



GREATER NORTH DAKOTA CHAMBER  
HB 1460  
House Industry, Business, and Labor Committee  
Chairman Scott Louser  
January 30, 2023

Mr. Chairman and members of the Committee, my name is Arik Spencer with the Greater North Dakota Chamber. GNDC is North Dakota's largest statewide business advocacy organization, representing small and large businesses, local chambers, and trade and industry associations across the state. We stand in **Opposition** to House Bill 1460.

HB 1460 raises the question of whether the government should establish a paid family leave mandate for business or if the private market can be responsive to the benefits sought by North Dakota's workforce.

According to a 2020 study on paid leave commissioned by the U.S. Department of Labor and based on 2018 Family and Medical Leave Act Surveys, 73% of employees have (at least some) paid leave available for their own serious illness, and 58% report having paid leave available for the care of a family member's serious illness (whether immediate or non-immediate). The study also noted that there was no difference in these rates between employees in paid family and non-paid family leave states.

Also, over 100 large companies have created or expanded paid family leave policies over the last five years. Major companies, including Walmart, Walgreens, Home Depot, Target, Starbucks, Amazon, FedEx, and McDonalds, have created or expanded paid leave programs since late 2017, with expansions applying to all workers including hourly workers. Even small employers, such as GNDC, offer forms of paid family leave.

Make no mistake the private sector has grown & diversified its paid leave offerings to better compete for needed employees. A government mandate has not been needed and is not needed to force companies to compete for workers through a combination of wages and benefits.

I urge a "Do Not Pass" recommendation on HB 1460 and I'll stand for any questions.