

# LABOR AND EMPLOYMENT

## CHAPTER 295

### HOUSE BILL NO. 1454

(Representatives Owens, Clark, Dietrich)

### MINIMUM WAGE INCREASE

AN ACT to create and enact a new section to chapter 34-06 of the North Dakota Century Code, relating to an increase in the state's minimum wage; to provide a contingent effective date; and to declare an emergency.

#### BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

**SECTION 1.** A new section to chapter 34-06 of the North Dakota Century Code is created and enacted as follows:

##### **State minimum wage rate.**

1. Except as otherwise provided under this chapter and rules adopted by the commissioner, every employer shall pay to each of the employer's employees:
  - a. Effective on the effective date of this Act, a wage of at least five dollars and eighty-five cents per hour;
  - b. Effective twelve months after the effective date of this Act, a wage of at least six dollars and fifty-five cents per hour; and
  - c. Effective twenty-four months after the effective date of this Act, a wage of at least seven dollars and twenty-five cents per hour.
2. This section does not limit the authority of the commissioner to adopt rules establishing a state minimum wage rate that differs from the rates established under subsection 1.

**SECTION 2. CONTINGENT EFFECTIVE DATE.** This Act becomes effective on the date in 2007 identified by the chairman of the legislative council in a certification filed by the legislative council with the secretary of state as the effective date of the increase in the federal minimum wage under the federal Fair Labor Standards Act of 1938.

**SECTION 3. EMERGENCY.** This Act is declared to be an emergency measure.

Approved March 5, 2007  
Filed March 6, 2007

## CHAPTER 296

### HOUSE BILL NO. 1070

(Industry, Business and Labor Committee)  
(At the request of the Labor Commissioner)

## HOURS OF LABOR FOR MINORS

AN ACT to amend and reenact section 34-07-15 of the North Dakota Century Code, relating to the maximum hours of labor of minors fourteen or fifteen years of age.

### BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

**SECTION 1. AMENDMENT.** Section 34-07-15 of the North Dakota Century Code is amended and reenacted as follows:

**34-07-15. Maximum hours of labor of minors fourteen or fifteen years of age - Notice to be posted.** A minor fourteen or fifteen years of age may not be employed or permitted to work at any occupation, except in domestic services and at farm labor, before the hour of seven a.m. nor after the hour of seven p.m., except that these hours are seven a.m. to nine p.m. from June first through labor day, nor more than eighteen hours during schoolweeks, nor more than three hours on schooldays, nor more than forty hours during nonschoolweeks, nor more than eight hours on nonschooldays. A schoolweek is considered to be any week ~~Monday~~ ~~Sunday~~ through ~~Sunday~~ ~~Saturday~~ in which a youth is required to be in attendance, for any period of time, four or more days. Provided, however, that the limitations restricting hours of work during schoolweeks and schooldays do not apply to minors who are not attending school because they are excepted from compulsory school attendance by subdivisions b, c, and d of subsection 1 of section 15.1-20-02. Every employer shall post, in a conspicuous place where minors are employed, a printed notice stating the hours of work required of the minors each day of the week, the hours of commencing and stopping work, and the hours allowed for dinner or other meals. The printed form of the notice must be furnished by the labor commissioner. The employment of any minor for a longer period than that stated in the notice is a violation of this chapter.

Approved March 6, 2007  
Filed March 7, 2007

**CHAPTER 297****SENATE BILL NO. 2193**

(Senators Holmberg, Hacker, Nething, Triplett)  
(Representatives Owens, Schneider)

**PUBLIC EMPLOYEE ACCESS TO LEGISLATIVE  
ASSEMBLY**

AN ACT to create and enact a new subsection to section 34-11.1-05 of the North Dakota Century Code, relating to prohibiting state agencies and political subdivisions from restricting employee access to the legislative assembly; to provide a penalty; and to declare an emergency.

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

**SECTION 1.** A new subsection to section 34-11.1-05 of the North Dakota Century Code is created and enacted as follows:

Restrict or attempt to restrict access of any employee to any member or committee of the legislative assembly.

**SECTION 2. EMERGENCY.** This Act is declared to be an emergency measure.

Approved April 9, 2007  
Filed April 10, 2007