

**HOUSE BILL NO. 1398**

Introduced by

Representatives O'Brien, Lefor, D. Ruby, Strinden, Thomas

Senators Kreun, J. Roers, Sorvaag

1 A BILL for an Act to create and enact a new section to chapter 34-01 of the North Dakota  
2 Century Code, relating to prohibitions on political subdivisions regulating paid family leave.

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

4 **SECTION 1.** A new section to chapter 34-01 of the North Dakota Century Code is created  
5 and enacted as follows:

6 **Paid family leave - Political subdivision prohibition.**

7 1. As used in this section:

8 a. "Employee" means an individual employed in this state by an employer.

9 b. "Employer" means a person that does business in this state. The term does not  
10 include a public employer.

11 c. "Paid family leave" includes employment benefits for an employee to take time off  
12 work to care for an ill family member or to bond with a new child entering the  
13 family.

14 d. "Public employer" means the state and each political subdivision of the state.

15 2. A political subdivision may not adopt or enforce an ordinance that requires an  
16 employer to provide to an employee paid family leave that exceeds the requirements  
17 of federal or state laws and rules.