

HOUSE RESEARCH

Bill Summary

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Authors: Hansen and others

Subject: Organ Donation Leave of Absence

Analyst: Mark Shepard (651-296-5051)

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Overview

Requires public employers with more than 20 employees to grant employees paid leave for organ donation purposes.

Section

1 **Leave for organ donation.** Provides that a public employer (state, county, city, town, school district or other governmental subdivision) with more than 20 employees must grant paid leave of absence to an employee who seeks to undergo a medical procedure to donate an organ or partial organ to another person. The length of the paid leave under this section may not exceed 40 hours for each donation, unless agreed to by the employer. Allows the employer to request medical verification of the purpose and length of the leave. Provides that if there is a medical determination that the employee does not qualify as an organ donor, paid leave granted before that determination is not forfeited.

Forbids an employer from retaliating against an employee for requesting or obtaining a leave under this section.

Provides that this section does not prevent an employer from granting additional leave, and does not affect an employee's rights to any other employment benefit.