



## Donor Leave Statutes by State

Several states have enacted laws that support employees leave to be an organ or marrow donor. The NMDP supports state laws that encourage leave for marrow donation.

State	All Employees (Public and private)	State Employees	Statute Reference and Summary
Alaska		Yes	<b>§25-3-80-252:</b> allows all state employees 40 to 80 hours of paid leave
Arkansas	Yes		<b>§21-4-215:</b> State employees are entitled to up to seven days of paid leave per calendar year. <b>§11-3-205:</b> Private employees are entitled to up to 90 days of <i>unpaid</i> leave if not eligible for leave through the Family Medical Leave Act (FMLA).
California		Yes	<b>§19991.11:</b> State employees, who have exhausted all available sick leave, are entitled to up to five days of paid leave in any one-year period.
Colorado		Yes	<b>§24-50-104:</b> State employees are entitled to up to two days of paid leave per fiscal year.
Connecticut	Yes		<b>§67:5-248a:</b> State employees are entitled to up to 24 weeks of <i>non-paid</i> medical leave within any two-year period. Also expands the state Family Medical Leave Act (FMLA) to provide state and private sector employees up to 16 weeks of <i>non-paid</i> medical leave within any two-year period.
Delaware		Yes	<b>§51-29-5122 &amp; §13-14-1318B:</b> State employees, teachers and school employees are entitled to up to seven days of paid leave per calendar year.
District of Columbia	Yes		<b>§1-612.03b:</b> District government employees are entitled to up to seven days of paid leave per calendar year. <b>§47-1807.08:</b> Private employers



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			granting up to seven days of paid leave to employees are eligible for a tax credit.
<b>Georgia</b>		Yes	<b>§45-20-31:</b> State employees are entitled to up to seven calendar days of paid leave.
<b>Hawaii</b>		Yes	<b>§78-23.6:</b> State employees are entitled to up to seven days of paid leave per calendar year.
<b>Idaho</b>		Yes	<b>§67-5343 &amp; §59-1608:</b> Full-time state employees, public and state officers are entitled to up to five days of paid leave.
<b>Illinois</b>	Yes		<b>§327/20:</b> State employees are entitled to up to 30 days of paid leave in any 12-month period. Also amends the Illinois Organ Donor Leave Act (noted above) to apply to all public employers in the State and to all private employers in the State who have 15 or more employees.
<b>Indiana</b>		Yes	<b>§4-15-16-7:</b> State employees are entitled to up to five days of paid leave.
<b>Iowa</b>		Yes	<b>§70A.39:</b> State employees are entitled to up to five days of paid leave.
<b>Kansas</b>		Yes	<b>Executive Order 01-02:</b> State employees are entitled to up to seven days of paid leave.
<b>Louisiana</b>	Yes		<b>§40:1299.124:</b> An employer who employs 20 or more employees shall grant an employee up to 40 hours of paid leave.
<b>Maryland</b>		Yes	<b>§9-1106:</b> State employees are entitled to up to seven days of paid leave in any 12-month period.
<b>Massachusetts</b>		Yes	<b>§185-182-4900:</b> State employees are entitled up to five days of paid leave.
<b>Minnesota</b>	Yes		<b>§181.945:</b> An employer who employs 20 or more employees shall grant an employee up to 40 hours of paid leave.
<b>Mississippi</b>		Yes	<b>§25-3-103:</b> State employees are entitled to up to 30 days of paid leave in any 12-month period.
<b>Missouri</b>		Yes	<b>§105.266:</b> State employees are entitled to up to five days of paid



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			leave.
<b>Nebraska</b>	Yes		<b>§71-4820:</b> Employers are encouraged to grant paid donor leave to employees.
<b>New Mexico</b>		Yes	<b>§ 24-28-3:</b> State employees are entitled up to 20 days of paid leave.
<b>New York</b>	Yes		<b>§202-a:</b> An employer who employs 20 or more employees shall grant an employee up to 24 hours of unpaid leave. <b>§202-b:</b> State employees are entitled up to seven days of paid leave.
<b>North Dakota</b>		Yes	<b>§54-06-14.4:</b> State employees are entitled to up to 20 days of paid leave.
<b>Ohio</b>		Yes	<b>§124.139:</b> State employees are entitled to up to seven days of paid leave per year.
<b>Oklahoma</b>		Yes	<b>§74-840-2.20B:</b> State employees are entitled to up to five days of paid leave.
<b>Oregon</b>	Yes		<b>§659A.312:</b> All public and private employees are entitled to up to 40 hours of <i>accrued</i> paid leave.
<b>Pennsylvania</b>	Yes		<b>35 P.S. § 6120.2:</b> All public and private employees are entitled to up to five working days of paid leave.
<b>South Carolina</b>	Yes		<b>§44-43-80:</b> An employer who employs 20 or more employees shall grant an employee up to 40 hours of paid leave.
<b>Texas</b>		Yes	<b>§661.916:</b> State employees are entitled to up to five days of paid leave in a fiscal year.
<b>Utah</b>		Yes	<b>§67-19-14.5:</b> State employees are entitled to up to seven days of paid leave.
<b>Virginia</b>		Yes	<b>§2.2-2821.1:</b> State employees are entitled to up to 30 days of paid leave in any calendar year, in addition to other paid leave.
<b>Washington</b>		Yes	<b>Executive Order 02-01:</b> State employees are entitled to up to five days of paid leave in a two-year period.



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<b>West Virginia</b>		Yes	<b>§29-6-28:</b> State employees are entitled to up to seven days of paid leave per calendar year.
<b>Wisconsin</b>		Yes	<b>§230.35(2d)(b):</b> State employees are entitled to up to five days of paid leave.

*\*(The information contained in this chart is a general interpretation of each statute or bill. Specific interpretations can vary by state. Please check with your state government or tax accountant to learn how the statute applies to your situation.)*

For more donor information: Donor Advocacy 1-800-526-7809 or via email [advocate@nmdp.org](mailto:advocate@nmdp.org)

For more legislative information: Legislative Relations 202-638-0656 or via email [advocacy@nmdp.org](mailto:advocacy@nmdp.org)