

**FIRST ENGROSSMENT
with Senate Amendments
ENGROSSED HOUSE BILL NO. 1403**

Introduced by

Representatives Schneider, Boschee, Guggisberg, Hawken, Hogan, Kading, Mooney,
Oversen, Strinden

Senator Nelson

1 A BILL for an Act to create and enact section 54-06-14.5 of the North Dakota Century Code,
2 relating to state employee use of sick leave for consequences of domestic violence, a sex
3 offense, stalking, or terrorizing.

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

5 **SECTION 1.** Section 54-06-14.5 of the North Dakota Century Code is created and enacted
6 as follows:

7 **54-06-14.5. Sick leave for consequences of domestic violence, a sex offense, stalking**
8 **or terrorizing.**

9 1. As used in this section:

- 10 a. "Domestic violence" has the same meaning as provided under section
11 14-07.1-01.
12 b. "Immediate family member" means a spouse, parent, child, or sibling as provided
13 under section section 12.1-17-07.1.
14 c. "Sex offense" means an offense under chapter 12.1-20.
15 d. "Stalking" means an offense under section 12.1-17-07.1.
16 e. "Terrorizing" means an offense under section 12.1-17-04.

17 2. Under section 54-06-14, an employing unit shall grant an employee's request to use
18 sick leave to:

- 19 a. Seek legal or law enforcement assistance or remedies to ensure the health and
20 safety of the employee or employee's immediate family members, including
21 preparing for or participating in any civil or criminal legal proceeding related to or
22 derived from domestic violence, a sex offense, stalking, or terrorizing:

- 1 b. Seek treatment by a health care provider for physical or mental injuries caused
2 by domestic violence, a sex offense, stalking, or terrorizing, or to attend to health
3 care treatment for a victim of such offenses who is the employee's immediate
4 family member;
- 5 c. Obtain or assist an immediate family member in obtaining services from a
6 domestic violence shelter, rape crisis center, or other social services program for
7 relief from domestic violence, a sex offense, stalking, or terrorizing;
- 8 d. Obtain or assist an immediate family member in obtaining mental health
9 counseling related to an incident of domestic violence, sex offense, stalking, or
10 terrorizing, in which the employee or the employee's immediate family member
11 was a victim of domestic violence, a sex offense, stalking, or terrorizing; or
- 12 e. Participate in safety planning, temporary or permanent relocation, or take other
13 actions to increase the safety of the employee or employee's family members
14 from future domestic violence, a sex offense, stalking, or terrorizing.
- 15 f. In the discretion of the employee's supervisor, the sick leave hours may be
16 limited to forty hours per calendar year.