

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 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 adoption of child.**

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