



NORTH DAKOTA STATE BUILDING AND CONSTRUCTION TRADES COUNCIL

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January 18, 2021

To the Honorable Mike Lefor and Member Representatives of the House Industry,
Business and Labor Committee

RE: House Bill 1262; Whistleblower Protection Related to a Public Health Emergency

The North Dakota State Building and Construction Trades Council is in support of HB 1262. It is paramount that all workers are free from retaliation when reporting concerns about workplace health or safety related to a public health emergency.

To develop the most productive, efficient, and effective workforce, the core element of a healthy and safe work environment must be promulgated. Effectively diminishing all threats to health or safety requires continued aim of employer and employee alike. During extraordinary public health emergencies protecting oneself to the fullest abilities is a considerable challenge.

Safe worksites do not “just happen.” Ideally, a cooperatively enjoined commitment by both employer and employee would produce the best achievement to mitigate threats to health or safety. If an employee is not committed to this goal, the typical consequence is dismissal. However, when an employer is not committed to this goal, the means to a constructive solution for the employee are limited. Calling attention to unsafe working conditions or practices should be a call to action to make sure all parties are striving to address shortcomings in health or safety free from reprisals or retaliation.

We find it prudent to include this language when protecting employees in their workplaces as the depth and breadth of this virus continues to be part of our everyday lives for the foreseeable future.

With Kindest Regards, I am

Jason Ehlert
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