

Introduced by

Government and Veterans Affairs Committee

(At the request of the Office of Management and Budget)

1 A BILL for an Act to amend and reenact section 54-44.3-12.2 of the North Dakota Century
2 Code, relating to state employee complaint appeals.

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

4 **SECTION 1. AMENDMENT.** Section 54-44.3-12.2 of the North Dakota Century Code
5 is amended and reenacted as follows:

6 **54-44.3-12.2. Employee complaints - Cooperation in development and**
7 **implementation of basic agency grievance procedures and a statewide appeal**
8 **mechanism - Appeals.** It is the intent of the state of North Dakota to assure fair and equitable
9 treatment and promote harmony between and among all classified employees. ~~To ensure this~~
10 ~~the state desires~~ by requiring affected agencies to adopt grievance procedures and through the
11 creation of a statewide appeals mechanism with primary jurisdiction to entertain and resolve
12 classified employee appeals. It is the policy of this state to resolve bona fide employee
13 complaints as quickly as possible. The division shall cooperate with and assist the various
14 departments, agencies, and institutions of the state in the development and implementation of
15 basic agency grievance procedures and a statewide appeal mechanism. The division shall
16 certify appeals from nonprobationary employees in the classified service which are related to
17 discrimination, merit system qualification, reprisals, reduction in force, forced relocation,
18 demotion with loss of pay, suspension without pay, and dismissal, and from applicants for
19 positions in the classified service and probationary employees in the classified service which
20 are related to discrimination or reprisal. Upon receipt of an appeal, the division shall submit a
21 written request to the director of the office of administrative hearings to designate an
22 administrative ~~hearing officer~~ law judge for the division to conduct the hearing and related
23 proceedings, including receiving evidence and preparing findings of fact, conclusions of law,
24 and issuing a final decision. The moving party in the initial action bears the burden of proof in

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1 the appeal. An appeal to the district court from the determination of the administrative ~~hearing~~
2 ~~officer~~ law judge must be filed according to chapter 28-32, including proper service upon the
3 division, but neither the division nor the office of administrative hearings may be named as a
4 party to the appeal under chapter 28-32 unless an employee of one of those two agencies is
5 involved in the grievance.