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

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

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF NORTH DAKOTA, THE HOUSE OF REPRESENTATIVES CONCURRING THEREIN:
That the Legislative Management consider studying the feasibility and desirability of implementing a paid family leave program structured to be beneficial to both families and businesses, including an analysis of how to make the program financially sound while being affordable for families and businesses; and a review of the data on usage rates from other states that have programs, which state agency would be best suited to administer the program, and policies required to ensure program success; and

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