

SENATE BILL NO. 2213
with House Amendments
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Introduced by

Senators Nething, Oehlke, Schneider

Representatives N. Johnson, Karls, Kretschmar

1 A BILL for an Act to amend and reenact section 54-52.4-03 of the North Dakota Century Code,
2 relating to family medical leave for state employees; and to declare an emergency.

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

4 **SECTION 1. AMENDMENT.** Section 54-52.4-03 of the North Dakota Century Code is
5 amended and reenacted as follows:

6 **54-52.4-03. Use of other available leave for care of parent, spouse, or child.**

7 An employer that provides leave for its employees for illnesses or other medical or health
8 reasons shall grant an employee's request to use that leave to care for the employee's child,
9 spouse, or parent if the child, spouse, or parent has a serious health condition. An employee
10 may take ~~not more than fortyeighty~~ hours of leave under this section in any twelve-month period
11 and upon approval of the employee's supervisor and the director of the office of management
12 and budget, the employee may take, in any twelve-month period, up to an additional ten percent
13 of the employee's accrued sick leave to care for the employee's child, spouse, or parent if the
14 child, spouse, or parent has a serious health condition. The employer shall compensate the
15 employee for leave used by the employee under this section on the same basis as the
16 employee would be compensated if the leave had been taken due to the employee's own
17 illness.

18 **SECTION 2. EMERGENCY.** This Act is declared to be an emergency measure.