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The HEAL Act

Healthcare workers are on the frontlines of the fight to improve care and working conditions in our hospitals and other care settings. These workers know that healthcare in Minnesota should be about taking care of each other.

Now, our healthcare system is suffering from a corporate greed crisis. While hospital CEOs take massive paychecks, they slash hospital staffing levels, charge patients more, and close clinics and hospitals in our communities. When workers speak up for patient safety and their own rights, they all too often they face management retaliation.

Lawmakers need to pass the Healthcare Employee Anti-Retaliation and Labor (HEAL) Act (HF4200) this year to guarantee protections against retaliation for healthcare workers and include those care workers in the conversation about how to improve safe patient care in our care settings. The HEAL Act would:

Protect workers from retaliation

When healthcare executives cut staff levels, care conditions worsen for patients. But when care workers raise these concerns, they often face retaliation, including unfair scheduling, being sent home without pay, or being denied time off. Healthcare workers seek protections when they take action to hold hospital executives accountable to safe patient care, while codifying protections against discrimination in care delivery.

Include workers' voices to improve patient outcomes

Care workers are the ones by patients' sides every day in our hospitals; when patients experience adverse events like bedsores or falls, often due to low staffing levels by executives, those bedside care workers need to be included in the process and protected in discussions about what went wrong and why to improve patient care going forward.

Minnesota lawmakers made historic steps forward for working people and families last year; **now lawmakers must guarantee protections for care workers on the frontlines of the fight to improve our healthcare system for workers, patients, and families.**

