

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 1. Short title. This Act may be cited as the
5 Employee Blood Donation Leave Act.

6 Section 3. Purpose. This Act is intended to provide time
7 off with pay to allow employees of units of local governments,
8 boards of election commissioners, or private employers in the
9 State of Illinois to donate blood.

10 Section 5. Definitions. As used in this Act:

11 "Employer" means any unit of local government, board of
12 election commissioners, or any private employer in the State
13 who has 51 or more employees.

14 "Department" means the Department of Public Health.

15 "Participating employee" means a full-time employee who
16 has been employed by an employer for a period of 6 months or
17 more and who donates blood.

18 Section 10. Paid leave for blood donation; administration.

19 (a) On request, a participating employee subject to this
20 Act may be entitled to blood donation leave with pay.

21 (b) An employee may use up to one hour to donate blood
22 every 56 days in accordance with appropriate medical standards
23 established by the American Red Cross, America's Blood Centers,
24 the American Association of Blood Banks, or other nationally
25 recognized standards.

26 (c) A participating employee may use the leave authorized
27 in subsection (b) of this Section only after obtaining approval
28 from the employer.

29 (d) The Department must adopt rules governing blood
30 donation leave, including rules that (i) establish conditions

1 and procedures for requesting and approving leave and (ii)
2 require medical documentation of the proposed blood donation
3 before leave is approved by the employer.

4 Section 15. The Organ Donor Leave Act is amended by
5 changing Section 20 as follows:

6 (5 ILCS 327/20)

7 Sec. 20. Administration of Act.

8 (a) On request, a participating employee subject to this
9 Act may be entitled to organ donation leave with pay.

10 (b) An employee may use (i) up to 30 days of organ donation
11 leave in any 12-month period to serve as a bone marrow donor,
12 (ii) up to 30 days of organ donation leave in any 12-month
13 period to serve as an organ donor, (iii) up to one hour to
14 donate blood every 56 days, and (iv) up to 2 hours to donate
15 blood platelets in accordance with appropriate medical
16 standards established by the American Red Cross, America's
17 Blood Centers, the American Association of Blood Banks, or
18 other nationally-recognized standards. Leave under item (iv)
19 may not be granted more than 24 times in a 12-month period.

20 (c) An employee may use organ donation leave or other leave
21 authorized in subsection (b) of this Section only after
22 obtaining approval from the employee's agency.

23 (d) An employee may not be required to use accumulated sick
24 or vacation leave time before being eligible for organ donor
25 leave.

26 (e) The Department must adopt rules governing organ
27 donation leave, including rules that (i) establish conditions
28 and procedures for requesting and approving leave and (ii)
29 require medical documentation of the proposed organ or bone
30 marrow donation before leave is approved by the employing
31 agency.

32 (Source: P.A. 92-754, eff. 1-1-03.)