

**Sixty-fourth Legislative Assembly of North Dakota  
In Regular Session Commencing Tuesday, January 6, 2015**

HOUSE BILL NO. 1403  
(Representatives Schneider, Boschee, Guggisberg, Hawken, Hogan, Kading, Mooney, Oversen,  
Strinden)  
(Senator Nelson)

AN ACT to create and enact section 54-06-14.5 of the North Dakota Century Code, relating to state employee use of sick leave for consequences of domestic violence, a sex offense, stalking, or terrorizing.

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

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

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

1. As used in this section:
  - a. "Domestic violence" has the same meaning as provided under section 14-07.1-01.
  - b. "Immediate family member" means a spouse, parent, child, or sibling as provided under section 12.1-17-07.1.
  - c. "Sex offense" means an offense under chapter 12.1-20.
  - d. "Stalking" means an offense under section 12.1-17-07.1.
  - e. "Terrorizing" means an offense under section 12.1-17-04.
2. Under section 54-06-14, an employing unit shall grant an employee's request to use sick leave to:
  - a. Seek legal or law enforcement assistance or remedies to ensure the health and safety of the employee or employee's immediate family members, including preparing for or participating in any civil or criminal legal proceeding related to or derived from domestic violence, a sex offense, stalking, or terrorizing;
  - b. Seek treatment by a health care provider for physical or mental injuries caused by domestic violence, a sex offense, stalking, or terrorizing, or to attend to health care treatment for a victim of such offenses who is the employee's immediate family member;
  - c. Obtain or assist an immediate family member in obtaining services from a domestic violence shelter, rape crisis center, or other social services program for relief from domestic violence, a sex offense, stalking, or terrorizing;
  - d. Obtain or assist an immediate family member in obtaining mental health counseling related to an incident of domestic violence, sex offense, stalking, or terrorizing, in which the employee or the employee's immediate family member was a victim of domestic violence, a sex offense, stalking, or terrorizing; or
  - e. Participate in safety planning, temporary or permanent relocation, or take other actions to increase the safety of the employee or employee's family members from future domestic violence, a sex offense, stalking, or terrorizing.

- f. In the discretion of the employee's supervisor, the sick leave hours may be limited to forty hours per calendar year.

\_\_\_\_\_  
Speaker of the House

\_\_\_\_\_  
President of the Senate

\_\_\_\_\_  
Chief Clerk of the House

\_\_\_\_\_  
Secretary of the Senate

This certifies that the within bill originated in the House of Representatives of the Sixty-fourth Legislative Assembly of North Dakota and is known on the records of that body as House Bill No. 1403.

House Vote:      Yeas 88              Nays 2              Absent 4

Senate Vote:      Yeas 47              Nays 0              Absent 0

\_\_\_\_\_  
Chief Clerk of the House

Received by the Governor at \_\_\_\_\_ M. on \_\_\_\_\_, 2015.

Approved at \_\_\_\_\_ M. on \_\_\_\_\_, 2015.

\_\_\_\_\_  
Governor

Filed in this office this \_\_\_\_\_ day of \_\_\_\_\_, 2015,

at \_\_\_\_\_ o'clock \_\_\_\_\_ M.

\_\_\_\_\_  
Secretary of State