

Sixty-first  
Legislative Assembly  
of North Dakota

## ENGROSSED SENATE BILL NO. 2258

Introduced by

Senators Potter, Horne, Mathern

Representatives Pinkerton, Potter, Schneider

1 A BILL for an Act to amend and reenact sections 34-01-20 and 34-11.1-04 of the North Dakota  
2 Century Code, relating to whistleblower protection for private and public employees.

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

4 **SECTION 1. AMENDMENT.** Section 34-01-20 of the North Dakota Century Code is  
5 amended and reenacted as follows:

6 **34-01-20. Employer retaliation prohibited - Department of labor assistance - Civil**  
7 **action for relief - Penalty.**

8 1. This section applies to employees not covered under section 34-11.1-04. An  
9 employer may not discharge, discipline, ~~threaten discrimination~~ intimidate, or  
10 penalize, discriminate against, threaten any of these prohibited actions against, or  
11 otherwise retaliate against an employee regarding the employee's compensation  
12 or benefits, conditions, location, terms, duties, or privileges of employment  
13 because:

- 14 a. The employee, or a person acting on behalf of an employee, in good faith,  
15 reports a violation or suspected violation of federal, state, or local law,  
16 ordinance, regulation, or rule to an employer, a governmental body, or a law  
17 enforcement official.
- 18 b. The employee is requested by a public body or official to participate in an  
19 investigation, a hearing, or an inquiry.
- 20 c. The employee refuses an employer's order to perform an action that the  
21 employee believes violates local, state, or federal law, ordinance, rule, or  
22 regulation. The employee must have an objective basis in fact for that belief  
23 and shall inform the employer that the order is being refused for that reason.
- 24 2. An employer who willfully violates this section is guilty of an infraction.

1           3.   If a governmental body or law enforcement official receives a report under  
2               subdivision a of subsection 1, the name of the employee is private data and the  
3               governmental body or law enforcement official may not disclose the employee's  
4               name to the public.

5           4.   An employee asserting a violation of this section may bring a civil action for  
6               injunctive relief or actual damages, or both, within one hundred eighty days after  
7               the alleged violation, completion of proceedings under subsection ~~4~~ 5, or  
8               completion of any grievance procedure available to the employee under the  
9               employee's collective bargaining agreement, employment contract, or any public  
10              employee statute, rule, or policy, whichever is later.

11          a.   If the court determines that a violation has or is occurring under this section,  
12               the court may order, ~~as the court deems appropriate,~~ reinstatement of the  
13               employee, backpay for no more than two years after the violation,  
14               reinstatement of fringe benefits, temporary or permanent injunctive relief, or  
15               any combination of these remedies. Interim earnings or amounts earnable  
16               with reasonable diligence by the employee, from the same employer, must  
17               reduce backpay otherwise allowable. In any action under this section, the  
18               court may award reasonable attorney's fees to the prevailing party as part of  
19               the costs of litigation.

20          b.   An employee whose collective bargaining agreement, employment contract,  
21               or public employee rights provides a process through which recourse for  
22               conduct prohibited by subsection 1 is available must exercise that process to  
23               completion before commencing an action under this subsection, and if that  
24               process provides for judicial review by statutory appeal, then recourse under  
25               this subsection is not available.

26          4. 5. The department of labor shall receive complaints of violations of this section and  
27               may attempt to obtain voluntary compliance with this section through informal  
28               advice, negotiation, or conciliation. In order to receive assistance from the  
29               department of labor, a person claiming to be aggrieved by a violation of this  
30               section shall file a complaint with the department within three hundred days after  
31               the alleged act of wrongdoing. An employee is not prohibited from filing, or

required to file, a complaint with the department of labor under this subsection  
before proceeding under other provisions of this section.

**SECTION 2. AMENDMENT.** Section 34-11.1-04 of the North Dakota Century Code is  
amended and reenacted as follows:

**34-11.1-04. ~~Violations for misuse reported by employee—Reprisals Employer~~**  
**retaliation prohibited - Furnishing false information - Investigation of state wrongdoing -**  
**Department of labor assistance - Civil action for relief.**

1. ~~An employee may, without fear of reprisal, report in writing to the employee's  
respective agency head, a state's attorney, the attorney general, or an employee  
organization the existence of:~~
  - a. ~~A job-related violation of local, state, or federal law, rule, regulation, or  
ordinance.~~
  - b. ~~The job-related misuse of public resources.~~
2. ~~For having made a report under subsection 1, no employee will:~~
  - a. ~~Be dismissed from employment.~~
  - b. ~~Have salary increases or employment-related benefits withheld.~~
  - c. ~~Be transferred or reassigned.~~
  - d. ~~Be denied a promotion that the employee otherwise would have received.~~
  - e. ~~Be demoted.~~
  - f. ~~Be discriminated against in any term or condition of employment.~~
3. An employer may not discharge, discipline, intimidate, penalize, discriminate  
against, threaten any of these prohibited actions against, or otherwise retaliate  
against an employee regarding the employee's compensation or benefits,  
conditions, location, terms, duties, or privileges of employment because:
  - a. The employee, or a person acting on behalf of an employee, reports to the  
employer, employee organization, the attorney general, the state auditor, the  
labor commissioner, or a law enforcement official:
    - (1) A violation or suspected violation of federal, state, or local law,  
ordinance, regulation, or rule; or
    - (2) A job-related misuse of public resources.

b. The employee is requested by a public body or official to participate in an investigation, a hearing, or an inquiry.

c. The employee refuses an employer's order to perform an action the employee believes violates local, state, or federal law, ordinance, rule, or regulation. The employee must have an objective basis in fact for this belief and shall inform the employer that the order is being refused for that reason.

2. An employee who intentionally furnishes false information is subject to disciplinary action, including suspension or dismissal as determined by the employee's appointing authority or designee. An employee dismissed under this subsection may appeal first to the state personnel board and then to the district court in the manner prescribed by chapter 28-32, or to other appropriate offices and then to district court if the employee is not under the jurisdiction of the state personnel board.

3. If an employer, the attorney general, the state auditor, or the labor commissioner receives a report under subdivision a of subsection 1, the name of the employee is private data and the employer, state auditor, or labor commissioner may not disclose the employee's name to the public.

4. If an executive branch state employee, or a person acting on behalf of that employee, makes a report under subdivision a of subsection 1 to the attorney general, the labor commissioner, or a law enforcement official, and if the recipient of the report is not the employer, the recipient of the report shall forward the report to the state auditor. If the employee is employed by the state auditor, for purposes of this subsection the attorney general shall fulfill the investigation and reporting duties under this subsection.

a. Upon the state auditor's receipt of a report under this subsection, the state auditor shall investigate the alleged violation or suspected violation of federal, state, or local law, ordinance, regulation, or rule or the alleged job-related misuse of public resources. The state auditor may not disclose the employee's name to the public until this investigation is complete.

- 1           b. Following an investigation under this subsection, the state auditor shall  
2           provide the state auditor's finding to the reporting employee and to the state  
3           employer. The state auditor's report must include:
- 4           (1) A determination of whether the alleged violation of federal, state, or  
5           local law, ordinance, regulation or rule or the alleged job-related misuse  
6           of public resources occurred;
- 7           (2) Whether the employer is required to take any actions to remedy the  
8           alleged violation or misuse of public funds; and
- 9           (3) The process through which the state auditor will track whether the  
10          employer is implementing actions that may be required under  
11          paragraph 2.

- 12          c. A state auditor report issued under this subsection is an appealable order  
13          under chapter 28-32.

- 14      5. An employee asserting a violation of subsection 1 may bring a civil action for  
15      injunctive relief or actual damages, or both, within one hundred eighty days after  
16      the alleged violation, completion of proceedings under subsection 6, or completion  
17      of any grievance procedure available to the employee under the employee's  
18      collective bargaining agreement, employment contract, or any public employee  
19      statute, rule, or policy, whichever is later.

- 20      a. If the court determines that a violation has or is occurring under subsection 1,  
21      the court may order reinstatement of the employee, backpay for no more than  
22      two years after the violation, reinstatement of fringe benefits, temporary or  
23      permanent injunctive relief, or any combination of these remedies. Interim  
24      earnings or amounts earnable with reasonable diligence by the employee,  
25      from the same employer, must reduce backpay otherwise allowable. In any  
26      action under this section, the court may award reasonable attorney's fees to  
27      the prevailing party as part of the costs of litigation.

- 28      b. An employee whose collective bargaining agreement, employment contract,  
29      or public employee rights provide a process through which recourse for  
30      conduct prohibited by subsection 1 is available shall exercise that process to  
31      completion before commencing an action under this subsection, and if that

1           process provides for judicial review by statutory appeal, then recourse under  
2           this subsection is not available.

3       6.   The department of labor shall receive complaints of violations of subsection 1. In  
4       order to receive assistance from the department of labor under this subsection, an  
5       employee claiming to be aggrieved by a violation of subsection 1 shall file a  
6       complaint with the department within three hundred days after the alleged act of  
7       wrongdoing. Except as provided under this section, an employee is not prohibited  
8       from filing, or is not required to file, a complaint with the department of labor under  
9       this paragraph before proceeding with any other legal remedy available:

10      a.   An executive branch state employee whose collective bargaining agreement,  
11      employment contract, or public employee rights provides a process through  
12      which recourse for conduct prohibited by subsection 1 is available:

13           (1)   May file a complaint with the department of labor for assistance in  
14           obtaining voluntary assistance under subdivision c; and

15           (2)   May not file a complaint under this subsection seeking an  
16           administrative decision.

17      b.   Except as provided under subdivision a, if an executive branch state  
18      employee files a complaint of violation of subsection 1 with the department of  
19      labor, upon receipt of the complaint, the department of labor shall establish  
20      whether the employee seeks assistance in obtaining voluntary assistance or  
21      whether the employee seeks an administrative decision.

22           (1)   If the employee seeks voluntary assistance, the department of labor  
23           shall review the complaint to determine whether the complaint may be  
24           substantiated. If the department determines the complaint may be  
25           substantiated, the department shall attempt to obtain voluntary  
26           compliance with this section through informal advice, negotiation, or  
27           conciliation. A department of labor determination under this paragraph  
28           is not an appealable order.

29           (2)   If the employee seeks an administrative decision, the department of  
30           labor shall review the complaint and shall issue an administrative  
31           decision. The department of labor decision may order reinstatement of

1                   the employee, backpay for no more than two years after the violation,  
2                   reinstatement of fringe benefits, temporary or permanent injunctive  
3                   relief, or any combination of these remedies. Interim earnings or  
4                   amounts earnable with reasonable diligence by the employee, from the  
5                   same employer, must reduce backpay otherwise allowable.  
6                   Additionally, the decision may award reasonable attorney's fees to the  
7                   prevailing party. A party may appeal the decision in the manner  
8                   prescribed by chapter 28-32. If an employee seeks an administrative  
9                   decision under this paragraph, the employee may not bring a separate  
10                  civil action for injunctive relief or actual damages.

- 11               c. If an employee not covered under subdivision b files a complaint of violation  
12               of subsection 1 with the department of labor, the department shall review the  
13               complaint to determine whether the complaint may be substantiated. If the  
14               department determines the complaint may be substantiated, the department  
15               shall attempt to obtain voluntary compliance with this section through informal  
16               advice, negotiation, or conciliation. A department of labor determination  
17               under this subdivision is not an appealable order.