

1 STATE OF OKLAHOMA

2 1st Session of the 54th Legislature (2013)

3 COMMITTEE SUBSTITUTE

4 FOR

HOUSE BILL NO. 1846

By: Shelton

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7 COMMITTEE SUBSTITUTE

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

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

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

17 A. Except as provided by subsection E of this section, any
18 private employee of this state shall be granted a leave of absence,
19 subject to approval of the scheduling of such leave by the
20 employee's employer, with medical necessity being the primary
21 determinant for such approval, for the time specified for the
22 following purposes:

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

4 2. Fifteen (15) workdays to serve as a human organ donor if the
5 employee provides the employer written verification that the
6 employee is to serve as a human organ donor.

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

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

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

16 E. An employer with twenty or fewer employees shall be exempt
17 from the provisions of this act.

18 SECTION 2. This act shall become effective November 1, 2013.

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