesota Statutes, section 144.7057, subdivision 4.

Sec. 202. REVISOR INSTRUCTION.

In Minnesota Statutes, section 144.7055, the revisor shall renumber paragraphs (b) to (e) alphabetically as individual subdivisions under Minnesota Statutes, section 144.7051. The revisor shall make any necessary changes to sentence structure for this renumbering while preserving the meaning of the text. The revisor shall also make necessary cross-reference changes in Minnesota Statutes and Minnesota Rules consistent with the renumbering.