

1 STATE OF OKLAHOMA

2 2nd Session of the 53rd Legislature (2012)

3 HOUSE BILL 2878

By: Shelton

4  
5  
6 AS INTRODUCED

7 An Act relating to labor; authorizing leave of  
8 absence for certain donations for certain employees;  
9 providing for codification; and providing an  
10 effective date.

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12 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

13 SECTION 1. NEW LAW A new section of law to be codified  
14 in the Oklahoma Statutes as Section 801 of Title 40, unless there is  
15 created a duplication in numbering, reads as follows:

16 A. Any private employee of this state shall be granted a leave  
17 of absence, subject to approval of the scheduling of such leave by  
18 the employee's employer, with medical necessity being the primary  
19 determinant for such approval, for the time specified for the  
20 following purposes:

21 1. Five (5) workdays to serve as a bone marrow donor if the  
22 employee provides the employer written verification that the  
23 employee is to serve as a bone marrow donor; and  
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1        2. Thirty (30) workdays to serve as a human organ donor if the  
2 employee provides the employer written verification that the  
3 employee is to serve as a human organ donor.

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

7        C. An employer shall not penalize an employee for requesting or  
8 obtaining a leave of absence pursuant to the provisions of this  
9 section.

10       D. The leave authorized by this section may be requested by the  
11 employee only if the employee is the person who is serving as the  
12 donor.

13       SECTION 2. This act shall become effective November 1, 2012.

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15       53-2-8090        LRB       12/15/11

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