

Introduced by

Representatives Mock, Haak, Holman, Oversen, Sanford

Senators Bekkedahl, Holmberg, Krebsbach

1 A BILL for an Act to amend and reenact sections 54-52.4-02, 54-52.4-03, 54-52.4-04, and  
2 54-52.4-05 of the North Dakota Century Code, relating to state employee family sick leave and  
3 family leave.

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

5 **SECTION 1. AMENDMENT.** Section 54-52.4-02 of the North Dakota Century Code is  
6 amended and reenacted as follows:

7 **54-52.4-02. Family leave.**

8 1. As used in this section, the term "family member" means the employee's child,  
9 spouse, sibling, parent, mother-in-law, father-in-law, grandchild, or grandparent.

10 2. An employer shall grant an employee's request for a family leave of absence for any of  
11 the following reasons:

12 a. To care for the employee's child by birth, if the leave concludes within twelve  
13 months of the child's birth.

14 b. To care for a child placed with the employee, by a child-placing agency licensed  
15 under chapter 50-12, for adoption or as a precondition to adoption under section  
16 14-15-12, but not both, or for foster care, if the leave concludes within twelve  
17 months of the child's placement.

18 c. To care for the employee's ~~child, spouse, or parent~~ family member if the ~~child,~~  
19 ~~spouse, or parent~~ family member has a serious health condition.

20 d. Because of the employee's serious health condition that makes the employee  
21 unable to perform the functions of the employee's job.

22 ~~2.3.~~ For any combination of reasons specified in subsection ~~4~~2, an employee may take  
23 family leave in any twelve-month period for not more than twelve workweeks. The  
24 twelve weeks of family leave may be taken intermittently for leave under

1 subdivisions a or b of subsection 4~~2~~ if approved by the employer. The twelve weeks of  
2 family leave may be taken intermittently for leave under subdivisions c or d of  
3 subsection 4~~2~~ if the leave is medically necessary. If an employee normally works a  
4 part-time schedule or variable hours, the amount of leave to which an employee is  
5 entitled must be determined on a pro rata or proportional basis by comparing the new  
6 schedule with the employee's normal schedule.

7 ~~3-4.~~ In any case in which a husband and wife entitled to family leave under this chapter are  
8 employed by the same employer, the aggregate period of family leave to which both  
9 are entitled may be limited by the employer to twelve workweeks during any  
10 twelve-month period.

11 ~~4-5.~~ An employee shall reasonably consider the needs of the employer in scheduling family  
12 leave under this section or in using leave under section 54-52.4-03.

13 ~~5-6.~~ The family leave required by this chapter is not required to be granted with pay unless  
14 otherwise specified by agreement between the employer and employee, by collective  
15 bargaining agreement, or by employer policy.

16 ~~6-7.~~ The family leave required by this chapter supplements any leave otherwise available  
17 to an employee.

18 ~~8.~~ Notwithstanding subsection 3, an employee is limited to two 12-week periods of  
19 unpaid leave if the family member is the sibling, mother-in-law, father-in-law,  
20 grandchild, or grandparent.

21 **SECTION 2. AMENDMENT.** Section 54-52.4-03 of the North Dakota Century Code is  
22 amended and reenacted as follows:

23 **54-52.4-03. Use of other available leave for care of parent, spouse, or childfamily**  
24 **member.**

25 1. As used in this section, the term "family member" means the employee's child,  
26 spouse, sibling, parent, mother-in-law, father-in-law, grandchild, or grandparent.

27 2. An employer that provides leave for its employees for illnesses or other medical or  
28 health reasons shall grant an employee's request to use that leave to care for the  
29 employee's child, spouse, or parentfamily member if the child, spouse, or parentfamily  
30 member has a serious health condition.

1        3. An employee may take eighty hours of leave under this section in any twelve-month  
2            period and, upon approval of the employee's supervisor and pursuant to rules adopted  
3            by the director of the office of management and budget, the employee may take, in  
4            any twelve-month period, up to an additional ten percent of the employee's accrued  
5            sick leave to care for the ~~employee's child, spouse, or parent~~family member if the  
6            ~~child, spouse, or parent~~family member has a serious health condition.

7        4. The employer shall compensate the employee for leave used by the employee under  
8            this section on the same basis as the employee would be compensated if the leave  
9            had been taken due to the employee's own illness.

10       **SECTION 3. AMENDMENT.** Section 54-52.4-04 of the North Dakota Century Code is  
11       amended and reenacted as follows:

12       **54-52.4-04. Notice to employer.**

- 13       1. If an employee intends to request family leave for the reasons specified in  
14            subdivision a or b of subsection 12 of section 54-52.4-02, the employee, in a  
15            reasonable and practicable manner, shall give the employer advance notice of the  
16            expected birth or placement.
- 17       2. If an employee intends to take family leave for the reasons specified in subdivision c or  
18            d of subsection 12 of section 54-52.4-02, the employee shall:
- 19            a. Make a reasonable effort to schedule the planned care or treatment so that it  
20                does not unduly disrupt the employer's operations, subject to the approval of the  
21                health care provider to the ~~child, spouse, parent, or employee~~family member; and  
22            b. Give the employer advance notice of the planned care or treatment in a  
23                reasonable and practicable manner.

24       **SECTION 4. AMENDMENT.** Section 54-52.4-05 of the North Dakota Century Code is  
25       amended and reenacted as follows:

26       **54-52.4-05. Certification for leave to care for ~~child, spouse, parent, or~~**  
27       **~~employee's~~family member's serious health condition.**

- 28       1. If an employee requests family leave for the reasons described in subdivision c or d of  
29            subsection 12 of section 54-52.4-02 or leave under section 54-52.4-03, the employer  
30            may require the employee to provide certification, as described in subsection 2, from  
31            the provider of health care to the ~~child, spouse, parent, or employee~~family member.

- 1           2. An employer may not require certification of more than:
- 2           a. That the ~~child, spouse, parent, or employee~~family member has a serious health
- 3           condition.
- 4           b. The date the serious health condition commenced and its probable duration.
- 5           c. Within the knowledge of the health care provider, the medical facts regarding the
- 6           serious health condition.