

Donor Leave Statutes by State

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

The following states have enacted donor leave statutes:

State	All Employees (Public and private)	State Employees	Statute Reference and Summary
Arkansas	Yes		§21-4-215: State employees are entitled to up to seven days of paid leave per calendar year. §11-3-205: 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	§19991.11: 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	§24-50-104: State employees are entitled to up to two days of paid leave per fiscal year.
Connecticut	Yes		§67:5-248a: State employees are entitled to up to 24 weeks of <i>non-paid</i> medical leave within any two-year period. Public Act 04-95 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	§51-29-5122 & §13-14-1318B: State employees, teachers and

			school employees are entitled to up to seven days of paid leave per calendar year.
District of Columbia	Yes		§1-612.03b: District government employees are entitled to up to seven days of paid leave per calendar year. §47-1807.08: Private employers granting up to seven days of paid leave to employees are eligible for a tax credit.
Georgia		Yes	§45-20-31: State employees are entitled to up to seven calendar days of paid leave.
Hawaii		Yes	§78-23.6: State employees are entitled to up to seven days of paid leave per calendar year.
Idaho		Yes	§67-5343 & §59-1608: Full-time state employees, public and state officers are entitled to up to five days of paid leave.
Illinois	Yes		§327/20: State employees are entitled to up to 30 days of paid leave in any 12-month period. Public Act 94-0033 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.
Indiana		Yes	§4-15-16-7: State employees are entitled to up to five days of paid leave.
Iowa		Yes	§70A.39: State employees are entitled to up to five days of paid leave.
Kansas		Yes	Executive Order 2001-02: State employees are entitled to up to seven days of paid leave.
Louisiana	Yes		§40:1299.124: An employer who employs 20 or more employees shall grant an employee up to 40 hours of paid leave.
Maryland		Yes	§9-1106: State employees are

			entitled to up to seven days of paid leave in any 12-month period.
Massachusetts		Yes	Chapter 61-Acts of 2007: State employees are entitled up to five days of paid leave.
Minnesota	Yes		§181.945: An employer who employs 20 or more employees shall grant an employee up to 40 hours of paid leave.
Mississippi		Yes	§25-3-103: State employees are entitled to up to 30 days of paid leave in any 12-month period.
Missouri		Yes	§105.266: State employees are entitled to up to five days of paid leave.
Nebraska	Yes		§71-4820: Employers are encouraged to grant paid donor leave to employees.
New Mexico		Yes	H.B. 590 (passed 4/2007): State employees are entitled up to 20 days of paid leave.
New York	Yes		§202-a: An employer who employs 20 or more employees shall grant an employee up to 24 hours of unpaid leave. §202-b: State employees are entitled up to seven days of paid leave.
North Dakota		Yes	§54-06-14.4: State employees are entitled to up to 20 days of paid leave.
Ohio		Yes	§124.139: State employees are entitled to up to seven days of paid leave per year.
Oklahoma		Yes	§74-840-2.20B: State employees are entitled to up to five days of paid leave.
Oregon	Yes		§659A.312: All public and private employees are entitled to up to 40 hours of <i>accrued</i> paid leave.
Pennsylvania	Yes		Act 65 of 2006: All public and private employees are entitled to up to five working days of paid leave.

South Carolina	Yes		§44-43-80: An employer who employs 20 or more employees shall grant an employee up to 40 hours of paid leave.
Texas		Yes	§661.916: State employees are entitled to up to five days of paid leave in a fiscal year.
Utah		Yes	§67-19-14.5: State employees are entitled to up to seven days of paid leave.
Virginia		Yes	§2.2-2821.1: State employees are entitled to up to 30 days of paid leave in any calendar year, in addition to other paid leave.
Washington		Yes	Executive Order 02-01: State employees are entitled to up to five days of paid leave in a two-year period.
West Virginia		Yes	§29-6-28: State employees are entitled to up to seven days of paid leave per calendar year.
Wisconsin		Yes	§230.35(2d)(b): State employees are entitled to up to five days of paid leave.
Pending			Summary of 2007 Pending Legislation
Alaska	Yes		H.B. No 252 would allow all state employees 40 to 80 hours of paid leave. S.B. No 140 would require all private employers who employ 20 or more employees to provide 40 to 60 hours of paid leave.
Arizona		Yes	H.B. No. 2684 would allow all state employees up to five days of paid leave.