15.0654.05000

FIRST ENGROSSMENT
with Conference Committee Amendments
ENGROSSED HOUSE BILL NO. 1244

Sixty-fourth
Legislative Assembly
of North Dakota

Introduced by

Representatives Haak, Beadle, Kretschmar, Maragos, Muscha, Seibel

Senators Davison, Oban, Poolman, Sorvaag

1   A BILL for an Act to amend and reenact section 54-06-14.5 of the North Dakota Century Code

2   as created by section 1 of House Bill No. 1387, as approved by the sixty-fourth legislative

3   assembly, relating to state employee use of sick leave and annual leave.

4   **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

5   **SECTION 1. AMENDMENT.** Section 54-06-14.5 of the North Dakota Century Code as

6   created by section 1 of House Bill No. 1387, as approved by the sixty-fourth legislative

7   assembly, is amended and reenacted as follows:

8   **54-06-14.5. Use of sick leave and annual leave - Birth or adoption - Family leave**

9   **priority.**

10   1.   During the first six ~~weeks~~months following birth or placement, an employer shall grant

11   an employee's request to use up to ~~one hundred sixty hours~~six weeks of sick leave

12   under section 54-06-14 to care for the employee's newborn child or to care for a child

13   placed with the employee, by a child-placing agency licensed under chapter 50-12, for

14   adoption or placed with the employee as a precondition to adoption under section

15   14-15-12, but not both. The employer shall compensate the employee for leave used

16   by the employee under this subsection on the same basis as the employee would be

17   compensated if the leave had been taken due to the employee's illness, medical

18   needs, or health needs. This subsection does not prevent an employee from using

19   sick leave for the employee's illness, medical needs, or health needs following the

20   birth of a child or from using leave under section 54-52.4-03.

21   2.   If an employee requests to use annual leave under section 54-06-14 for any of the

22   reasons identified under subsection 1 of section 54-52.4-02, the employer shall give

23   priority to the request.