

Testimony in favor of HB 1441  
February 3, 2021

Chair Lefor and Members of the Industry, Business, and Labor Committee:

Good day, thank you for the opportunity to provide testimony in support of paid family and medical leave as presented in HB 1441.

## 8 in 10

Eight of ten children (81%) in North Dakota have all parents in the work force.<sup>1</sup> We cannot assume that there is a family member who is not working to stay home with children when they are ill. Working parents without paid sick days are nearly twice as likely as those with paid sick days to send a sick child to school or childcare.<sup>2</sup>

## 49%

Less than half of lowest wage workers in the United States (49%) have paid sick leave, and less than half of part-time workers (45%) in private industry have paid sick leave. This has a uneven impact on women, who are more likely than men to hold part-time jobs. Because 86% of us in professional full-time jobs have sick leave, we cannot assume that everyone does.<sup>3</sup>

## 1.5 times

People without paid sick days are one and one-half times more likely than those with paid sick days to report going to work with a contagious illness like the flu or a viral infection.<sup>2</sup> It is important to the health of people, their co-workers, and the customers they serve that employees are able to stay home when they are ill.

Family values are important to North Dakotans. I bring to you some considerations of the benefits of providing support for families while one member cares for another who is ill, or to care for oneself while ill.

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### References:

1. Kids Count Data Center. <https://datacenter.kidscount.org/data/tables/5060-children-with-all-available-parents-in-the-labor-force-by-family-nativity#detailed/2/36/false/1729,37,871,870,573,869,36,868,867,133/79/11478,11479>
2. The National Partnership for Women & Families. <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-improve-our-public-health.pdf>
3. Kaiser Family Foundation. <https://www.kff.org/coronavirus-covid-19/issue-brief/coronavirus-puts-a-spotlight-on-paid-leave-policies/>