



House Appropriations Committee
H.B. 1007

DEPT. OF LABOR AND HUMAN RIGHTS

Zachary Greenberg, Interim Labor Commissioner

NORTH Dakota

Be Legendary.™

PURPOSE: TO IMPROVE WELFARE OF NORTH DAKOTANS AND THEIR INDUSTRIES

(NDCC 34-05)

Labor Relations:

- Improve working conditions
- Promote cooperative relations and mediate disputes between employers and employees
- Enforce ND labor laws (NDCC Title 34)

Individual Rights:

- Enforce ND Human Rights Act (NDCC 14-02.4)
- Enforce ND Housing Discrimination Act (NDCC 14-02.5)
- Represent ND in dealings with US Dept. of Labor and HUD

Education:

- Disseminate information on labor, employer/employee relations, and working conditions
- Encourage and assist with career and technical education training

HISTORY OF THE DEPARTMENT

1889: ND Const.
created Dept. of
Agriculture and
Labor



1960: ND Const.
amendment
separated Labor
from Dept. of
Agriculture

1995: Legislature
changed Labor
Commissioner
from elected to
appointed



2013: Legislature
changed name to
Department of
Labor and
Human Rights



HUMAN RIGHTS DIVISION

(NDCC 14-02.4 & 14-02.5)

- Employment
- Housing
- Public Services
- Public Accommodations
- Credit Transactions
- Retaliation





WAGE & HOUR DIVISION

(NDCC – TITLE 34)

- Minimum Wage
- Overtime
- Equal Pay
- Child Labor
- Unions
- Employment Agencies
- Wage Collection

PUBLIC EDUCATION

- Improve working conditions
- Promote employer & employee relationships
- Goal = Reduce Violations

WORKPLACE Wise

How to ensure compliance and create a healthy workplace environment

Who It's For: Small Business Owners and Employees

Join us for free in person or virtually to learn from experienced Compliance Investigators about the key information employers and employees need to know regarding wages, hours, reasonable accommodations and more!

WEDNESDAY, OCTOBER 23

Bowman

9:30 – 11 a.m. MDT
Mainspace • 13 E Divide

Watford City

3:30 – 5 p.m. CDT
Rough Rider Center – Silver Room • 2209 Wolves Den Pkwy

THURSDAY, OCTOBER 24

Kenmare

10:30 a.m. – noon CDT
Council Chambers • 5 3rd St. NE

Garrison

3:30 – 5 p.m. CDT
Cubby Hole • 41 S Main St.

SCAN TO REGISTER
FOR FREE



NORTH
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www.nd.gov/labor • labor@nd.gov

Continuing Education Credits Available (1.5 hrs):
ND SHRM Recertification Credit
ND Continuing Legal Education Credit

SHRM recertification credits are being applied for this program courtesy of ND SHRM, a statewide organization focused on connecting business, leadership, and HR professionals together.



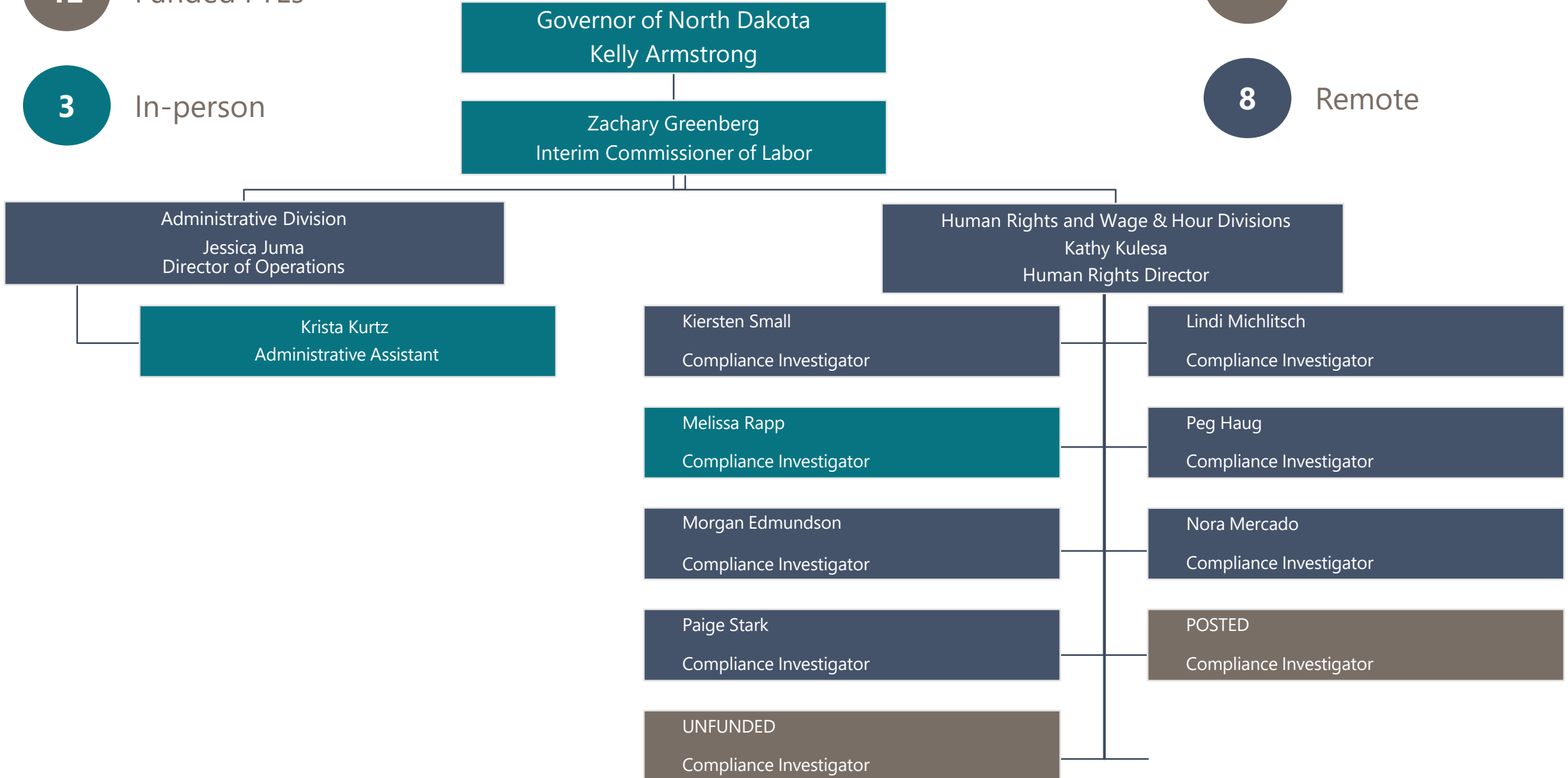
Organization Chart – January 2025

12 Funded FTEs

1 Unfunded FTE

3 In-person

8 Remote



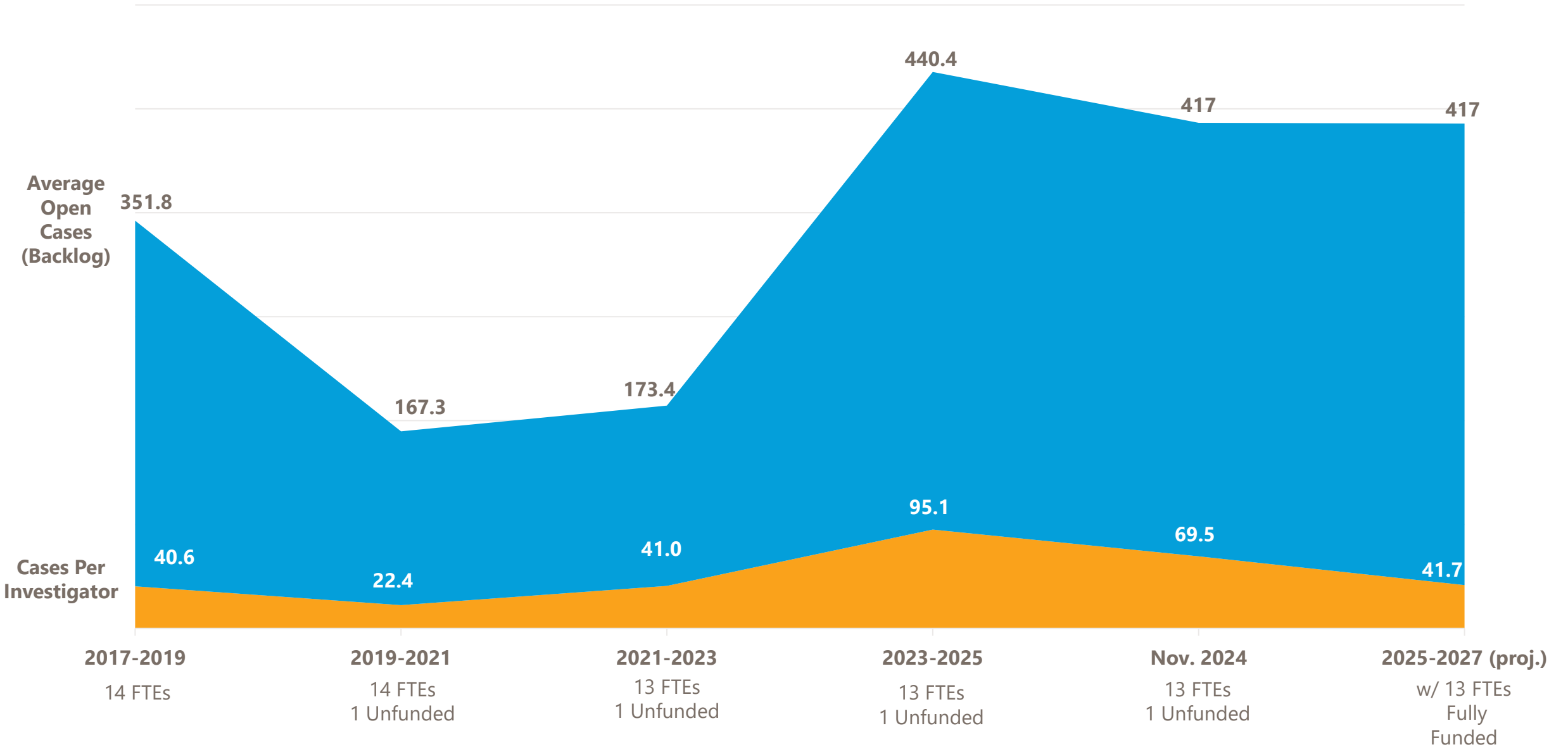
AGENCY ACCOMPLISHMENTS

- Reduced backlog
- Increase in closures from the 2021-2023 biennium
- Launched “Workplace Wise” outreach program

Claim Type	Opened	Closed	Damages Recovered
Wage Claims	653	679	\$571,059.90
Employment	394	322	\$528,600.42
Retaliation	83	87	\$119,812.00
Housing	52	62	\$41,327.63
PS/PA/Credit	19	15	\$8,350.00
<u>TOTAL</u>	<u>1,201</u>	<u>1,165</u>	<u>\$1,269,149.95</u>

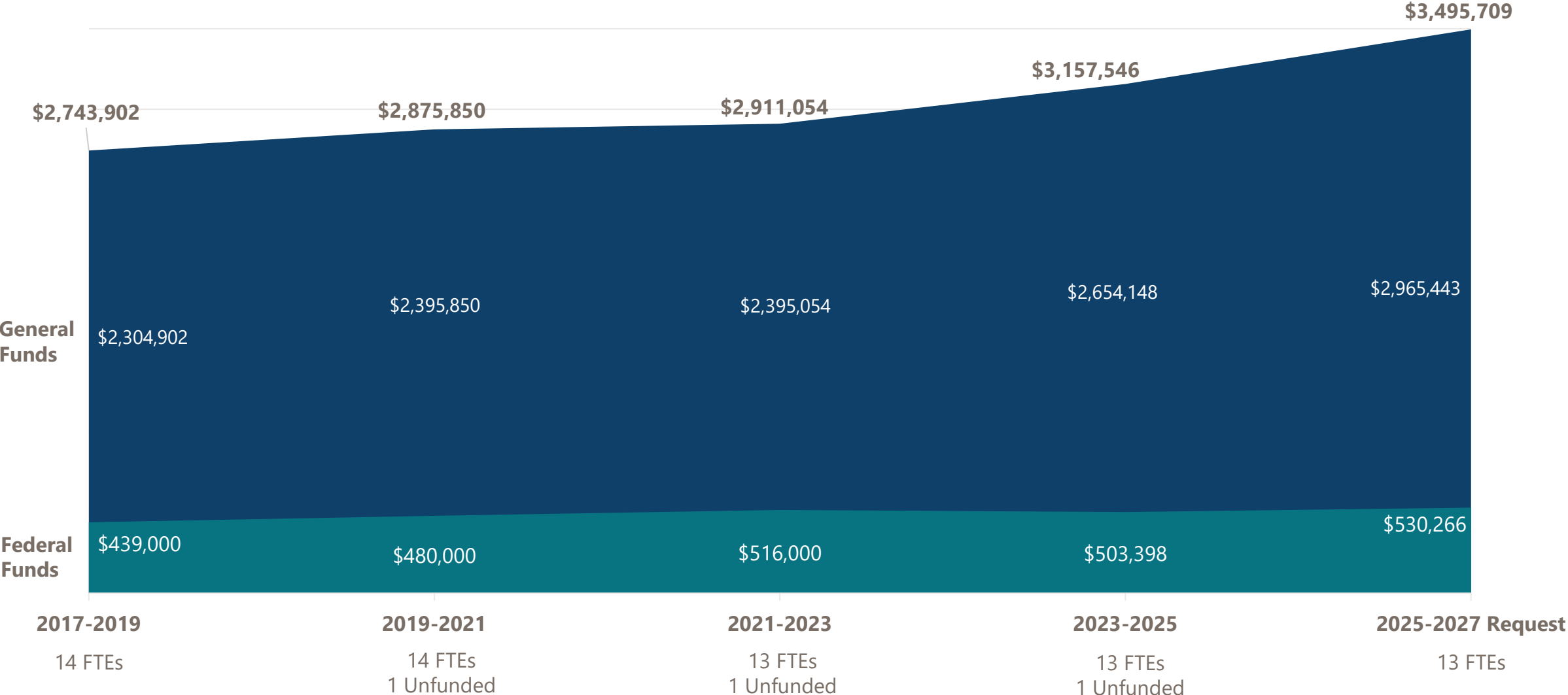
-36!

RATIONALE: REDUCED CASELOAD PER INVESTIGATOR INCREASES RESPONSE TIME



DEPARTMENT OF LABOR AND HUMAN RIGHTS

BUDGET HISTORY



2025-2027 REQUEST

\$3,495,709 total

- (\$2,965,443 from general funds + \$530,266 from federal funds)
- \$3,108,338 used for Salary and Wages
- \$387,371 used for Agency Operations

13 Funded FTEs

- Increased claims processed

N O R T H
Dakota

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