

**Testimony of Landis Larson, ND AFL-CIO President  
In Support of SB 2306  
February 6, 2025**

My name is Landis Larson, President of the North Dakota AFL-CIO. The North Dakota AFL-CIO is the federation of labor unions in North Dakota, representing the interests of all working people in our state.

Childcare workers in North Dakota are some of the lowest paid workers in the state but do some of the most important and difficult work. With a median wage of \$14.05 an hour, it's nearly impossible to fill the needed jobs in this industry with many higher paying and frankly easier jobs to choose from. Most childcare providers can't afford to pay more unless they raise rates, and most parents can't afford higher rates. In order to meet employer demand for workers, we need reliable and affordable childcare. To meet the demand for reliable and affordable childcare, we must increase wages for our childcare workers.

SB 2306 is a good start at solving this important labor market problem. This bill could be improved by increasing the wage supplement offered to a more competitive level, as well as ensuring that there are adequate mechanisms in place to ensure this funding is being used to increase wages and benefits.

The North Dakota AFL-CIO supports a "DO PASS" on SB 2306.