



**Kristie Wolff – Executive Director, North Dakota Women’s Network**  
**Opposition HB 1398**  
**ND Senate Industry, Business and Labor Committee**

**March 4, 2021**

Chairman Klein and members of the Senate Industry, Business and Labor Committee. My name is Kristie Wolff and I am the Executive Director of the North Dakota Women’s Network.

North Dakota Women’s Network is a statewide organization with members and advocates from across the state. I am submitting testimony today in opposition to HB 1398.

At some point, nearly every working person will need to take time away from work to address a personal illness, bond with a new child or care for a family member with a serious health condition. However, the U.S. is the only developed nation in the world without a national paid family leave policy. Working families should not be forced to choose between caring for their loved ones and risking their economic security. HB 1398 creates an unnecessary barrier to implementation of important polices that protect working families and help employers reduce turnover and the high costs of training new employees.

North Dakota prides itself on our strong communities and the belief that local leaders are best suited to serve the needs of those communities. Our local elected officials are closest to the people, understand the unique needs and challenges of their community, and are well equipped to create polices on many important issues, including paid family leave. We oppose attempts such as HB 1398 to erode local control.

For those reasons, I am asking the Committee for a Do Not Pass recommendation on HB 1398.

Thank you,

Kristie Wolff

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