

P.L. 2020, CHAPTER 89, *approved September 16, 2020*Assembly, No. 4482 (*Second Reprint*)

1 **AN ACT** concerning long-term care facilities, amending P.L.1966,
2 c.113, and supplementing Title 30 of the Revised Statutes.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. Section 2 of P.L.1966, c.113 (C.34:11-56a1) is amended to
8 read as follows:

9 2. As used in this act:

10 (a) "Commissioner" means the Commissioner of Labor and
11 Workforce Development.

12 (b) "Director" means the director in charge of the bureau
13 referred to in section 3 of this act.

14 (c) "Wage board" means a board created as provided in section
15 10 of this act.

16 (d) "Wages" means any moneys due an employee from an
17 employer for services rendered or made available by the employee
18 to the employer as a result of their employment relationship
19 including commissions, bonus and piecework compensation and
20 including the fair value of any food or lodgings supplied by an
21 employer to an employee, and, until December 31, 2018, "wages"
22 includes any gratuities received by an employee for services
23 rendered for an employer or a customer of an employer. The
24 commissioner may, by regulation, establish the average value of
25 gratuities received by an employee in any occupation and the fair
26 value of food and lodging provided to employees in any occupation,
27 which average values shall be acceptable for the purposes of
28 determining compliance with this act in the absence of evidence of
29 the actual value of such items.

30 (e) "Regular hourly wage" means the amount that an employee
31 is regularly paid for each hour of work as determined by dividing
32 the total hours of work during the week into the employee's total
33 earnings for the week, exclusive of overtime premium pay.

34 (f) "Employ" includes to suffer or to permit to work.

35 (g) "Employer" includes any individual, partnership,
36 association, corporation, and the State and any county,
37 municipality, or school district in the State, or any agency,
38 authority, department, bureau, or instrumentality thereof, or any
39 person or group of persons acting directly or indirectly in the
40 interest of an employer in relation to an employee.

EXPLANATION – Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly ASE committee amendments adopted August 24, 2020.

²Assembly AAP committee amendments adopted August 24, 2020.

1 (h) "Employee" includes any individual employed by an
2 employer.

3 (i) "Occupation" means any occupation, service, trade,
4 business, industry or branch or group of industries or employment
5 or class of employment in which employees are gainfully employed.

6 (j) "Minimum fair wage order" means a wage order
7 promulgated pursuant to this act.

8 (k) "Fair wage" means a wage fairly and reasonably
9 commensurate with the value of the service or class of service
10 rendered and sufficient to meet the minimum cost of living
11 necessary for health.

12 (l) "Oppressive and unreasonable wage" means a wage which is
13 both less than the fair and reasonable value of the service rendered
14 and less than sufficient to meet the minimum cost of living
15 necessary for health.

16 (m) "Limousine" means a motor vehicle used in the business of
17 carrying passengers for hire to provide prearranged passenger
18 transportation at a premium fare on a dedicated, nonscheduled,
19 charter basis that is not conducted on a regular route and with a
20 seating capacity in no event of more than 14 passengers, not
21 including the driver, provided, that such a motor vehicle shall not
22 have a seating capacity in excess of four passengers, not including
23 the driver, beyond the maximum passenger seating capacity of the
24 vehicle, not including the driver, at the time of manufacture.
25 "Limousine" shall not include taxicabs, hotel or airport shuttles and
26 buses, buses employed solely in transporting school children or
27 teachers to and from school, vehicles owned and operated directly
28 or indirectly by businesses engaged in the practice of mortuary
29 science when those vehicles are used exclusively for providing
30 transportation related to the provision of funeral services or vehicles
31 owned and operated without charge or remuneration by a business
32 entity for its own purposes.

33 (n) "Seasonal employment" means employment during a year by
34 an employer that is a seasonal employer ,or employment by a non-
35 profit or government entity of an individual who is not employed by
36 that employer outside of the period of that year commencing on
37 May 1 and ending September 30, or employment by a governmental
38 entity in a recreational program or service during the period
39 commencing on May 1 and ending September 30, except that
40 "seasonal employment" does not include employment of employees
41 engaged to labor on a farm on either a piece-rate or regular hourly
42 rate basis .

43 (o) "Seasonal employer" means an employer who exclusively
44 provides its services in a continuous period of not more than ten
45 weeks during the months of June, July, August, and September, or
46 an employer for which, during the immediately previous calendar
47 year, not less than two thirds of the employer's gross receipts were
48 received in a continuous period of not more than sixteen weeks or

1 for which not less than 75 percent of the wages paid by the
2 employer during the immediately preceding year were paid for work
3 performed during a single calendar quarter.

4 (p) "Small employer" means any employer who employed less
5 than six employees for every working day during each of a majority
6 of the calendar workweeks in the current calendar year and less than
7 six employees for every working day during not less than 48
8 calendar workweeks in the preceding calendar year, except that, if
9 the employer was newly established during the preceding calendar
10 year, the employer shall be regarded as a "small employer" if the
11 employer employed less than six employees for every working day
12 during all of the weeks of that year, and during a majority of the
13 calendar workweeks in the current calendar year, and, if the
14 employer is newly established during the current calendar year, the
15 employer shall be regarded as a "small employer" if the employer
16 employed less than six employees for every working day during a
17 majority of the calendar workweeks in the current calendar year.

18 (q) "Long-term care facility direct care staff member" means
19 any health care professional licensed or certified pursuant to Title
20 26 or Title 45 of the Revised Statutes who is employed by a long-
21 term care facility and who provides personal care, assistance, or
22 treatment services directly to residents of the facility in the course
23 of the professional's regular duties.

24 (cf: P.L.2019, c.32, s.1)

25
26 2. Section 5 of P.L.1966, c.113 (C.34:11-56a4) is amended to
27 read as follows:

28 5. a. Except as provided in subsections c., d., e. **[and]** g., and
29 i. of this section, each employer shall pay to each of his employees
30 wages at a rate of not less than \$8.85 per hour as of January 1,
31 2019 and, on January 1 of 2020 and January 1 of each subsequent
32 year, the minimum wage shall be increased by any increase in the
33 consumer price index for all urban wage earners and clerical
34 workers (CPI-W) as calculated by the federal government for the 12
35 months prior to the September 30 preceding that January 1, except
36 that any of the following rates shall apply if it exceeds the rate
37 determined in accordance with the applicable increase in the CPI-W
38 for the indicated year: on July 1, 2019, the minimum wage shall be
39 \$10.00 per hour; on January 1, 2020, the minimum wage shall be
40 \$11.00 per hour; and on January 1 of each year from 2021 to 2024,
41 inclusive, the minimum wage shall be increased from the rate of the
42 preceding year by \$1.00 per hour. If the federal minimum hourly
43 wage rate set by section 6 of the federal "Fair Labor Standards Act
44 of 1938" (29 U.S.C. s.206), or a successor federal law, is raised to a
45 level higher than the State minimum wage rate set by this
46 subsection, then the State minimum wage rate shall be increased to
47 the level of the federal minimum wage rate and subsequent
48 increases based on increases in the CPI-W pursuant to this section

1 shall be applied to the higher minimum wage rate. If an applicable
2 wage order has been issued by the commissioner under section 17
3 (C.34:11-56a16) of this act, the employer shall also pay not less
4 than the wages prescribed in said order. The wage rates fixed in
5 this section shall not be applicable to part-time employees primarily
6 engaged in the care and tending of children in the home of the
7 employer, to persons under the age of 18 not possessing a special
8 vocational school graduate permit issued pursuant to section 15 of
9 P.L.1940, c.153 (C.34:2-21.15), or to persons employed as
10 salesmen of motor vehicles, or to persons employed as outside
11 salesmen as such terms shall be defined and delimited in regulations
12 adopted by the commissioner, or to persons employed in a volunteer
13 capacity and receiving only incidental benefits at a county or other
14 agricultural fair by a nonprofit or religious corporation or a
15 nonprofit or religious association which conducts or participates in
16 that fair.

17 b. (1) An employer shall also pay each employee not less than
18 1 1/2 times such employee's regular hourly rate for each hour of
19 working time in excess of 40 hours in any week, except that this
20 overtime rate shall not apply: to any individual employed in a bona
21 fide executive, administrative, or professional capacity; or to
22 employees engaged to labor on a farm or employed in a hotel; or to
23 an employee of a common carrier of passengers by motor bus; or to
24 a limousine driver who is an employee of an employer engaged in
25 the business of operating limousines; or to employees engaged in
26 labor relative to the raising or care of livestock.

27 (2) Employees engaged on a piece-rate or regular hourly rate
28 basis to labor on a farm shall be paid for each day worked not less
29 than the applicable minimum hourly wage rate multiplied by the
30 total number of hours worked.

31 (3) Full-time students may be employed by the college or
32 university at which they are enrolled at not less than 85% of the
33 effective applicable minimum wage rate.

34 c. Employees of a small employer, and employees who are
35 engaged in seasonal employment, except for employees who
36 customarily and regularly receive gratuities or tips who shall be
37 subject to the provisions of subsections a. and d. of this section,
38 shall be paid \$8.85 per hour as of January 1, 2019 and, on January 1
39 of 2020 and January 1 of each subsequent year, that minimum wage
40 rate shall be increased by any increase in the consumer price index
41 for all urban wage earners and clerical workers (CPI-W) as
42 calculated by the federal government for the 12 months prior to the
43 September 30 preceding that January 1, except that any of the
44 following rates shall apply if it exceeds the rate determined in
45 accordance with the applicable increase in the CPI-W for the
46 indicated year: on January 1, 2020, the minimum wage shall be
47 \$10.30 per hour; and on January 1 of each year from 2021 to 2025,
48 inclusive, the minimum wage shall be increased from the rate of the

1 preceding year by eighty cents per hour, and, in 2026, the minimum
2 wage shall be increased from the rate of the preceding year by
3 seventy cents per hour, and, in each year from 2027 to 2028
4 inclusive, the minimum wage for employees subject to this
5 subsection c. shall be increased by the same amount as the increase
6 for employees subject to subsection a. of this section based on CPI-
7 W increases, plus one half of the difference between \$15.00 per
8 hour and the minimum wage in effect in 2026 for employees
9 pursuant to subsection a. of this section, so that, by 2028, the
10 minimum wage for employees subject to this subsection shall be the
11 same as the minimum wage in effect for employees subject to
12 subsection a. of this section. If the federal minimum hourly wage
13 rate set by section 6 of the federal "Fair Labor Standards Act of
14 1938" (29 U.S.C. s.206), or a successor federal law, is raised to a
15 level higher than the State minimum wage rate set by this
16 subsection, then the State minimum wage rate shall be increased to
17 the level of the federal minimum wage rate and subsequent
18 increases based on increases in the CPI-W pursuant to this
19 subsection shall be applied to the higher minimum wage rate.

20 d. Employees engaged on a piece-rate or regular hourly rate
21 basis to labor on a farm shall be paid \$8.85 per hour as of January
22 1, 2019 and, on January 1 of 2020 and January 1 of each subsequent
23 year, that minimum wage rate shall be increased by any increase in
24 the consumer price index for all urban wage earners and clerical
25 workers (CPI-W) as calculated by the federal government for the 12
26 months prior to the September 30 preceding that January 1, except
27 that any of the following rates shall apply if it exceeds the rate
28 determined in accordance with the applicable increase in the CPI-W
29 for the indicated year:

30 (1) on January 1, 2020, the minimum wage shall be \$10.30 per
31 hour; on January 1, 2022, the minimum wage shall be \$10.90 per
32 hour; and on January 1 of each year from 2023 to 2024, inclusive,
33 the minimum wage shall be increased from the rate of the preceding
34 year by eighty cents per hour; and

35 (2) subject to the provisions of paragraph (3) of this subsection
36 d., minimum wage rates shall be increased as follows: on January 1
37 of 2025, the minimum wage shall be increased to \$13.40, and on
38 January 1 of each year from 2026 to 2027, inclusive, the minimum
39 wage shall be increased from the rate of the preceding year by
40 eighty cents per hour, and, in each year from 2028 to 2030
41 inclusive, the minimum wage for employees subject to this
42 subsection d. shall be increased during that year by the same
43 amount as the increase in that year for employees subject to
44 subsection a. of this section based on CPI-W increases, plus one
45 third of the difference between \$15.00 per hour and the minimum
46 wage in effect in 2027 for employees pursuant to subsection a. of
47 this section, so that, by 2030, the minimum wage for employees

1 subject to this subsection shall be the same as the minimum wage in
2 effect for employees subject to subsection a. of this section.

3 (3) Not later than March 31, 2024, the commissioner and the
4 Secretary of Agriculture shall review the report issued by the
5 commissioner pursuant to subsection b. of section 4 of P.L.2019,
6 c.32 (C.34:11-56a4.10) and shall consider any information provided
7 by the secretary regarding the impact on farm employers and the
8 viability of the State's agricultural industry of the increases of the
9 minimum wage made pursuant to paragraph (1) of this subsection,
10 and the potential impact of the increases which would be set by
11 paragraph (2) of this subsection, including comparisons with the
12 wage rates in the agricultural industries in other states, and shall
13 recommend: approval of the increases set forth in paragraph (2) of
14 this subsection; disapproval of the increases set forth in paragraph
15 (2) of this subsection; or an alternative manner of changing the
16 minimum wage after 2024 for employees engaged on a piece-rate or
17 regular hourly rate basis to labor on a farm. In contemplation of the
18 possibility that the commissioner and the secretary are unable to
19 agree on the recommendation required by this paragraph, by
20 December 31, 2021, the Governor shall appoint a public member
21 subject to advice and consent by the Senate, who will serve as a tie-
22 breaking member if needed. The increases set forth in paragraph (2)
23 of this subsection shall take effect unless there is a recommendation
24 pursuant to this paragraph to disapprove the increases or for an
25 alternative manner of changing the minimum wage after 2024 for
26 employees engaged on a piece-rate or regular hourly rate basis to
27 labor on a farm and the Legislature, not later than June 30, 2024,
28 enacts a concurrent resolution approving the implementation of that
29 recommendation. Beginning in 2024, the commissioner, secretary,
30 and public member shall meet biennially to make either a one or
31 two year recommendation to the Legislature for implementation by
32 way of concurrent resolution.

33 (4) If the federal minimum hourly wage rate set by section 6 of
34 the federal "Fair Labor Standards Act of 1938" (29 U.S.C. s.206), or
35 a successor federal law, is raised to a level higher than the State
36 minimum wage rate set by this subsection, then the State minimum
37 wage rate shall be increased to the level of the federal minimum
38 wage rate and subsequent increases based on increases in the CPI-
39 W pursuant to this subsection shall be applied to the higher
40 minimum wage rate.

41 e. With respect to an employee who customarily and regularly
42 receives gratuities or tips, every employer is entitled to a credit for
43 the gratuities or tips received by the employee against the hourly
44 wage rate that would otherwise be paid to the employee pursuant to
45 subsection a. of this section of the following amounts: after
46 December 31, 2018 and before July 1, 2019, \$6.72 per hour; after
47 June 30, 2019 and before January 1, 2020, \$7.37 per hour; during
48 calendar years 2020, 2021 and 2022, \$7.87 per hour; during

1 calendar year 2023, \$8.87 per hour; and during calendar year 2024
2 and subsequent calendar years, \$9.87 per hour.

3 f. Notwithstanding the provisions of this section to the
4 contrary, every trucking industry employer shall pay to all drivers,
5 helpers, loaders and mechanics for whom the Secretary of
6 Transportation may prescribe maximum hours of work for the safe
7 operation of vehicles, pursuant to section 31502(b) of the federal
8 Motor Carrier Act, 49 U.S.C.s.31502(b), an overtime rate not less
9 than 1 1/2 times the minimum wage required pursuant to this
10 section and N.J.A.C. 12:56-3.1. Employees engaged in the trucking
11 industry shall be paid no less than the minimum wage rate as
12 provided in this section and N.J.A.C. 12:56-3.1. As used in this
13 section, "trucking industry employer" means any business or
14 establishment primarily operating for the purpose of conveying
15 property from one place to another by road or highway, including
16 the storage and warehousing of goods and property. Such an
17 employer shall also be subject to the jurisdiction of the Secretary of
18 Transportation pursuant to the federal Motor Carrier Act, 49
19 U.S.C.s.31501 et seq., whose employees are exempt under section
20 213(b)(1) of the federal "Fair Labor Standards Act of 1938," 29
21 U.S.C. s.213(b)(1), which provides an exemption to employees
22 regulated by section 207 of the federal "Fair Labor Standards Act of
23 1938," 29 U.S.C. s.207, and the Interstate Commerce Act, 49
24 U.S.C. s.501 et al.

25 g. Commencing on January 1, 2020, a training wage of not less
26 than 90 percent of the minimum wage rate otherwise set pursuant to
27 subsection a. of this section may be paid to an employee who is
28 enrolled in an established employer on-the-job or other training
29 program which meets standards set by regulations adopted by the
30 commissioner. The period during which an employer may pay the
31 training wage to the employee shall be the first 120 hours of work
32 after hiring the employee in employment in an occupation in which
33 the employee has no previous similar or related experience. An
34 employer shall not utilize any employee paid the training wage in a
35 manner which causes, induces, encourages or assists any
36 displacement or partial displacement of any currently employed
37 worker, including any previous recipient of the training wage, by
38 reducing hours of a currently employed worker, replacing a current
39 or laid off employee with a trainee, or by relocating operations
40 resulting in a loss of employment at a previous workplace, or in a
41 manner which replaces, supplants, competes with or duplicates any
42 approved apprenticeship program. An employer who pays an
43 employee a training wage shall make a good faith effort to continue
44 to employ the employee after the period of the training wage
45 expires and shall not hire the employee at the training wage unless
46 there is a reasonable expectation that there will be regular
47 employment, paying at or above the effective minimum wage, for
48 the trainee upon the successful completion of the period of the

1 training wage. If the commissioner determines that an employer
2 has made repeated, knowing violations of the provisions of this
3 subsection regarding the payment of a training wage, the
4 commissioner shall suspend the employer's right to pay a training
5 wage for a period set pursuant to regulations adopted by the
6 commissioner, but not less than three years.

7 h. The provisions of this section shall not be construed as
8 prohibiting any political subdivision of the State from adopting an
9 ordinance, resolution, regulation or rule, or entering into any
10 agreement, establishing any standard for vendors, contractors and
11 subcontractors of the subdivision regarding wage rates or overtime
12 compensation which is higher than the standards provided for in
13 this section, and no provision of any other State or federal law
14 establishing a minimum standard regarding wages or other terms
15 and conditions of employment shall be construed as preventing a
16 political subdivision of the State from adopting an ordinance,
17 resolution, regulation or rule, or entering into any agreement,
18 establishing a standard for vendors, contractors and subcontractors
19 of the subdivision which is higher than the State or federal law or
20 which otherwise provides greater protections or rights to employees
21 of the vendors, contractors and subcontractors of the subdivision,
22 unless the State or federal law expressly prohibits the subdivision
23 from adopting the ordinance, resolution, regulation or rule, or
24 entering into the agreement.

25 i. Effective on the first day of the second month next following
26 the effective date of P.L. , c. (C.) (pending before the
27 Legislature as this bill), the minimum wage for long-term care
28 facility direct care staff members shall be in an amount that is \$3
29 higher than the prevailing minimum wage established pursuant to
30 subsection a. of this section ¹], which minimum wage rate shall be
31 annually increased by any increase in the consumer price index for
32 all urban wage earners and clerical workers (CPI-W) as calculated
33 by the federal government for the 12 months prior to the September
34 30 preceding that January 1, plus any amount as is necessary to
35 ensure that the minimum wage established pursuant to this
36 subsection is \$3 higher than the prevailing minimum wage then in
37 effect under subsection a. of this section ¹].

38 (cf: P.L.2019, c.32, s.2)

39
40 3. (New section) a. The Commissioner of Human Services
41 shall submit recommendations to the Legislature, pursuant to
42 section 2 of P.L.1991, c.164 (C.52:14-19.1), for legislative approval
43 of any reimbursement rate increases as may be needed to comply
44 with minimum wage requirements for long-term care facility direct
45 care staff as provided in subsection i. of section 5 of P.L.1966,
46 c.113 (C.34:11-56a4). The commissioner may recommend that
47 increases for nursing homes be tied to improvements in specific
48 quality and safety metrics ¹], including, but not limited to:

1 (1) meeting nursing home staffing requirements; and
2 (2) implementing policies for improved communication between
3 the nursing home and Managed Long Term Services and Supports
4 and care managers¹ .

5 b. No later than 90 days after the effective date of this act, the
6 Commissioner of Human Services shall conduct a review of the
7 Department of Human Services' Medicaid value-based payment
8 strategy, including the Quality Incentive Payment Program, to
9 ensure incentives provided under the strategy focus on priority
10 metrics for quality improvement, and shall review and determine
11 whether incentives are an effective means of driving improvements
12 in quality of care and resident and staff safety in nursing homes.

13 c. (1) ¹~~【~~No later than 90 days after the effective date of this
14 act, the¹ ~~】~~ The¹ Commissioner of Human Services shall establish a
15 direct care ¹~~【loss】¹ ratio reporting and rebate requirement ¹, which~~
16 shall take effect no later than July 1, 2021¹ , pursuant to which
17 nursing homes shall be required to report total revenues collected,
18 along with the portion of revenues that are expended on direct care
19 staff wages, other staff wages, ¹~~taxes,~~¹ administrative costs,
20 investments in improvements to the facility's equipment and
21 physical plant, ¹~~【and】¹ profits ¹, and any other factors as the~~
22 commissioner shall require¹ .

23 (2) ¹The direct care ratio shall require 90 percent, or such higher
24 percentage as the commissioner may establish by regulation, of a
25 facility's aggregate revenue in a fiscal year to be expended on the
26 direct care of residents.¹ The commissioner shall determine ¹~~【the~~
27 maximum proportion of revenues that may be dedicated to¹ which
28 components of the reporting requirements shall be attributed to
29 direct patient care,¹ administrative costs ¹,¹ and profits. The
30 commissioner ¹~~【~~shall determine the exact ratio based on historical
31 cost reports, and¹ may adjust the ¹~~components of the¹~~ ratio as
32 appropriate based on current financial information reported by
33 nursing homes and overall performance by the nursing home related
34 to patient safety and quality of care.

35 (3) The commissioner ¹or an entity designated by the
36 commissioner¹ may conduct an audit of the financial information
37 reported by nursing homes pursuant to this section to ensure the
38 accuracy of the information reported and compliance with the
39 requirements of this section, as well as to identify and recover any
40 payments that exceed the allowed cost ratio for administrative costs
41 and profits.

42 (4) In each case where the direct care loss ratio fails to
43 substantially comply with the ratio requirement established pursuant
44 to this subsection, the nursing home shall issue a pro rata dividend
45 or credit to ¹the State and to¹ all individuals and entities making
46 payments to the nursing home for resident services in an amount

1 sufficient to assure that the aggregate amount paid for direct care
2 staff wages, other staff wages, 'taxes.'¹ administrative costs,
3 investments in improvements to the nursing home's equipment and
4 physical plant, '[and]' profits, 'and other factors.'¹ plus the amount
5 of the dividends and credits, equals the mandatory ratio for the
6 previous calendar year. The pro rata dividend or credit shall be
7 equal to the percentage of payments made by the payor to the
8 nursing home in the previous calendar year out of all payments
9 made to the nursing home for services provided in the previous
10 calendar year from all payment sources. All dividends and credits
11 shall be distributed by '[December 31] June 30'¹ of the year
12 following the calendar year in which the ratio requirements were
13 not satisfied.

14
15 ²4. No later than 60 days after the effective date of this act, the
16 Commissioner of Human Services or an entity designated by the
17 commissioner shall initiate a study of the costs and payments
18 associated with nursing home care, which study shall focus on, and
19 include recommendations concerning, adjusting reimbursement
20 rates to account for differences in resident acuity levels, as well as
21 other factors as may be relevant to nursing home costs and
22 payments. The commissioner shall prepare and submit an interim
23 report concerning the status of the study no later than one year after
24 the effective date of this act, and shall prepare and submit a final
25 report of the findings and recommendations of the study to the
26 Governor and, pursuant to section 2 of P.L.1991, c.164 (C.52:14-
27 19.1), to the Legislature, no later than January 1, 2022.²

28
29 ²[14.] 5.² The Commissioner of Human Services shall apply for
30 such State plan amendments or waivers as may be necessary to
31 implement the provisions of this act and to secure federal financial
32 participation for State Medicaid expenditures under the federal
33 Medicaid program.¹

34
35 ¹[4.] ²[5.1] 6.² This act shall take effect immediately.
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39
40 Establishes minimum wage requirements for certain long-term
41 care facility staff; establishes direct care ratio requirements for
42 nursing homes; requires nursing home care rate study.