

Proposed law provides that an employee cannot be discharged, demoted, suspended, threatened, harassed, or discriminated against for obtaining a leave of absence to become a human organ or bone marrow donor.

Proposed law provides that organ donor paid leave will not have cash value upon termination.

Effective August 1, 2026.

(Adds R.S. 40:1264 and 1264.1)

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Labor and Industrial Relations to the original bill

1. Add that an employee must be continuously employed by the same agency for at least 12 months to qualify for donor paid leave.
2. Add that a "state agency" also formulates or issues decisions or orders pursuant to, or as directed by, or in implementation of, the constitution and laws of the U.S. or Louisiana.
3. Add that "state agency" does not include the legislature or any branch, committee, or officer thereof, any political subdivision as defined in the Constitution of La. or any board, commission, department, agency, office, or other entity thereof, and any court.
4. Make donor paid leave run concurrently with any unpaid leave granted to eligible employees pursuant to the Family and Medical Leave Act.
5. Make technical changes.