



# NORTH DAKOTA

## *Family Alliance* LEGISLATIVE ACTION

### Testimony in Support of House Bill 1608

Jacob Thomsen, Policy Analyst  
North Dakota Family Alliance Legislative Action  
February 5, 2025

Chairman Warrey and honorable members of the House Industry, Business and Labor Committee,

North Dakota Family Alliance Legislative Action would like to testify in support of House Bill 1608 and respectfully request that you render a “DO PASS” on this bill

Our organization believes that people have the freedom to attend religious services and be excused from work to observe religious holidays. This bill is in line with a recent ruling from the Supreme Court in *Groff v. DeJoy*.<sup>1</sup> This case was from a United States Postal Service worker who is an Evangelical Christian and refused to work on Sundays. The USPS accommodated his request for the most part but were unable to accommodate his request multiple times.

Long story short, the Court ruled unanimously that businesses must provide reasonable accommodations to allow employees to be absent for religious practices. If they cannot, or believe they cannot, per section (j.) of Title VII of the Civil Rights Act of 1964<sup>2</sup>, it must be because the business would have disruptions to operations or significant costs. This ruling found that having coworkers replace a worker who would be absent for religious purposes is *not* an undue hardship. While we certainly appreciate all that businesses do for our state and its communities, employers affected by this are unlikely to experience the “due hardship” as the Supreme Court has laid out.

It is important to our organization that employees have the freedom to exercise their religious beliefs in this state. For this reason, North Dakota Family Alliance Legislative Action respectfully requests that you please vote House Bill 1608 out of committee with a “DO PASS” recommendation.

Thank you for the opportunity to provide this testimony, and feel free to contact us if you have any questions.

Sincerely,  
Jacob Thomsen  
Policy Analyst  
North Dakota Family Alliance Legislative Action

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<sup>1</sup> *Groff v. DeJoy*, 600 U.S. 447 (2023).

<sup>2</sup> Civil Rights Act of 1964, 42 U.S.C. § 2000e-2(j) (amended 1991).