

TESTIMONY OF

Lisa Kudelka, Chief People Officer, Human Resource Management Services (HRMS)

Chairman Kasper and members of the Government and Veterans Affairs Committee, I am Lisa Kudelka, Chief People Officer, Human Resources Management Services (HRMS). I am here to testify in support of House Bill No. 1058 relating to the state's leave sharing program.

The state's leave sharing program allows state employees to donate annual leave to a fellow state employee who is suffering from, or has a relative or household member suffering from, an extraordinary or severe illness, injury, impairment or physical or mental condition that has caused or is likely to cause the employee to take leave without pay or terminate employment. State employees can also donate sick leave to a fellow state employee in the same situation and annual or sick leave to employees receiving an organ or bone marrow donation.

Currently, the request and approval to receive donated leave is handled independently by each state agency. Each agency determines if the request meets the requirements outlined in North Dakota Century Code, then handles receiving and processing the actual donation of leave. This has been a paper-driven process. Individuals requesting the shared leave have to complete a paper application, and individuals wishing to donate leave have to complete a paper application, both of which go to the agency staff member responsible for the program.

There have been inconsistencies in how this process is handled across state agencies. State agencies have different understanding or definition of an extraordinary or severe illness, injury, impairment or physical or mental condition. Employees with similar conditions have been approved by some agencies and other agencies have declined the request.

This legislation would provide HRMS with the ability to centrally administer the shared leave program for state employees, providing a consistent program for requesting and donating annual and/or sick leave. With this change, HRMS could also move the entire process from paper to an online.

Mr. Chairman and committee members, this concludes my testimony. I ask your support for House Bill 1058. I would be happy to answer any questions.