
DIGEST

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HB 338 Original

2025 Regular Session

Hilferty

Abstract: Grants paid leave of absence to an employee who is donating a living organ.

Present law currently affords required paid leave for bone marrow donations and the combined lengths of such leave is limited to no more than 40 hours. The employee also holds the reservation to decide to use other types of leave to take for a bone marrow donation. Present law also allows an employer to require verification by a doctor of the purpose and length of leave requested by the employee to donate bone marrow. Present law further provides that if a medical determination is made that an employee does not qualify as a bone marrow donor, paid leave that was granted to the employee prior to the determination is not forfeited.

Proposed law grants paid leave to an employee who is a living organ donor (kidney, or part of a liver, lung, pancreas, or intestines).

Proposed law removes the 40 hour cap on the paid leave and allows the amount of leave to be determined by the nature of the donation.

Present law provides that an employer is not prevented from providing leave for bone marrow donations in addition to leave allowed under present law. Employees maintain the right with respect to any other employment benefit.

Proposed law retains present law and adds that employers may provide leave for living organ donations in addition to leave allowed under present law.

(Amends R.S. 40:1263.4(B) and (D))