



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB1616

Introduced 1/28/2025, by Rep. Jay Hoffman

SYNOPSIS AS INTRODUCED:

820 ILCS 149/10

Amends the Employee Blood and Organ Donation Leave Act. Provides that a participating employee or part-time employee (rather than an employee) may use up to 10 days of leave in any 12-month period to serve as an organ donor. Provides that, for a part-time employee using leave to serve as an organ donor, the employer shall calculate the daily average pay the part-time employee received during his or her previous 2 months of employment and compensate the part-time employee in the amount of the daily average pay for the leave days used.

LRB104 09078 SPS 19134 b

1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Employee Blood and Organ Donation Leave Act
5 is amended by changing Section 10 as follows:

6 (820 ILCS 149/10)

7 Sec. 10. Paid leave for blood donation; administration.

8 (a) On request, a participating employee subject to this
9 Act may be entitled to leave with pay to donate blood or an
10 organ.

11 (b) A participating ~~An~~ employee may use up to one hour, or
12 more if authorized by the employer or a collective bargaining
13 agreement, to donate blood every 56 days in accordance with
14 appropriate medical standards established by the American Red
15 Cross, America's Blood Centers, the American Association of
16 Blood Banks, or other nationally recognized standards.

17 (b-5) A participating ~~An~~ employee or part-time employee of
18 an employer may use up to 10 days of leave in any 12-month
19 period to serve as an organ donor. For a part-time employee
20 using leave under this subsection, the employer shall
21 calculate the daily average pay the part-time employee
22 received during his or her previous 2 months of employment and
23 compensate the part-time employee in the amount of the daily

1 average pay for the leave days used.

2 (c) A participating employee or part-time employee may use
3 the leave authorized in subsection (b) or (b-5) of this
4 Section only after obtaining approval from the employer.

5 (d) The Department must adopt rules governing leave taken
6 to donate blood or an organ, including rules that (i)
7 establish conditions and procedures for requesting and
8 approving leave and (ii) require medical documentation of the
9 proposed blood or organ donation before leave is approved by
10 the employer.

11 (Source: P.A. 103-450, eff. 1-1-24.)