HOUSE OF REPRESENTATIVES - FLOOR VERSION

STATE OF OKLAHOMA

1st Session of the 54th Legislature (2013)

COMMITTEE SUBSTITUTE
FOR
HOUSE BILL NO. 1846 By: Shelton

COMMITTEE SUBSTITUTE

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

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

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

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

UNDERLINED language denotes Amendments to present Statutes.
BOLD FACE CAPITALIZED language denotes Committee Amendments.
~~Strike thru~~ language denotes deletion from present Statutes.

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

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

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

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

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

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

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

COMMITTEE REPORT BY: COMMITTEE ON ECONOMIC DEVELOPMENT AND FINANCIAL SERVICES, dated 02/28/2013 - DO PASS, As Amended.

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