

**FIRST ENGROSSMENT  
with Senate Amendments  
ENGROSSED HOUSE BILL NO. 1244**

Introduced by

Representatives Haak, Beadle, Kretschmar, Maragos, Muscha, Seibel

Senators Davison, Oban, Poolman, Sorvaag

1 A BILL for an Act to create and enact section 54-06-14.5 of the North Dakota Century Code,  
2 relating to use of state employee sick leave for birth or adoption of a child.

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

4 **SECTION 1.** Section 54-06-14.5 of the North Dakota Century Code is created and enacted  
5 as follows:

6 **54-06-14.5. Sick leave for birth or adoption of child.**

- 7 1. During the first twelve months following birth or placement, an employer shall grant an  
8 employee's request to use sick leave under section 54-06-14 to care for the  
9 employee's newborn child or to care for a child placed with the employee, by a  
10 child-placing agency licensed under chapter 50-12, for adoption or placed with the  
11 employee as a precondition to adoption under section 14-15-12, but not both.
- 12 2. In the case of an adoption or a placement as a precondition to adoption, the use of  
13 sick leave under this section is limited to the first twelve months of the child living in  
14 the employee's home. During any twelve-month period, an employee may not use  
15 more than six weeks of sick leave under this section and the sick leave must conclude  
16 within the first twelve months following birth or placement.
- 17 3. The sick leave required by this section supplements any leave otherwise available to  
18 an employee.