



Senate Appropriations Committee
H.B. 1007

DEPT. OF LABOR AND HUMAN RIGHTS

Zachary Greenberg, Interim Labor Commissioner

NORTH
Dakota

Be Legendary.™

PURPOSE: TO IMPROVE WELFARE OF NORTH DAKOTANS AND THEIR INDUSTRIES

(NDCC 34-05)

Labor Relations:

- Improve working conditions
- Promote cooperative relations and mediate disputes between employers and employees
- Enforce ND labor laws (NDCC Title 34)

Individual Rights:

- Enforce ND Human Rights Act (NDCC 14-02.4)
- Enforce ND Housing Discrimination Act (NDCC 14-02.5)
- Represent ND in dealings with US Dept. of Labor and HUD

Education:

- Disseminate information on labor, employer/employee relations, and working conditions
- Encourage and assist with career and technical education training

HISTORY OF THE DEPARTMENT

1889: ND Const.
created Dept. of
Agriculture and
Labor



1960: ND Const.
amendment
separated Labor
from Dept. of
Agriculture

1995: Legislature
changed Labor
Commissioner
from elected to
appointed



2013: Legislature
changed name to
Department of
Labor and
Human Rights



HUMAN RIGHTS DIVISION

(NDCC 14-02.4 & 14-02.5)

- Employment
- Housing
- Public Services
- Public Accommodations
- Credit Transactions
- Retaliation





WAGE & HOUR DIVISION

(NDCC – TITLE 34)

- Minimum Wage
- Overtime
- Equal Pay
- Child Labor
- Unions
- Employment Agencies
- Wage Collection

PUBLIC EDUCATION

- Improve working conditions
- Promote employer & employee relationships
- Goal = Reduce Violations

WORKPLACE Wise

How to ensure compliance and create a healthy workplace environment

You're invited to a free event with the North Dakota Department of Labor and Human Rights in February

Join us in person or virtually to learn from experienced Compliance Investigators about the key information employers and employees need to know regarding wages, hours, reasonable accommodations and more!

WEDNESDAY, FEBRUARY 26

Napoleon

10:00 a.m. – 11:30 a.m. CST
City Hall Meeting Room - 225 W Lake Ave

Lisbon

6:30 p.m. - 8:00 p.m. CST
Lisbon Fire Hall Training Room (North Door) - 1401 Elm St

THURSDAY, FEBRUARY 27

Mayville

9:30 a.m. – 11:00 a.m. CST
MSU Campus Center Heritage Room - 330 3rd St NE

Harvey

3:00 p.m. – 4:30 p.m. CST
City Hall - Kiwanis Room · 120 8th St E

SCAN TO REGISTER
FOR FREE



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www.nd.gov/labor • labor@nd.gov

Continuing Education Credits Available (1.5 hrs):
ND SHRM Recertification Credit (pending)
ND Continuing Legal Education Credit

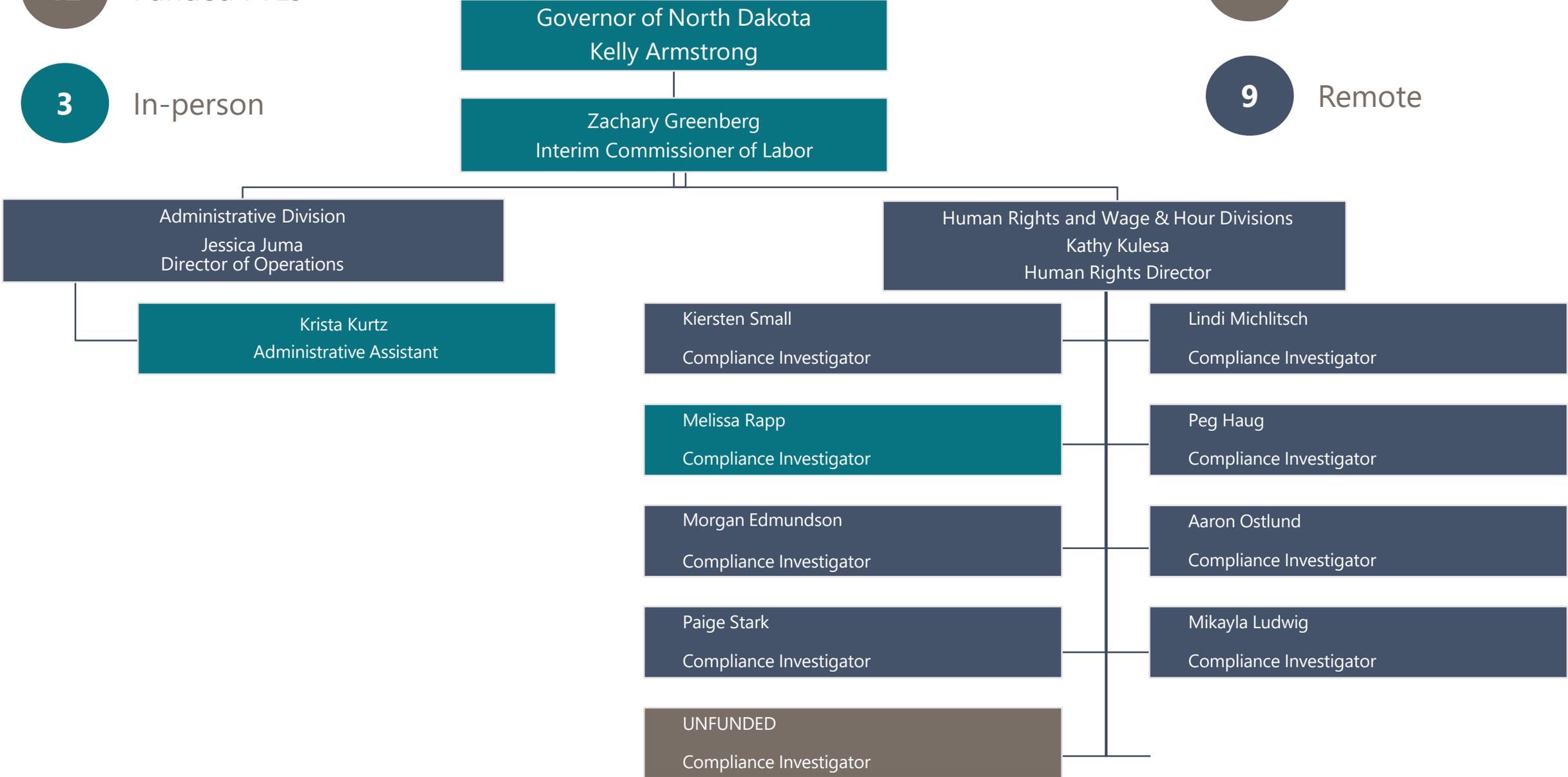
Organization Chart – March 2025

12 Funded FTEs

1 Unfunded FTE

3 In-person

9 Remote



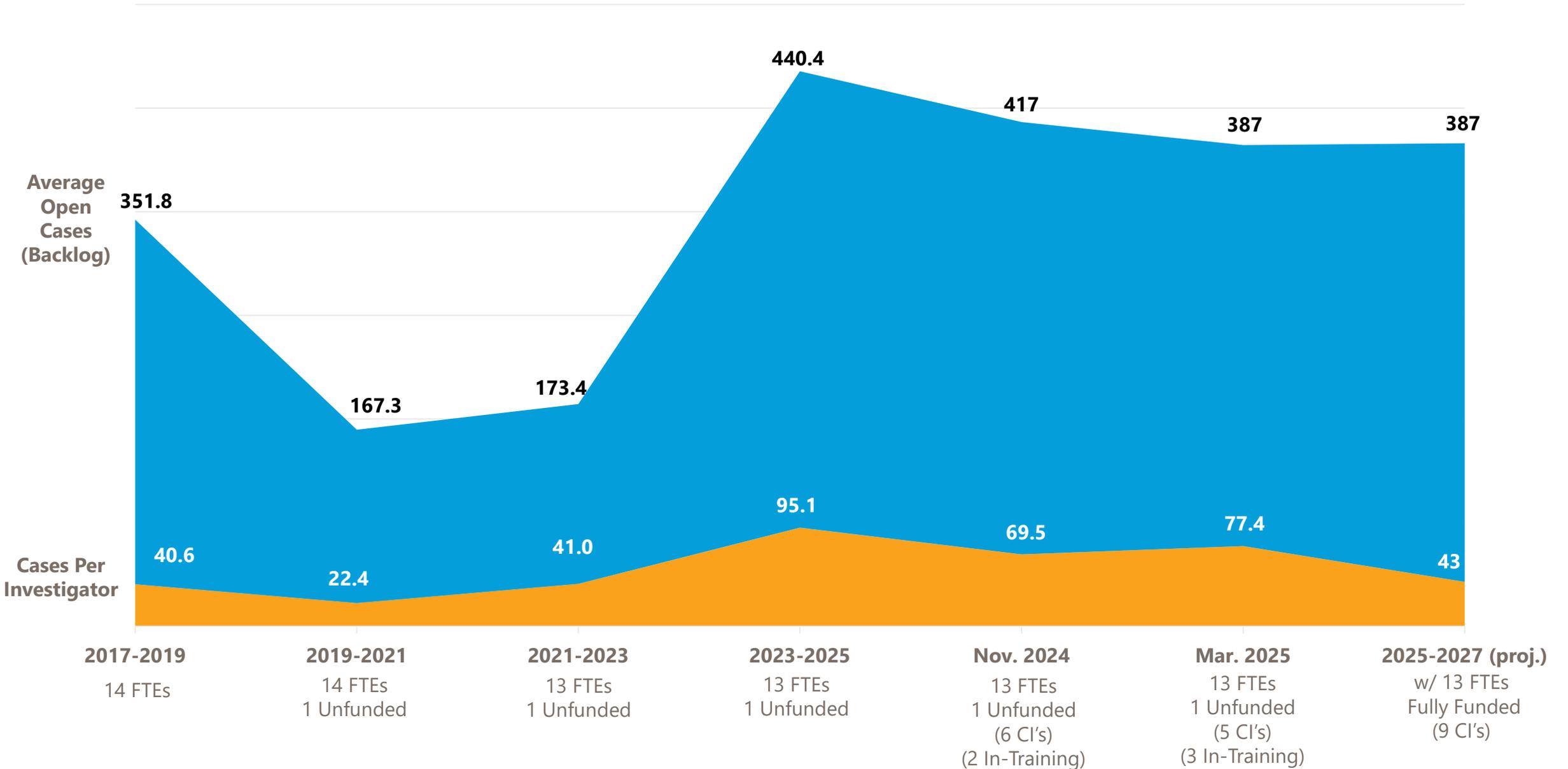
AGENCY ACCOMPLISHMENTS

- Reduced backlog
- Increase in closures from the 2021-2023 biennium
- Launched “Workplace Wise” outreach program

Claim Type	Opened	Closed	Damages Recovered
Wage Claims	692	726	\$645,148.05
Employment	422	369	\$575,100.42
Retaliation	89	96	\$131,462.00
Housing	54	63	\$41,327.63
PS/PA/Credit	22	17	\$8,350.00
<u>TOTAL</u>	<u>1,279</u>	<u>1,271</u>	<u>\$1,401,388.10</u>

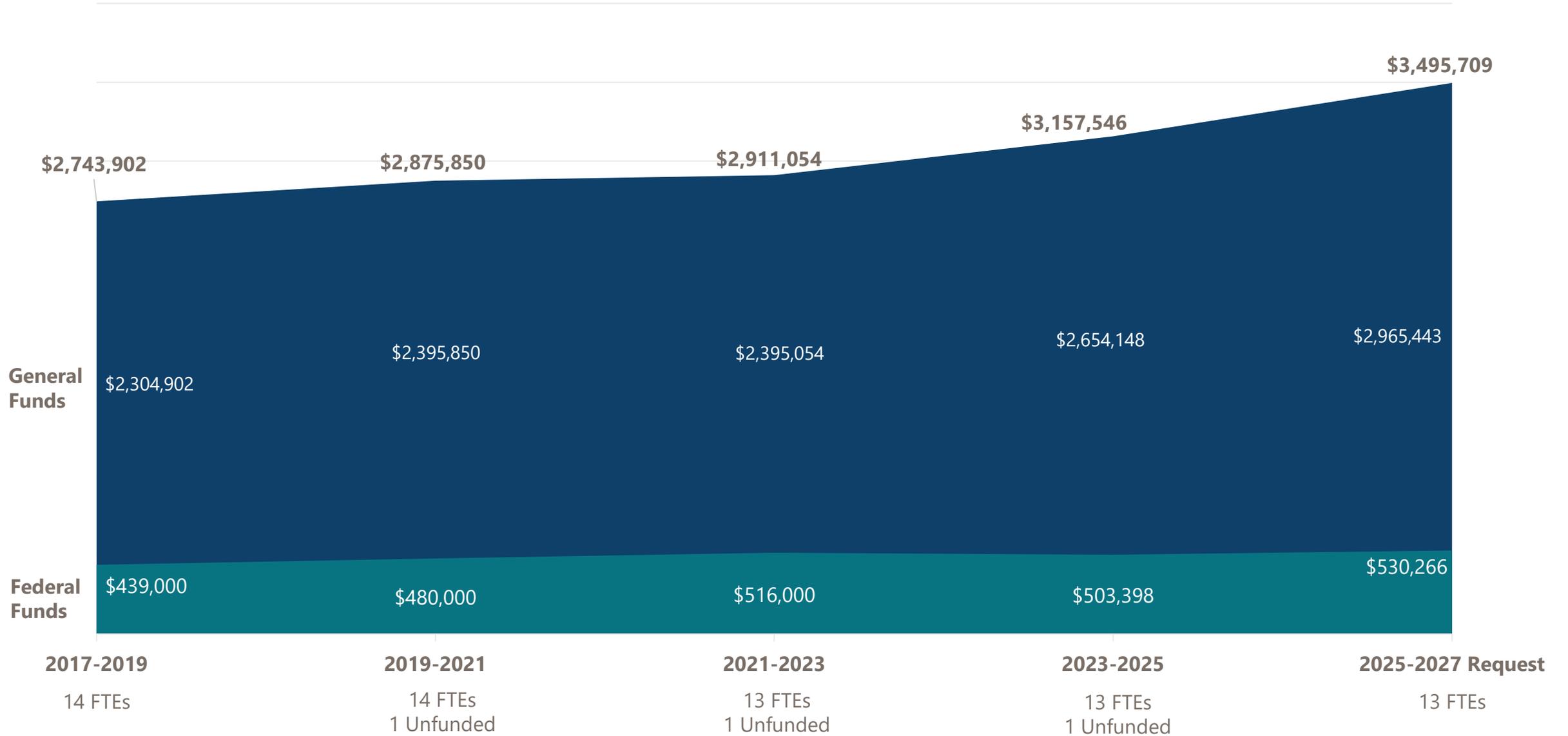
Closed the gap by another 24 cases in the last two months!

RATIONALE: REDUCED CASELOAD PER INVESTIGATOR INCREASES RESPONSE TIME



DEPARTMENT OF LABOR AND HUMAN RIGHTS

BUDGET HISTORY



2025-2027 REQUEST

\$3,495,709 total

- (\$2,965,443 from general funds + \$530,266 from federal funds)
- \$3,108,338 used for Salary and Wages
- \$387,371 used for Agency Operations

13 Funded FTEs

- Increased claims processed

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