

HOUSE BILL NO. 1599

Introduced by

Representatives O'Brien, Dockter, Martinson, Mitskog, Schreiber-Beck

Senators Axtman, Roers

1 A BILL for an Act to amend and reenact section 54-06-14.7 of the North Dakota Century Code,
2 relating to shared leave for state employees.

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

4 **SECTION 1. AMENDMENT.** Section 54-06-14.7 of the North Dakota Century Code is
5 amended and reenacted as follows:

6 **54-06-14.7. State leave sharing program - Rulemaking. (Retroactive application -**
7 **[See note](#))**

8 1. The human resource management services division of the office of management and
9 budget shall establish a state leave sharing program for permanent employees of the
10 state. The program must provide for a mechanism for state employees to donate
11 accrued annual and sick leave to an employee who does not have available leave who
12 is pregnant or suffering from a severe, extreme, or life-threatening condition, or who is
13 caring for an immediate relative or household member who is suffering from a severe,
14 extreme, or life-threatening condition.

15 2. A temporary employee or contracted employee with a limited-term appointment is not
16 eligible to participate in the leave sharing program. An employee may not use more
17 than four months donated leave in any twelve-month period and an employee may not
18 retain leave beyond the occurrence necessitating the leave.

19 3. The human resource management services division shall:

20 a. Require medical certification from a physician, physician assistant, psychologist,
21 or advanced practice nurse practitioner verifying the ~~severe, extreme, or~~
22 ~~life-threatening nature of the~~ medical condition and the expected duration of the
23 condition;

Sixty-ninth
Legislative Assembly

- 1 b. Track the amount of leave taken by permanent state employees under the
- 2 program; and
- 3 c. Adopt rules in accordance with chapter 28-32 to implement this section.