



95TH GENERAL ASSEMBLY

State of Illinois

2007 and 2008

SB1659

Introduced 2/9/2007, by Sen. Bill Brady

SYNOPSIS AS INTRODUCED:

5 ILCS 327/5
5 ILCS 327/10
5 ILCS 327/25 new

Amends the Organ Donor Leave Act. Provides that units of local government, school districts, and boards of election commissioners must provide the same leave benefits to their employees as those now provided to State employees. Provides that private employers with 51 or more full-time employees must grant similar leave to their employees, but it need not be with pay. Effective January 1, 2008.

LRB095 11100 RCE 31429 b

FISCAL NOTE ACT
MAY APPLY

STATE MANDATES
ACT MAY REQUIRE
REIMBURSEMENT

1 AN ACT concerning organ donor leave.

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

4 Section 5. The Organ Donor Leave Act is amended by changing
5 Sections 5 and 10 and by adding Section 25 as follows:

6 (5 ILCS 327/5)

7 Sec. 5. Purpose. This Act is intended to provide time off
8 with pay for public ~~State~~ employees who donate an organ, bone
9 marrow, blood, or blood platelets and to provide time off
10 without pay for employees working for private employers.

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

12 (5 ILCS 327/10)

13 Sec. 10. Definitions. As used in this Act:

14 "Agency" means any branch, department, board, committee,
15 or commission of State government, ~~but does not include~~ units
16 of local government, school districts, and ~~or~~ boards of
17 election commissioners.

18 "Department" means the Department of Central Management
19 Services.

20 "Participating employee" means a permanent full-time or
21 part-time employee who has been employed by an agency for a
22 period of 6 months or more and who donates an organ, bone

1 marrow, blood, or blood platelets.

2 "Private employer" means any non-governmental employer
3 with 51 or more full-time employees.

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

5 (5 ILCS 327/25 new)

6 Sec. 25. Leave for employees of private employers.

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

18 (b) An employee of a private employer may use leave
19 authorized in subsection (a) of this Section only after
20 obtaining approval from his or her employer.

21 (c) A private employer may require the employee to exhaust
22 all sick leave, disability leave, accrued vacation leave,
23 personal leave, compensatory leave, and any other leave that
24 may be granted to the employee. Before arranging any leave
25 authorized in subsection (a) of this Section, the employee

1 shall provide the private employer with a written request for
2 leave at least 7 days in advance of the time the employee is
3 required to use his or her leave. In emergency situations, no
4 more than 24 hours notice shall be required. The employee must
5 consult with the employer to schedule the leave so as not to
6 unduly disrupt the operations of the employer.

7 (d) Nothing in this Section requires that the leave be paid
8 by a private employer.

9 Section 99. Effective date. This Act takes effect January
10 1, 2008.