21.0503.03000

## FIRST ENGROSSMENT

Sixty-seventh Legislative Assembly of North Dakota

## **ENGROSSED HOUSE BILL NO. 1441**

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.

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

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

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