

Introduced by

Representatives Potter, Maragos, Nottestad

Senators Dever, Seymour, Wardner

1 A BILL for an Act to amend and reenact section 54-06-14 of the North Dakota Century Code,
2 relating to family sick leave for state employees.

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

4 **SECTION 1. AMENDMENT.** Section 54-06-14 of the North Dakota Century Code is
5 amended and reenacted as follows:

6 **54-06-14. Annual leave and sick leave for state employees.** Annual leave and sick
7 leave must be provided for all persons in the permanent employment of this state who are not
8 employed under a written contract of hire setting forth the terms and conditions of their
9 employment, within the limitations, terms, and provisions of this section. Annual leave for an
10 employee entitled to it must be within a range of a minimum of one working day per month of
11 employment to a maximum of two working days per month of employment, based on tenure of
12 employment, to be fixed by rules adopted by the employing unit. Sick leave for an employee
13 entitled to it must be within a range of a minimum of one working day per month of employment
14 to a maximum of one and one-half working days per month of employment, based on tenure of
15 employment, to be fixed by rules adopted by the employing unit. An employing unit may not
16 limit the amount of accumulated sick leave an employee may use as family sick leave to care
17 for an illness or medical need in the employee's family. Annual leave must be compensated for
18 on the basis of full pay for the number of working days' leave credited to the employee. Sick
19 leave must be compensated for on the basis of full pay for absence due to illness on working
20 days during tenure of employment. An employee with at least ten continuous years of state
21 employment is entitled to a lump sum payment equal to one-tenth of the pay attributed to the
22 employee's unused sick leave accrued under this section. The pay attributed to the
23 accumulated, unused sick leave must be computed on the basis of the employee's salary or
24 wage at the time the employee leaves the employ of the state and at the rate of one hour of pay

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1 for each hour of unused sick leave. The agency, unit, or entity that last employed the employee
2 shall make the lump sum payment from funds appropriated by the legislative assembly to that
3 agency, unit, or entity for salaries and wages. Any state agency, unit, or entity which employs
4 persons subject to this section shall formulate and adopt rules governing the granting of annual
5 leave and sick leave which will effectuate the purpose of this section and best suit the factors of
6 employment of that employing unit. Each employing unit shall file with the office of
7 management and budget a copy of the rules adopted, including any amendments or additions
8 to the rules.