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Galosita Richardson
Operator's Signature

10/16/03
Date

2003 HOUSE GOVERNMENT AND VETERANS AFFAIRS
HB 1474

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Salosta Richard
Operator's Signature

10/16/03
Date

2003 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. HB 1474

House Government and Veterans Affairs Committee

Conference Committee

Hearing Date 2-07-03

Tape Number	Side A	Side B	Meter #
2	x		11.9-36.6
Committee Clerk Signature <i>Gregory Burke</i>			

Minutes: Chairman Klein: called the meeting to order. All committee members were present.

Representative Potter: testified in favor of HB 1474, and also is the sponsor of the bill.

This bill is a very simple bill changing one little bit, and let you know it has to do with sick leave and the existing plan for sick leave for state employees with my understanding that they get 8 hours per month, would basically be one day a month. And you add those together you would get 12 days a year. With a maximum 1 1/2 days a month as stated in the language. With that sick leave 40 hours of that sick leave can be used for family illness, so 40 hours being 5 days you can separate that out into hours you don't have to take full days. One other thing that you should know is that employees can carry over sick leave to year to year. They can have it accumulate year after year. What this bill would do is just remove that 40 hour limit. And why do you think we would consider that? Is to me if you have 8 hours that you can be using, 5 days a year, say you are a younger employee that has 2 young children, when one got sick the next one got sick, for me it would have been difficult dealing with just the 5 days a year granted some years there

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Salvatore Riccardi
Operator's Signature

10/16/03
Date

Page 2
House Government and Veterans Affairs Committee
Bill/Resolution Number HB 1474
Hearing Date 2-07-03

weren't as sick. Older employees might have a parent that need some kind of care, it would be nice to have the flexibility to use those hours, then what is currently available. To me this is an employee friendly type bill.

Representative Klein: where do you see that 40 hour limit?

Representative Potter: Its in a separate section from this section.

Representative Devlin: How many hours can you roll over, is there a limit to the numbers you can accumulate?

Chris Runge, Executive Director, North Dakota Public Employees Association: It is unlimited.

Virginia Rivinius, SPHR, OMB Central Personnel Division: appeared in opposition of HB 1474.

(SEE ATTACHED TESTIMONY).

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Salvatore Richardson
Operator's Signature

10/16/03
Date

2003 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. HB 1474

House Government and Veterans Affairs Committee

Conference Committee

Hearing Date 2-13-03

Tape Number	Side A	Side B	Meter #
2	x		9.3-19.8
Committee Clerk Signature <i>Joey Rinke</i>			

Minutes: Chairman Klein: called the hearing to order on Hb 1474. All committee members werer present.

Representative Potter: presented a rough draft amendment to committee. Basically this is a hog house, if you remember the testimony on this, Kris Runge thought that it would be better in a different section of law. And when I had talked to Legislative Council on this, they were the ones that suggested the original section, when I talked to them again, they couldn't even find the other section. All this does is change the unlimited sick leave, it changes the 40 hours of leave to 80 hours of leave so it does restrict the amount, talks about who they can use it for, that is really all it does. They can use up to 40 hours a year for sick leave. Which can be used for child, spouse or parent.

Representative Haas: the reason this bothers me, is that since I've been working and was eligible to receive any kind of benefits, I have always felt those leaves were to benefit the employees period. And somehow over the years that has been stretched and maneuvered to include extended

Page 2

House Government and Veterans Affairs Committee

Bill/Resolution Number HB 1474

Hearing Date 2-13-03

family and people want to get paid for unused sick leave, its a benefit, a benefit in my mind is to be used if you need it, not something that can be converted into something else. I have a great deal of difficulty with this.

Representative Sitte: If I had a choice, I would give them a ½ percent pay raise, rather than this, because I tend to agree with Representative Haas, that sometimes we can see abuse.

Representative Winrich: made a motion to AMEND HB 1474, as presented by Representative Potter.

Representative Potter: SECOND the motion to amend HB 1474.

Motion carried.

Representative Grande: made a DO NOT PASS motion on HB 1474 as amended.

Representative Tieman: SECOND the do not pass motion as amended on HB 1474.

VOTE: 10-YES 4-NO 0-ABSENT

Representative Grande: will carry the bill to the floor.

Meeting adjourned.

FISCAL NOTE
 Requested by Legislative Council
 02/17/2003

Amendment to: HB 1474

1A. **State fiscal effect:** Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.

	2001-2003 Biennium		2003-2005 Biennium		2005-2007 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues						
Expenditures						
Appropriations						

1B. **County, city, and school district fiscal effect:** Identify the fiscal effect on the appropriate political subdivision.

2001-2003 Biennium			2003-2005 Biennium			2005-2007 Biennium		
Counties	Cities	School Districts	Counties	Cities	School Districts	Counties	Cities	School Districts

2. **Narrative:** Identify the aspects of the measure which cause fiscal impact and include any comments relevant to your analysis.

The fiscal impact cannot be determined. It is unknown the amount of family sick leave that would be used for the salaries involved.

3. **State fiscal effect detail:** For information shown under state fiscal effect in 1A, please:

A. **Revenues:** Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.

B. **Expenditures:** Explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.

C. **Appropriations:** Explain the appropriation amounts. Provide detail, when appropriate, of the effect on the biennial appropriation for each agency and fund affected and any amounts included in the executive budget. Indicate the relationship between the amounts shown for expenditures and appropriations.

Name:	Eileen Holwegner	Agency:	OMB
Phone Number:	328-1666	Date Prepared:	02/18/2003

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Eileen Holwegner
 Operator's signature

10/16/03
 Date

FISCAL NOTE
 Requested by Legislative Council
 01/21/2003

Bill/Resolution No.: HB 1474

1A. **State fiscal effect:** Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.

	2001-2003 Biennium		2003-2005 Biennium		2005-2007 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues						
Expenditures						
Appropriations						

1B. **County, city, and school district fiscal effect:** Identify the fiscal effect on the appropriate political subdivision.

2001-2003 Biennium			2003-2005 Biennium			2005-2007 Biennium		
Counties	Cities	School Districts	Counties	Cities	School Districts	Counties	Cities	School Districts

2. **Narrative:** Identify the aspects of the measure which cause fiscal impact and include any comments relevant to your analysis.

The fiscal impact cannot be determined. It is unknown the amount of family sick leave that would be used for the salaries involved.

3. **State fiscal effect detail:** For information shown under state fiscal effect in 1A, please:

A. **Revenues:** Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.

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C. **Appropriations:** Explain the appropriation amounts. Provide detail, when appropriate, of the effect on the biennial appropriation for each agency and fund affected and any amounts included in the executive budget. Indicate the relationship between the amounts shown for expenditures and appropriations.

Name:	Eileen Holwegner	Agency:	OMB
Phone Number:	328-1666	Date Prepared:	01/28/2003

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Yolanda Richardson
 Operator's Signature

10/16/03
 Date

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Prepared by the Legislative Council staff for
Representative Potter
February 12, 2003

VR
2/13/03

HOUSE AMENDMENTS TO HOUSE BILL NO. 1474 GVA 2-13-03

Page 1, line 1, after "A BILL" replace the remainder of the bill with "for an Act to amend and reenact section 54-52.4-03 of the North Dakota Century Code, relating to the use of sick leave by state employees to care for a parent, spouse, or child.

BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

SECTION 1. AMENDMENT. Section 54-52.4-03 of the North Dakota Century Code is amended and reenacted as follows:

54-52.4-03. Use of other available leave for care of parent, spouse, or child. An employer that provides leave for its employees for illnesses or other medical or health reasons shall grant an employee's request to use that leave to care for the employee's child, spouse, or parent if the child, spouse, or parent has a serious health condition. An employee may take not more than ~~forty~~ eighty hours of leave under this section in any twelve-month period. The employer shall compensate the employee for leave used by the employee under this section on the same basis as the employee would be compensated if the leave had been taken due to the employee's own illness."

Renumber accordingly

