

Introduced by

Senators Oban, Davison, Hogan

Representatives Hanson, Meier, Richter

1 A concurrent resolution requesting the Legislative Management to consider studying the  
2 feasibility and desirability of implementing a paid family leave program structured to be  
3 beneficial to both families and businesses, including an analysis of how to make the program  
4 financially sound while being affordable for families and businesses; and a review of the data on  
5 usage rates from other states that have programs, which state agency would be best suited to  
6 administer the program, and policies required to ensure program success.

7 **WHEREAS**, the United States Family and Medical Leave Act guarantees twelve weeks of  
8 unpaid, job-protected time off for eligible employees for a limited scope of family caregiving  
9 needs; and

10 **WHEREAS**, The United States is the only developed nation in the world without a national  
11 paid parental leave policy, and nationally only 13 percent of private-industry workers have  
12 access to paid family leave; and

13 **WHEREAS**, thousands of North Dakota workers face the challenge of choosing between  
14 earning a paycheck and caring for a loved one in a time of need; and

15 **WHEREAS**, 46 percent of North Dakota's private sector workforce do not earn a single paid  
16 sick day, approximately 62,000 North Dakotans serve as family caregivers, and approximately  
17 11,000 babies are born each year in North Dakota; and

18 **WHEREAS**, North Dakota is facing a workforce crisis, and studies demonstrate paid family  
19 medical leave programs lead to employees having less absenteeism, lower burnout rates, and  
20 more loyalty to their companies of employment; and

21 **WHEREAS**, North Dakota recognizes the family is the most important institution, and it is  
22 often ideal when family can care for family in times of need, including elders and children;

23 **NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF NORTH DAKOTA, THE**  
24 **HOUSE OF REPRESENTATIVES CONCURRING THEREIN:**

1       That the Legislative Management consider studying the feasibility and desirability of  
2 implementing a paid family leave program structured to be beneficial to both families and  
3 businesses, including an analysis of how to make the program financially sound while being  
4 affordable for families and businesses; and a review of the data on usage rates from other  
5 states that have programs, which state agency would be best suited to administer the  
6 program, and policies required to ensure program success; and

7       **BE IT FURTHER RESOLVED**, that the Legislative Management report its findings and  
8 recommendations, together with any legislation required to implement the recommendations, to  
9 the Sixty-seventh Legislative Assembly.