

Sixty-seventh  
Legislative Assembly  
of North Dakota

**HOUSE BILL NO. 1204**

Introduced by

Representative Hoverson

- 1 A BILL for an Act to create and enact a new section to chapter 34-01 of the North Dakota  
2 Century Code, relating to limitations on requirements to wear a mask at work.

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

- 4 **SECTION 1.** A new section to chapter 34-01 of the North Dakota Century Code is created  
5 and enacted as follows:

6 **Limitations on requirements to wear a mask.**

- 7 1. If an employer mandates an employee use a face mask, face shield, or other face  
8 covering, the employee may opt-out of the requirement by submitting to the employer  
9 a certificate:  
10 a. From a licensed physician stating that the physical condition of the employee is  
11 such that the face covering would endanger the life or health of the employee; or  
12 b. Signed by the employee stating the employee's religious, philosophical, or moral  
13 beliefs are opposed to wearing of a face covering.  
14 2. This opt-out provision does not apply to an employee whose employer determines due  
15 to the nature of the employment setting, the wearing of a face covering is essential.  
16 3. This section applies notwithstanding authority granted under other provisions of law,  
17 including section 23-01-05, section 23-07-06, and chapter 37-17.1.