HOUSE BILL NO. 799

1 AN ACT TO CREATE THE ORGAN DONOR LEAVE ACT, WHICH PROVIDES
2 LEAVE FOR STATE EMPLOYEES TO USE WHEN DONATING AN ORGAN, BONE
3 MARROW, BLOOD OR BLOOD PLATELETS; TO REQUIRE THE DEPARTMENT OF
4 FINANCE AND ADMINISTRATION TO ADOPT RULES TO ESTABLISH CONDITIONS
5 AND PROCEDURES FOR REQUESTING AND APPROVING ORGAN DONOR LEAVE; AND
6 FOR RELATED PURPOSES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

SECTION 1. This act shall be cited as the Organ Donor Leave
Act.

SECTION 2. This act is intended to provide time off with pay
for state employees who donate an organ, bone marrow, blood, or
blood platelets.

SECTION 3. The following definitions shall govern the
construction and meaning of the terms used in this act:

(a) "Agency" means any agency, department or
institution of state government, but does not include political
subdivisions of the state.

(b) "Department" means the Department of Finance and
Administration.

(c) "Participating employee" means a permanent full-
time or part-time employee who has been employed by an agency for
a period of six (6) months or more and who donates an organ, bone
marrow, blood, or blood platelets.

SECTION 4. (1) On request, a participating employee subject
to this act may be entitled to organ donation leave with pay.

(2) An employee may use up to:

(a) Thirty (30) days of organ donation leave in any
twelve-month period to serve as a bone marrow donor;
ST: State employees; create Organ Donor Leave Act.

(b) Thirty (30) days of organ donation leave in any twelve-month period to serve as an organ donor;

c) One (1) hour to donate blood every fifty-six (56) days; and

d) Two (2) hours to donate blood platelets in accordance with appropriate medical standards established by the American Red Cross or other nationally-recognized standards.

Leave under this paragraph (d) may not be granted more than twenty-four (24) times in a twelve-month period.

(3) An employee may use organ donation leave or other leave authorized in subsection (2) of this section only after obtaining approval from the employee’s agency.

(4) An employee may not be required to use accumulated major medical or personal leave time before being eligible for organ donor leave.

(5) The department shall adopt rules governing organ donation leave, including rules that establish conditions and procedures for requesting and approving leave, and require medical documentation of the proposed organ or bone marrow donation before leave is approved by the employing agency.

SECTION 5. This act shall take effect and be in force from and after July 1, 2003.