Sixty-sixth Legislative Assembly of North Dakota

SENATE CONCURRENT RESOLUTION NO. 4018

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:

Sixty-sixth Legislative Assembly

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.