

HB1441 – Optional Paid Family Leave

The proposed legislation included in HB 1441 is vital to protect the jobs and income of North Dakotans affected by significant life events, including the birth or adoption of a child or many medical conditions that make it temporarily impossible to work. Without the protections offered by this legislation, workers can lose their income and/or their jobs, which then can have a “ripple effect” on their family members.

I am a pediatrician, and have been in practice in Fargo for the past 18 years. I have seen the benefits of mothers who are able to take 12 weeks of maternity leave, and the negative effects of mothers forced to return to work with an infant who is just one or two weeks old. I have seen parents lose their jobs due to needing to care for children or extended family members during times of illness. I have seen families unable to afford medications and treatments due to loss of employment related to illness.

This legislation would offer significant, needed support for families in North Dakota. I have no doubt we will see positive health and social outcomes result from the passage of this legislation. I strongly urge a yes vote for HB1441.

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