

Introduced by

Government and Veterans Affairs Committee

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

1 A BILL for an Act to create and enact a new section to chapter 54-06 of the North Dakota  
2 Century Code, relating to the state's leave sharing program; to amend and reenact section  
3 54-06-14.4 of the North Dakota Century Code, relating to state employee leave for organ or  
4 bone marrow donation; and to repeal sections 54-06-14.1 and 54-06-14.2 of the North Dakota  
5 Century Code, relating to the state's leave sharing program.

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

7 **SECTION 1. AMENDMENT.** Section 54-06-14.4 of the North Dakota Century Code is  
8 amended and reenacted as follows:

9 **54-06-14.4. State employee leave for organ or bone marrow donation.**

10 The executive officer in charge of a state agency may grant a leave of absence, not to  
11 exceed twenty workdays, to an employee for the purpose of donating an organ or bone marrow.  
12 Notwithstanding the limitations for the donation and use of donated leave under ~~sections~~  
13 ~~54-06-14.1 and 54-06-14.2~~ section 2 of this Act, an employee may request and use donated  
14 annual leave or sick leave for the purpose of donating an organ or bone marrow. If an employee  
15 requests donations of sick leave or annual leave, but does not receive the full amount needed  
16 for the donation of an organ or bone marrow, the executive officer of the state agency may grant  
17 a paid leave of absence for the remainder of the leave up to the maximum total of twenty  
18 workdays. The executive officer of the state agency may require verification by a physician  
19 regarding the purpose of the leave requested and information from the physician regarding the  
20 length of the leave requested. Any paid leave of absence granted under this section may not  
21 result in a loss of compensation, seniority, annual leave, sick leave, or accrued overtime for  
22 which the employee is otherwise eligible.

23 **SECTION 2.** A new section to chapter 54-06 of the North Dakota Century Code is created  
24 and enacted as follows:

1        **State leave sharing program - Rulemaking.**

2        1. The human resource management services division of the office of management and  
3        budget shall establish a state leave sharing program for permanent employees of the  
4        state. The program must provide for a mechanism for state employees to donate  
5        accrued annual and sick leave to an employee who does not have available leave who  
6        is suffering from a severe, extreme, or life-threatening condition or who is caring for an  
7        immediate relative or household member who is suffering from a severe, extreme, or  
8        life-threatening condition.

9        2. A probationary, temporary, or contracted employee with a limited-term appointment is  
10       not eligible to participate in the leave sharing program. An employee may not use  
11       more than four months donated leave in any twelve-month period and an employee  
12       may not retain leave beyond the occurrence necessitating the leave.

13       3. The human resource services division shall:

14       a. Require medical certification from a physician, physician assistant, psychologist,  
15       or advanced practice nurse practitioner verifying the severe, extreme, or  
16       life-threatening nature of the medical condition and the expected duration of the  
17       condition;

18       b. Track the amount of leave taken by permanent state employees under the  
19       program; and

20       c. Adopt rules in accordance with chapter 28-32 to implement this section.

21       **SECTION 3. REPEAL.** Sections 54-06-14.1 and 54-06-14.2 of the North Dakota Century  
22       Code are repealed.