
DIGEST

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HB 338 Engrossed

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 not more than 40 hours of paid leave to an employee who is a living organ donor (kidney, or part of a liver, lung, pancreas, or intestines).

Present law provides that an employer is not prevented from providing leave for bone marrow donations in addition to leave allowed under present law. Present law further provides that 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))

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Health and Welfare to the original bill:

1. Add that paid leave for a donor of bone marrow or of a living organ may not exceed 40 work hours.