

TESTIMONY OF

Molly Herrington, Chief People Officer, Human Resource Management Services

Chairman Louser and committee members, I am Molly Herrington, Chief People Officer and Director of Human Resource Management Services (HRMS) Division of the Office of Management and Budget (OMB). I am here today to ask your support for SB 2198.

First, I would like to thank Senator Dever and Senator Roers, for introducing this bill. It was introduced at the request of OMB.

SB 2198 introduces clean-up language to amend N.D.C.C. 54.-52.4-02, Family Leave, to align with Family Medical Leave Act (FMLA) requirements related to military caregiver leave. FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. The military caregiver section provides for a unique allowance of 26 weeks rather than the traditional 12 weeks offered through what we've traditionally seen with FMLA. According to the US Department of Labor, this is how the updated FMLA language reads related to military caregivers:

Military caregiver leave allows eligible employees to take up to 26 weeks of leave in a single 12-month period to care for a family member (spouse, son or daughter, parent, next of kin) who is a covered service member/veteran with a serious injury or illness. Military caregiver leave is available to an eligible employee once per service member, per serious injury or illness.

SB 2198 simply brings North Dakota Century Code family leave language into alignment with what is already required at the federal level through the Family Medical Leave Act.

Chairman Louser and committee members, this concludes my testimony. I ask your support for SB 2198. I would be happy to answer any questions.