

**HOUSE BILL NO. 1244**

Introduced by

Representatives Haak, Beadle, Kretschmar, Maragos, Muscha, Seibel

Senators Davison, Oban, Poolman, Sorvaag

1 A BILL for an Act to create and enact section 54-06-14.5 of the North Dakota Century Code,  
2 relating to use of state employee sick leave for ~~birth or~~ adoption of a child.

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

4 **SECTION 1.** Section 54-06-14.5 of the North Dakota Century Code is created and enacted  
5 as follows:

6 **54-06-14.5. Sick leave for ~~birth or~~ adoption of child.**

- 7 1. During the first twelve months following ~~birth or~~ placement, an employer shall grant an  
8 employee's request to use sick leave under section 54-06-14 to care for ~~the~~  
9 ~~employee's newborn child or to care for~~ a child placed with the employee, by a child-  
10 placing agency licensed under chapter 50-12, for adoption or placed with the  
11 employee as a precondition to adoption under section 14-15-12, but not both.
- 12 2. ~~In the case of an adoption or a placement as a precondition to adoption, the~~The use of  
13 sick leave under this section is limited to the first twelve months of the child living in  
14 the employee's home. During any twelve-month period, an employee may not use  
15 more than ~~twelve~~six weeks of sick leave under this section and the sick leave must  
16 conclude within the first twelve months following ~~birth or~~ placement.
- 17 3. The sick leave required by this section supplements any leave otherwise available to  
18 an employee.