

**Testimony on HB 1441
Support
Brandi Hardy
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Bismarck, ND**

Greetings Chairman Lefor and Members of the Committee,

My name is Brandi Hardy. I am a mother, wife, and resident of Bismarck, ND. I am submitting testimony in support of HB 1441.

HB 1441 could ensure a level of security for my family and others, in many ways. To make it simple, I will share two examples of when a family paid leave program could've been used to support our family needs.

The first example relates to an unpredicted surgery. In September 2019, I was bicycling to work when I was struck by a truck. Although I was not in critical condition, my wife needed to take off work to help me while I was immobile directly after the accident and shortly after when I needed to have surgery. Instead of having the security from a family paid leave program, she timed out my pain medications to her work schedule during my recovery time. This time equated to nearly two full months. There is no safety or sensibility for families to feel this is the only option to maintain a wage and support family members.

The second example is related to a relative with mental health. In 2018, I had a parent struggling with extreme depression that led to eight suicide attempts within three months. Three months of trying to manage family affairs, hospital stays, and the court system, all while maintaining employment. If I would've had the option to pay into a family paid leave program, it may have shortened the amount of time it took to get my parent the necessary help they needed. It could have eliminated a stress factor from the already overwhelming equation.

ND prides itself on family values and family support. HB 1441 could not represent that more.

I urge the committee to vote DO PASS on HB 1441.

Thank you.

Brandi Hardy
Bismarck, ND