

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 1st Session of the 53rd Legislature (2011)

4 COMMITTEE SUBSTITUTE
5 FOR
6 HOUSE BILL NO. 1078

By: Shelton and Faught of the
House

and

Anderson of the Senate

7
8
9
10 COMMITTEE SUBSTITUTE

11 An Act relating to labor; authorizing leave of
12 absence for certain donations for certain employees;
13 providing for codification; and providing an
14 effective date.

15
16 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

17 SECTION 1. NEW LAW A new section of law to be codified
18 in the Oklahoma Statutes as Section 700 of Title 40, unless there is
19 created a duplication in numbering, reads as follows:

20 A. Any private employee of this state shall be granted a leave
21 of absence, subject to approval of the scheduling of such leave by
22 the employee's employer, with medical necessity being the primary
23
24

1 determinant for such approval, for the time specified for the
2 following purposes:

3 1. Five (5) workdays to serve as a bone marrow donor if the
4 employee provides the employer written verification that the
5 employee is to serve as a bone marrow donor; and

6 2. Thirty (30) workdays to serve as a human organ donor if the
7 employee provides the employer written verification that the
8 employee is to serve as a human organ donor.

9 B. An employee who is granted a leave of absence pursuant to
10 the provisions of this section shall be entitled to use sick leave,
11 vacation, and annual leave to account for the leave of absence.

12 C. An employer shall not penalize an employee for requesting or
13 obtaining a leave of absence pursuant to the provisions of this
14 section.

15 D. The leave authorized by this section may be requested by the
16 employee only if the employee is the person who is serving as the
17 donor.

18 SECTION 2. This act shall become effective November 1, 2011.

19

20 COMMITTEE REPORT BY: COMMITTEE ON ECONOMIC DEVELOPMENT, TOURISM AND
21 FINANCIAL SERVICES, dated 03-03-2011 - DO PASS, As Amended and
22 Coauthored.

22

23

24