

---

SENATE COMMITTEE AMENDMENTS

2026 Regular Session

Amendments proposed by Senate Committee on Labor and Industrial Relations to Original Senate Bill No. 409 by Senator Myers

---

1 AMENDMENT NO. 1

2 On page 2, delete lines 13 through 15, and insert:

3 **"has been continuously employed by the same agency for at least twelve**  
4 **months. "Employee" does not include an independent contractor."**

5 AMENDMENT NO. 2

6 On page 2, line 16, after "**agency**" insert a period "." and delete the remainder of the line

7 AMENDMENT NO. 3

8 On page 2, delete lines 26 and 27, and insert:

9 **"(6) "State agency" means any state board, commission, department,**  
10 **agency, office, or other entity which makes rules, regulations, or policy, or**  
11 **formulates or issues decisions or orders pursuant to, or as directed by, or in**  
12 **implementation of, the constitution and laws of the United States or the**  
13 **constitution and laws of Louisiana. "State agency" does not include the**  
14 **legislature or any branch, committee, or officer thereof, any political**  
15 **subdivision as defined in Article VI, Section 44 of the Constitution of Louisiana**  
16 **or any board, commission, department, agency, office, or other entity thereof,**  
17 **and any court."**

18 AMENDMENT NO. 4

19 On page 3, delete lines 1 through 4, and insert:

20 **"of absence shall not exceed thirty consecutive calendar days beginning**  
21 **on the day immediately following the organ donation surgery. This paid leave**  
22 **shall run concurrently with any unpaid leave granted to eligible employees**  
23 **pursuant to the Family and Medical Leave Act, 29 U.S.C. § 2601 et seq. Paid**  
24 **leave granted under this Section shall be in addition to any sick leave, annual**  
25 **leave, or military leave accrued by the employee during his employment with**  
26 **the state agency."**

27 AMENDMENT NO. 5

28 On page 3, line 14, after "**thirty**" delete the remainder of the line and insert:

29 **"consecutive calendar days."**

30 AMENDMENT NO. 6

31 On page 3, delete lines 15 and 16, and insert:

32 **"(ii) Nothing in this Section shall prevent a private employer from**  
33 **granting a paid or an unpaid leave of absence for a length of time greater than**  
34 **thirty consecutive calendar days."**

35 AMENDMENT NO. 7

36 On page 3, delete lines 24 through 27

- 1 AMENDMENT NO. 8
- 2 On page 3, at the beginning of line 28, change "G." to "E."