

**SENATE BILL NO. 2213**  
**with Conference Committee 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 pursuant to rules adopted by the director  
12 of the office of management and budget, the employee may take, in any twelve-month period,  
13 up to an additional ten percent of the employee's accrued sick leave to care for the employee's  
14 child, spouse, or parent if the child, spouse, or parent has a serious health condition. The  
15 employer shall compensate the employee for leave used by the employee under this section on  
16 the same basis as the employee would be compensated if the leave had been taken due to the  
17 employee's own illness.

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