

2025 HOUSE GOVERNMENT AND VETERANS AFFAIRS

HB 1599

2025 HOUSE STANDING COMMITTEE MINUTES

Government and Veterans Affairs Committee Pioneer Room, State Capitol

HB 1599
1/30/2025

Relating to shared leave for state employees.

3:07 p.m. Chairman Schauer opened the hearing.

Members present: Chairman Schauer, Vice Chairman Satrom, Representatives Bahl, Christy, Grindberg, Karls, McLeod, Rohr, Schneider, Vetter, Wolff

Members absent: Representatives Brown, Steiner, VanWinkle

Discussion Topics:

- Committee action

3:07 p.m. Representative O'Brien, District 42, introduced the bill and submitted testimony, #32993.

3:08 p.m. Nick Archuleta, President of North Dakota United, testified in favor.

3:12 p.m. Molly Herrington, CPO HRMS, OMB, provided neutral testimony.

3:15 p.m. Allison Hicks, Legal Counsel of OMB, provided neutral testimony.

3:26 p.m. Chairman Schauer closed the hearing.

3:26 p.m. Representative Rohr moved to amend the bill to remove "Pregnant or".

3:26 p.m. Representative Christy seconded the motion.

3:27 p.m. Voice vote passed.

3:27 p.m. Rohr moved a Do Pass as amended.

3:27 p.m. Representative Schneider seconded the motion.

Representatives	Vote
Representative Austen Schauer	Y
Representative Bernie Satrom	Y
Representative Landon Bahl	Y
Representative Collette Brown	AB
Representative Josh Christy	Y
Representative Karen Grindberg	Y
Representative Karen Karls	Y
Representative Carrie McLeod	Y

Representative Karen Rohr	Y
Representative Mary Schneider	Y
Representative Vicky Steiner	AB
Representative Lori VanWinkle	AB
Representative Steve Vetter	Y
Representative Christina Wolff	Y

3:28 p.m. Motion passed 11-0-3.

Representative Rohr will carry the bill.

3:29 p.m. Chairman Schauer closed the meeting.

Jackson Toman, Committee Clerk

Sixty-ninth
Legislative Assembly
of North Dakota

PROPOSED AMENDMENTS TO

HOUSE BILL NO. 1599

Introduced by

Representatives O'Brien, Dockter, Martinson, Mitskog, Schreiber-Beck

Senators Axtman, Roers

*JB 1-30-25
1012*

- 1 A BILL for an Act to amend and reenact section 54-06-14.7 of the North Dakota Century Code,
2 relating to shared leave for state employees.

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

- 4 **SECTION 1. AMENDMENT.** Section 54-06-14.7 of the North Dakota Century Code is
5 amended and reenacted as follows:

6 **54-06-14.7. State leave sharing program - Rulemaking. (Retroactive application -**
7 **See note)**

- 8 1. The human resource management services division of the office of management and
9 budget shall establish a state leave sharing program for permanent employees of the
10 state. The program must provide for a mechanism for state employees to donate
11 accrued annual and sick leave to an employee who does not have available leave who
12 is ~~pregnant or~~ suffering from a severe, extreme, or life-threatening condition, or who is
13 caring for an immediate relative or household member who is suffering from a severe,
14 extreme, or life-threatening condition.
- 15 2. A temporary employee or contracted employee with a limited-term appointment is not
16 eligible to participate in the leave sharing program. An employee may not use more
17 than four months donated leave in any twelve-month period and an employee may not
18 retain leave beyond the occurrence necessitating the leave.
- 19 3. The human resource management services division shall:

AB 2062

- 1 a. Require medical certification from a physician, physician assistant, psychologist,
2 or advanced practice nurse practitioner verifying the ~~severe, extreme, or~~
3 ~~life-threatening nature of the~~ medical condition and the expected duration of the
4 condition;
- 5 b. Track the amount of leave taken by permanent state employees under the
6 program; and
- 7 c. Adopt rules in accordance with chapter 28-32 to implement this section.

**REPORT OF STANDING COMMITTEE
HB 1599**

Government and Veterans Affairs Committee (Rep. Schauer, Chairman) recommends **AMENDMENTS** ([25.1325.01001](#)) and when so amended, recommends **DO PASS** (11 YEAS, 0 NAYS, 3 ABSENT AND NOT VOTING). HB 1599 was placed on the Sixth order on the calendar.



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

01/30/2025

House Bill 1599

House Government and Veterans Affairs Committee

Chairman Schauer and Members of the House Government and Veterans Affairs Committee,

For the record, I am Representative Emily O'Brien; I represent District 42 in Grand Forks.

Before you is House Bill 1599, this is a very simple clean-up bill. The initial intention was to allow for pregnancy to be included - but later determined that we are not able to single out one condition.

Page 1, Line 12 - we will need to now remove the addition of "pregnant or" - this should be struck through "pregnant or"

Page 1, Lines 21 - 22 - this is a duplication from line 12. This allows the physician to officially verify the condition - where there is an individual at risk.

If there are technical questions, I would defer those to our Chief Human Resource Office, Mrs. Molly Herrington, from the Office of Management and Budget.

That concludes my testimony. Thank you, Chairman Schauer and members of the committee.

2025 SENATE STATE AND LOCAL GOVERNMENT

HB 1599

2025 SENATE STANDING COMMITTEE MINUTES

State and Local Government Committee Room JW216, State Capitol

HB 1599
3/14/2025

Relating to shared leave for state employees.

9:02 a.m. Chair Roers called the hearing to order.

Members Present: Chairman Roers; Vice Chair Castaneda; Senators: Barta, Braunberger, Lee and Walen.

Discussion Topics:

- Remove duplicate language
- Committee Action

9:03 a.m. Representative O'Brien, District #42, introduced the bill and submitted testimony #41506.

9:06 a.m. Senator Lee moved Do Pass.

9:06 a.m. Senator Walen seconded the motion.

Senators	Vote
Senator Kristin Roers	Y
Senator Jose L. Castaneda	Y
Senator Jeff Barta	Y
Senator Ryan Braunberger	Y
Senator Judy Lee	Y
Senator Chuck Walen	Y

Motion Passed 6-0-0

Senator Barta will carry the bill.

9:07 a.m. Chair Roers closed the hearing.

Susan Helbling, Committee Clerk

**REPORT OF STANDING COMMITTEE
ENGROSSED HB 1599 ([25.1325.02000](#))**

State and Local Government Committee (Sen. Roers, Chairman) recommends **DO PASS** (6 YEAS, 0 NAYS, 0 ABSENT OR EXCUSED AND NOT VOTING). HB 1599 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
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Representative Emily O'Brien

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COMMITTEES:

Appropriations
Appropriations - Human Resources Division

03/14/2025

House Bill 1599

House Government and Veterans Affairs Committee

Madame Chair Roers and Members of the State & Local House Government Committee,

For the record, I am Representative Emily O'Brien; I represent District 42 in Grand Forks.

Before you is House Bill 1599, this is a very simple clean-up bill. The initial intention was to allow for pregnancy to be included - but later determined that we are not able to single out one condition.

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That concludes my testimony. Thank you, Chair Roers and members of the committee.