

2025 HOUSE INDUSTRY, BUSINESS AND LABOR

HB 1415

2025 HOUSE STANDING COMMITTEE MINUTES

Industry, Business and Labor Committee Room JW327C, State Capitol

HB 1415
2/12/2025

A BILL for an Act to amend and reenact subsection 3 of section 44-04-18.3 of the North Dakota Century Code, relating to the exempt status of department of corrections and rehabilitation work schedule records.

9:01 a.m. Chairman Warrey opened the meeting.

Members Present: Chairman Warrey, Vice Chairman Ostlie, Vice Chairman Johnson, Representatives Bahl, Brown, Christy, Finley-DeVille, Grindberg, Kasper, Koppelman, D. Ruby, Schatz, Schauer, Vollmer

Discussion Topics:

- Work schedules as exempt record
- Safety concerns
- Open record
- Facility safety
- Special investigations
- State employees

9:01 a.m. Representative Emily O'Brien, District 42, Grand Forks, ND, introduced, testified and submitted testimony #37341.

9:08 a.m. Travis Engelhardt, ND Corrections and Rehabilitation, testified and submitted testimony in favor #36170.

9:16 a.m. Representative D. Ruby moved Do Pass.

9:16 a.m. Representative Schauer seconded the motion.

Representatives	Vote
Representative Jonathan Warrey	Y
Representative Mitch Ostlie	Y
Representative Landon Bahl	Y
Representative Collette Brown	Y
Representative Josh Christy	AB
Representative Lisa Finley-DeVille	Y
Representative Karen Grindberg	Y
Representative Jorin Johnson	Y
Representative Jim Kasper	Y
Representative Ben Koppelman	Y
Representative Dan Ruby	Y
Representative Mike Schatz	N
Representative Austin Schauer	Y

Representative Daniel R. Vollmer	Y
----------------------------------	---

Motion passed 12-1-1.

9:22 a.m. Representative Finley-DeVille will carry the bill.

9:22 a.m. Chairman Warrey closed the meeting.

Diane Lillis, Committee Clerk

REPORT OF STANDING COMMITTEE
HB 1415 ([25.1072.01000](#))

Industry, Business and Labor Committee (Rep. Warrey, Chairman) recommends **DO PASS** (12 YEAS, 1 NAY, 1 ABSENT AND NOT VOTING). HB 1415 was placed on the Eleventh order on the calendar.

HOUSE INDUSTRY, BUSINESS AND LABOR COMMITTEE
REPRESENTATIVE JONATHAN WARREY, CHAIR
February 12, 2025

NORTH DAKOTA DEPARTMENT OF CORRECTIONS AND REHABILITATION
PRESENTING TESTIMONY IN SUPPORT OF HOUSE BILL 1415

Chairman Warrey and members of the House Industry, Business and Labor Committee, I am Travis Engelhardt, Chief Human Resources Officer of the North Dakota Department of Corrections and Rehabilitation (DOCR). Today, I submit this verbal and written testimony in support of House Bill 1415, which proposes to designate DOCR employee work schedules as exempt records.

This bill simply adds DOCR employees to employees of a law enforcement agency for the purpose of designating work schedules as exempt records. It is important for the personal safety of DOCR employees that work schedules are not open records. Recently, a situation occurred where a DOCR employee took a picture of work schedules for everyone in that unit and sent it to a former DOCR inmate. When work schedules are open records, it becomes far too easy to pinpoint the location for someone intending to harm or coerce a DOCR public safety officer and also provides potential critical security information which could aid in an escape attempt. In order to protect DOCR employees, who are a critical partner in public safety in North Dakota from potential harm, we ask that DOCR employees are included with law enforcement and that DOCR employee work schedules are not open records.

Chairman Warrey and members of the House Industry, Business and Labor Committee, we ask that you support House Bill 1415 which designates DOCR employee work schedules as exempt records. I will stand for questions.



North Dakota House of Representatives

STATE CAPITOL
600 EAST BOULEVARD
BISMARCK, ND 58505-0360



Representative Emily O'Brien

District 42
2029 Second Avenue North
Grand Forks, ND 58203-3311
eobrien@ndlegis.gov

COMMITTEES:

Appropriations
Appropriations - Human Resources Division

02/12/2025

House Industry, Business & Labor

House Bill 1415

Chairman Warrey and members of the House Industry, Business and Labor Committee, I am Representative Emily O'Brien, representing District 42 in Grand Forks. House Bill 1415 would add the Department of Corrections and Rehabilitation employee work schedules as exempt records.

The reason for this legislation is a staff member had shared nursing schedules with a former resident (inmate). Law enforcement schedules are confidential, but DOCR is not a law enforcement agency. This bill simply adds Department of Corrections and Rehabilitation work schedules to be an exempt record.

Thank you, Chairman Warrey and members of the House Industry, Business and Labor Committee, I request a do pass on House Bill 1415. I will stand for any questions.

2025 SENATE INDUSTRY AND BUSINESS

HB 1415

2025 SENATE STANDING COMMITTEE MINUTES

Industry and Business Committee Fort Union Room, State Capitol

HB 1415
3/12/2025

A bill relating to the exempt status of department of corrections and rehabilitation work schedule records.

2:30 p.m. Chairman Barta opened the hearing.

Members present: Chairman Barta, Vice-Chair Boehm, Senator Klein, Senator Kessel, Senator Enget

Discussion Topics:

- Law enforcement agency confidentiality
- Personal safety of employees
- Critical security information protection
- Attempted escapes
- Freedom of Information Act (FOIA)
- Department of Corrections
- Significance of schedule access

2:30 p.m. Representative Emily O'Brien, District 42, testified in favor, introduced the bill and submitted testimony #41043.

2:33 p.m. Rick Peterson, Deputy Chief Human Resources Officer for the ND Department of Corrections and Rehabilitation (DOCR), testified in favor and submitted testimony #41116.

2:41 p.m. Chairman Barta closed the hearing.

2:41 p.m. Senator Kessel moved a Do Pass.

2:41 p.m. Senator Enget seconded the motion.

Senators	Vote
Senator Jeff Barta	Y
Senator Keith Boehm	Y
Senator Mark Enget	Y
Senator Greg Kessel	Y
Senator Jerry Klein	Y

Motion passed 5-0-0

Senator Boehm will carry the bill.

Senate Industry and Business Committee

HB 1415

3/12/25

Page 2

2:42 p.m. Chairman Barta closed the hearing.

Audrey Oswald, Committee Clerk

REPORT OF STANDING COMMITTEE
HB 1415 ([25.1072.01000](#))

Industry and Business Committee (Sen. Barta, Chairman) recommends **DO PASS** (5 YEAS, 0 NAYS, 0 ABSENT OR EXCUSED AND NOT VOTING). HB 1415 was placed on the Fourteenth order on the calendar. This bill does not affect workforce development.



North Dakota House of Representatives

STATE CAPITOL
600 EAST BOULEVARD
BISMARCK, ND 58505-0360



Representative Emily O'Brien

District 42
2029 Second Avenue North
Grand Forks, ND 58203-3311
eobrien@ndlegis.gov

COMMITTEES:

Appropriations
Appropriations - Human Resources Division

03/12/2025

Senate Industry and Business

House Bill 1415

Chairman Barta and members of the Senate Industry and Business Committee, I am Representative Emily O'Brien, representing District 42 in Grand Forks. House Bill 1415 would add the Department of Corrections and Rehabilitation employee work schedules as exempt records.

The reason for this legislation is a staff member had shared nursing schedules with a former resident (inmate). Law enforcement schedules are confidential, but DOCR is not a law enforcement agency. This bill simply adds Department of Corrections and Rehabilitation work schedules to be an exempt record.

Thank you, Chairman Barta and members of the Senate Industry and Business Committee, I request a do pass on House Bill 1415. I will stand for any questions.

**SENATE INDUSTRY AND BUSINESS COMMITTEE
REPRESENTATIVE JEFF BARTA, CHAIR
March 12, 2025**

**NORTH DAKOTA DEPARTMENT OF CORRECTIONS AND REHABILITATION
PRESENTING TESTIMONY IN SUPPORT OF HOUSE BILL 1415**

Chairman Barta and members of the Senate Industry and Business Committee, I am Rick Peterson, Deputy Chief Human Resources Officer for the North Dakota Department of Corrections and Rehabilitation (DOCR). Today, I submit this verbal and written testimony in support of House Bill 1415, which proposes to designate DOCR employee work schedules as exempt records.

This bill simply adds DOCR employees to employees of a law enforcement agency for the purpose of designating work schedules as exempt records. It is important for the personal safety of DOCR employees that work schedules are not open records. Recently, a situation occurred where a DOCR employee took a picture of work schedules for everyone in that unit and sent it to a former DOCR inmate. When work schedules are open records, it becomes far too easy to pinpoint the location of an employee for someone intending to harm or coerce a DOCR public safety officer and also provides potential critical security information which could aid in an escape attempt. In order to protect DOCR employees, who are critical partners in public safety in North Dakota from potential harm, we ask that DOCR employees are included with law enforcement and that DOCR employee work schedules are not open records.

Chairman Barta and members of the Senate Industry and Business Committee, we ask that you support House Bill 1415 which designates DOCR employee work schedules as exempt records. I will stand for questions.