

Fifty-ninth  
Legislative Assembly  
of North Dakota

## HOUSE BILL NO. 1244

Introduced by

Representatives Amerman, Gulleeson, Kaldor, Schmidt

Senator Nelson

1 A BILL for an Act to provide for leave for veterans on veterans' day.

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

3 **SECTION 1. Veterans' leave on veterans' day.**

- 4 1. Upon providing adequate proof of military service to an employer at least thirty  
5 days before veterans' day, a veteran may be absent from work on veterans' day  
6 and the employer may not use the absence to negatively impact the veteran in any  
7 way, except the leave required by this Act is not required to be granted with pay  
8 unless otherwise specified by an agreement between the employer and employee,  
9 by collective bargaining agreement, or by employer policy.
- 10 2. Subsection 1 does not apply if the absence of the veteran or like situated veterans  
11 would create an undue hardship on the employer. An employer must file a  
12 statement with the commissioner of veterans' affairs at least fourteen days before  
13 each veterans' day to be eligible for relief under this subsection.