

Introduced by

Representatives Hanson, Boschee, Meier, Richter

Senators Mathern, Oban, Oehlke

1 A BILL for an Act to provide for a legislative management study regarding a paid family medical
2 leave program.

3 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

4 **SECTION 1. LEGISLATIVE MANAGEMENT STUDY - PAID FAMILY MEDICAL LEAVE**
5 **PROGRAMS.**

- 6 1. During the 2021-22 interim, the legislative management shall consider studying the
7 financial impact of implementing a state-facilitated paid family medical leave program
8 that builds on the federal Family Medical Leave Act, which provides job-protected but
9 unpaid time off to eligible individuals. The study must include:
- 10 a. A review of the feasibility and desirability of creating a state-facilitated paid family
11 medical leave program that has optional employer and employee participation
12 and provides replacement salary for eligible employees during an eligible event;
13 and
- 14 b. A review of the financial impact a paid family medical leave program would have
15 on North Dakota workers and businesses and the financial viability of a program.
- 16 2. The legislative management may contract with a private third party to conduct an
17 actuarial analysis and provide a report to the legislative management. The analysis
18 and report must consider the feasibility of multiple contribution and benefit levels, and
19 provide a review of state-facilitated paid leave programs that have been enacted in
20 other states.
- 21 3. The legislative management shall report its findings and recommendations, together
22 with any legislation to implement the recommendations, to the sixty-eighth legislative
23 assembly.