

Sixty-first  
Legislative Assembly  
of North Dakota

**SENATE BILL NO. 2187**

Introduced by

Senators Hogue, Nodland

Representatives Bellew, Ruby

1 A BILL for an Act to create and enact a new section to chapter 34-14 of the North Dakota  
2 Century Code, relating to employer's payment of accrued paid time off.

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

4 **SECTION 1.** A new section to chapter 34-14 of the North Dakota Century Code is  
5 created and enacted as follows:

6 **Limitations on accrued paid time off - Investigation.**

- 7 1. If an employee separates from employment voluntarily, a private employer may  
8 withhold payment for accrued paid time off if:  
9 a. The employee has not been employed by the employer for at least two years;  
10 and  
11 b. The employee did not give the employer at least ten days' written or verbal  
12 notice.  
13 2. As provided under section 34-14-05, an employee may report a violation under this  
14 section. If a report of violation is made within thirty days of the alleged violation,  
15 the labor commissioner shall hold a hearing on the merits of the claim. If a report  
16 is made more than thirty days following the alleged violation, the commissioner  
17 may hold a hearing on the merits of the claim.