



Office of the
State Auditor

HB1170

2025-2027 Legislative Session – House Government and Veterans Affairs

March 14, 2025

Noah Korger, Legislative Intern

Chairwoman Roers, Vice Chairman Castaneda, and members of the committee, thank you for the opportunity to speak in support of HB 1170, which seeks to provide leave for newly hired employees. I am Noah Korger, a legislative intern from the UND School of Law, representing the State Auditor's Office. Today, I am here to emphasize how this measure will not only improve the well-being of employees but also position our state as a leader in competitive workforce policies.

In today's job market, businesses are grappling with attracting and retaining talent. One of the most significant factors influencing candidates' employment decisions is the benefits package, especially policies that prioritize work-life balance. This bill, which ensures that employees have access to leave immediately upon starting a new job, represents a forward-thinking approach that aligns with the realities of the modern workforce.

Consider the situation of a newly hired employee, who accepts a role within one of our many state agencies. Two weeks after starting, she faces an unexpected family emergency requiring her attention. Without access to leave, she must choose between neglecting her job responsibilities or prioritizing her family, potentially jeopardizing her position during a critical probationary period. For her, and many others, this lack of support creates unnecessary stress and puts employers at risk of losing talented individuals who simply needed a lifeline during their transition. Other real-world examples we have experienced include the birth of children, weddings, and family vacations that are already planned within the first few months of employment.

In conclusion, passing this bill is not just about addressing an immediate workforce need—it's about making a long-term investment in our people. It's about telling the world that we value our workers, their families, and their contributions from the very first day.

I hope you vote in favor of HB1170 to build a stronger, more competitive, and compassionate workforce. That concludes my testimony, and I am available to answer any questions you may have.