

FINAL BILL REPORT

SB 6123

C 305 L 20
Synopsis as Enacted

Brief Description: Allowing state employee leave for organ donation.

Sponsors: Senators Hunt, Kuderer, Nguyen, Stanford, Van De Wege, Wilson, C. and Sheldon.

Senate Committee on State Government, Tribal Relations & Elections

Senate Committee on Ways & Means

House Committee on State Government & Tribal Relations

Background: State civil service law provides employers discretion over whether to grant leave with pay to state employees volunteering in firefighting, search and rescue efforts, and donating blood. The director of the Office of Financial Management (OFM) may establish by rule the basis and procedures to be followed for sick leaves and vacations consistent with state civil service law and with the best standards of personnel administration.

In 2017, OFM adopted rules in response to the Governor's Executive Order 02-01, concerning Organ Donation and Other Life-Giving Procedures. Under these rules, an employer may grant leave with pay to participate in life-giving procedures. Leave granted to participate in life-giving procedures must not exceed five days in a two-year period. Under Executive Order 02-01, life-giving procedure is defined as a medically-supervised procedure involving testing, sampling, or donating blood, platelets, organs, fluids, tissues, and other human body components for the purposes of donation, without compensation, to a person or organization for medically necessary treatments.

Summary: An agency must allow an employee to take paid leave as needed to participate in life-giving procedures if the employee provides written proof from an accredited medical institution, physician, or other medical professional that the employee participated in a life-giving procedure. Leave granted to participate in life-giving procedures must not exceed 30 days in a two-year period.

When planning for and granting leave for life giving procedures, agencies:

- are required to take into account provisions of collective bargaining agreements that cover leave usage; and
- may continue to implement any informal, flextime, ad hoc, or other leave, and take into account program implementation and staffing requirements.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.

Life-giving procedure is defined as a medically supervised procedure involving testing, sampling, or donating organs, tissues, and other human body components for the purposes of donation, without compensation, to a person or organization for medically necessary treatments. Life-giving procedure does not include donating blood or plasma.

Votes on Final Passage:

Senate	47	0
House	97	0

Effective: June 11, 2020