



DETAILS

➤ [S.B. 2132](#) passed the House 90-1, Senate 46-0, and was signed by the Governor on April 12, 2023. An emergency clause passed making the bill effective April 13, 2023.

➤ [S.B. 2249](#) passed the House 59-33, Senate 47-0, and was signed by the Governor on April 12, 2023. Effective date is August 1, 2023.

➤ [H.B. 1450](#) passed the House 91-0, Senate 46-0, and was signed by the Governor on March 15, 2023. Effective date is August 1, 2023.

Bill Links:

- ❖ [S.B. 2132](#)
- ❖ [S.B. 2249](#)
- ❖ [H.B. 1450](#)
- ❖ [S.B. 2015](#)
- ❖ [S.B. 1522](#)
- ❖ [S.B. 2170](#)

Bills with notable impacts to the Department.

S.B. 2132

Bill adds an exception to the child labor laws for minors 14-15 years old employed in sports-attendant services. The exception is specific to professional sporting events and limits the duties to:

- (1) Pregame and postgame and practice setup of balls, items, and equipment;
- (2) Supplying and retrieving balls, items, and equipment during a sporting event;
- (3) Clearing the field or court of debris and moisture during play;
- (4) Providing ice, drinks, and towels to players during play;
- (5) Running errands for trainers, managers, coaches, or players; and
- (6) Returning or storing balls, items, and equipment in a clubhours of locker room after a sporting event.

S.B. 2249

Bill requires the Department to study continuing education requirements and the practice of licensing out-of-state practitioners for Title 43 occupational boards, the State Board of Law Examiners, and the Education and Standards Practices Board. The Department will analyze the information to develop and update a strategy to increase efficiencies and reduce barrier in each area.

H.B. 1450

Bill expands the definition of pregnant employees to include pregnancy, childbirth, and related medical conditions in relation to the reasonable accommodations afforded to employees under N.D.C.C. § 14-02.4-03.

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➤ [S.B. 2015](#) passed the House 67-14, Senate 38-9, and was signed by the Governor on May 9, 2023. Effective date is July 1, 2023.

➤ [H.B. 1522](#) passed the House 68-22, Senate 40-6, and was signed by the Governor on May 8, 2023. An emergency clause passed making the bill effective May 9, 2023.

➤ [S.B. 2170](#) passed the House 81-9, Senate 45-1, and was signed by the Governor on April 29, 2023. Effective date is August 1, 2023.

[S.B. 2015](#)

Bill grants Department one-time funding of \$50,000 for the expenses of analyzing the administration of occupational and professional licensing boards pursuant to S.B. 2249.

❖ [Equity Adjustments](#)

S.B. 2015 further granted the Department \$46,237 for equity adjustments. The intent was to get all team members close to OMB's Midpoint Policy (MPP), which is a ratio of 0.88. Insufficient funding was provided to get each team member to 0.88. Additionally, new pay ranges resulted in several team members falling below the new minimums. Thus, after utilizing equity funds to bring all to at least the new minimums, experience and performance was factored in to increase those below the 0.88 MPP. Any equity increases will be reflected on June 2023's payroll, paid July 1, 2023.

❖ [Pay Increases](#)

The Department was allotted funds for a pay increase to all non-probationary employees at an average of 6% in FY 2023 and 4% in FY 2024. The guidelines provide three categories for each FY:

July 1, 2023 – June 30, 2024:

1. Developing (0-4%);
2. Achieves (4-6%); and
3. Excels (6-8%).

July 1, 2024 – June 30, 2025:

1. Developing (0-3%);
2. Achieves (3-4%); and
3. Excels (4-6%).

All increases must average each year's authorized 6% and 4% increases. Although employees currently on probation are not eligible for the 6% increase, upon successful completion of their probationary period, they will be eligible for the 4% increase beginning July 1, 2024.

[H.B. 1522](#)

Bill prohibits a government entity from adopting a policy that requires or prohibits an employee's use of an individual's preferred pronoun when addressing or mentioning the individual in a work-related communication.

Bill creates a new section to N.D.C.C. ch. 14-02.4.

[S.B. 2170](#)

Bill authorizes minors at least 16 years old to be employed to work in a hazardous occupation if certain conditions are met. Notably, the minors must be in a registered apprenticeship program or a student learned in an approved career and parent's signature is required. This Bill further authorizes a Legislative Management study related to a state office of apprenticeship.