

RÉSUMÉ DIGEST

ACT 506 (SB 409)

2026 Regular Session

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New law may be cited as the "Louisiana Living Donor Paid Leave Protection Act".

New law provides the following legislative purposes:

- (1) To protect organ donors from job insecurity or surgery delays.
- (2) To encourage living organ donors, whose organs last longer and function better than deceased donor organs.
- (3) To keep Louisianians healthy, employed, and out of long-term state-funded care, thereby saving the state thousands of dollars per patient each year.

New law provides that the intent of the legislature is to facilitate living organ donors' return to employment at a reasonable cost to the employer.

New law defines "employee", "employer", "human organ", "living organ donor", "private employer", and "state agency".

New law requires an employer to grant paid leave of absence to an employee who seeks to donate a human organ and that paid leave will not exceed 30 consecutive calendar days beginning on the day immediately following the organ donation surgery.

New law provides that paid leave will run concurrently with unpaid leave granted to eligible employees pursuant to the Family and Medical Leave Protection Act.

New law provides that donor paid leave will be in addition to sick, annual, or military leave accrued by the employee during his employment with the state agency.

New law permits the employer to require verification by a physician of the purpose and length of each leave requested by the employee to donate a human organ.

New law requires a private employer to grant a 30 consecutive calendar days of unpaid leave to an employee who serves as a human organ or bone marrow donor if the employee requests leave of absence in writing. New law further allows a private employer to authorize an employee's leave of absence beyond 30 consecutive calendar days. New law provides that organ donor paid leave will not have cash value upon termination.

New law prohibits an employee from being discharged, demoted, suspended, threatened, harassed, or discriminated against for obtaining a leave of absence to become a human organ or bone marrow donor.

Effective August 1, 2026.

(Adds R.S. 40:1264.1 and 1264.2)