

PROPOSED AMENDMENTS TO

Sixty-ninth
Legislative Assembly
of North Dakota

HOUSE BILL NO. 1170

Introduced by

Representatives Motschenbacher, Bahl, Christy, Fisher, Dressler

Senators Cleary, Dwyer, Gerhardt

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

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.**

7 1. a. Annual leave and sick leave must be provided for all ~~persons~~individuals in the
8 permanent employment of this state who are not employed under a written
9 contract of hire setting forth the terms and conditions of their employment, within
10 the limitations, terms, and provisions of this section.

11 b. A state agency, unit, or entity that employs an individual subject to this section
12 shall, upon hire, grant the individual forty hours of ~~annual leave~~ new hire leave to
13 be used within the first year of employment. Any new hire leave remaining after
14 completion of the first year of employment is eliminated. New hire leave is not
15 earned paid time off and is not paid out upon separation of employment.

16 c. Annual leave for an employee entitled to it must be within a range of a minimum
17 of one working day per month of employment to a maximum of two working days
18 per month of employment, based on tenure of employment ~~or experience or both,~~
19 to be fixed by rules adopted by the employing unit. The rules may allow the
20 employing unit to negotiate may grant, at hire of a previously identified hard-to-fill
21 occupation as defined by section 54-06-31(5), annual leave within the parameters
22 of one to two working days per month ~~based on experience or tenure of~~
23 employment or both upon meeting the requirements of section 54-06-31(1). Sick
24 leave for an employee entitled to it must be within a range of a minimum of one

1 working day per month of employment to a maximum of one and one-half working
2 days per month of employment, based on tenure of employment, to be fixed by
3 rules adopted by the employing unit.

4 d. Annual leave must be compensated for on the basis of full pay for the number of
5 working days' leave credited to the employee. Sick leave must be compensated
6 for on the basis of full pay for absence due to illness on working days during
7 tenure of employment. An employee with at least ten continuous years of state
8 employment is entitled to a lump sum payment equal to one-tenth of the pay
9 attributed to the employee's unused sick leave accrued under this section. An
10 employee's years of state employment must be deemed continuous if, under the
11 official personnel policy of an agency, unit, or entity, the employee's work is
12 terminated because of a reduction in force and the employee is reinstated in any
13 agency, unit, or entity within two years, or if the employee is placed on voluntary
14 leave status without pay and the leave lasts no longer than two years for
15 education purposes, or one year for any other voluntary leave without pay. The
16 pay attributed to the accumulated, unused sick leave must be computed on the
17 basis of the employee's salary or wage at the time the employee leaves the
18 employ of the state and at the rate of one hour of pay for each hour of unused
19 sick leave. The agency, unit, or entity that last employed the employee shall
20 make the lump sum payment from funds appropriated by the legislative assembly
21 to that agency, unit, or entity for salaries and wages. ~~Any~~

22 2. A state agency, unit, or entity ~~which~~that employs ~~persons~~an individual subject to this
23 section shall formulate and adopt rules governing the granting of annual leave and
24 sick leave which will effectuate the purpose of this section and best suit the factors of
25 employment of that employing unit. Each employing unit shall file with the office of
26 management and budget a copy of the rules adopted, including any amendments or
27 additions to the rules.