

February 8, 2021

PROPOSED AMENDMENTS TO HOUSE BILL NO. 1441

Page 1, line 1, after "A BILL" replace the remainder of the bill with "for an Act to provide for a legislative management study regarding a paid family medical leave program.

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

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

1. 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. 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.
3. The legislative management shall report its findings and recommendations, together with any legislation to implement the recommendations, to the sixty-eighth legislative assembly."

Renumber accordingly