

UNITED FOR PAID FAMILY LEAVE RESOLUTION OF SUPPORT

WHEREAS, the United States is the only developed nation in the world without a national paid family leave policy; and

WHEREAS, over 62,000 North Dakotans serve as family caregivers and 46 percent of North Dakota’s private sector workforce are unable to earn even a single paid sick day; and

WHEREAS, the COVID-19 pandemic has led the U.S. federal government to recognize the importance of a paid family leave program, implementing the Families First Coronavirus Response Act during this time of crisis; and

WHEREAS, paid family leave enjoys significant national support, with almost 85 percent of voters favoring a permanent, comprehensive national paid family and medical leave policy that covers all people who work; and

WHEREAS, over 11,000 babies are born every year in North Dakota with both parents working in nearly 75 percent of North Dakota households with children; and

WHEREAS, just a few months of unpaid leave used for family or medical reasons would leave nearly two-thirds of U.S. voters facing serious financial hardship; and

WHEREAS, paid leave is a tool that can help recruit and retain employees, especially for local businesses that often compete for talented workers with larger corporations that may already offer the benefit; and

WHEREAS, paid family leave helps employers avoid the cost of retraining new employees when they have high turnover – an especially important dynamic in North Dakota during periods of high oil prices (training averages 1/5th the cost of an employee’s annual salary); and

WHEREAS, research shows that businesses with a paid leave program retain new mothers at a higher rate and overall see a reduction in employee turnover, an increase in worker productivity and an improvement in employee morale & loyalty;

NOW, THEREFORE, BE IT RESOLVED, that the undersigned business/organization:

Supports and advocates for legislation that provides paid family and medical leave, while recognizing that we must also assess the feasibility and impact of any specific proposal; and

Calls upon the North Dakota Legislature to create and fund a North Dakota paid family leave program that would cover all working people who need leave to care for a newborn or newly adopted child; their own serious illness or injury; a seriously ill, injured, elderly, or disabled family member; and

Calls upon Congress to pass a permanent federal paid family leave program that would cover all working people who need leave to care for a newborn or newly adopted child; their own serious illness or injury; a seriously ill, injured, elderly, or disabled family member.

Organization/Business: _____ City: _____, ND

Name: _____ Title: _____

Signed: _____ Date: _____