



103RD GENERAL ASSEMBLY

State of Illinois

2023 and 2024

HB3516

Introduced 2/17/2023, by Rep. Nabeela Syed

SYNOPSIS AS INTRODUCED:

820 ILCS 149/1
820 ILCS 149/3
820 ILCS 149/5
820 ILCS 149/10

Amends the Employee Blood Donation Leave Act. Changes the name of the Act to the Employee Blood and Organ Donation Leave Act. Provides that an employee may use up to 10 days of leave in any 12-month period to serve as an organ donor or bone marrow donor. Defines terms. Makes corresponding changes.

LRB103 29522 SPS 55917 b

1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Employee Blood Donation Leave Act is
5 amended by changing Sections 1, 3, 5, and 10 as follows:

6 (820 ILCS 149/1)

7 Sec. 1. Short title. This Act may be cited as the Employee
8 Blood and Organ Donation Leave Act.

9 (Source: P.A. 94-33, eff. 1-1-06.)

10 (820 ILCS 149/3)

11 Sec. 3. Purpose. This Act is intended to provide time off
12 with pay to allow employees of units of local government,
13 boards of election commissioners, or private employers in the
14 State of Illinois to donate blood, an organ, or bone marrow.

15 (Source: P.A. 97-333, eff. 8-12-11.)

16 (820 ILCS 149/5)

17 Sec. 5. Definitions. As used in this Act:

18 "Employer" means any unit of local government, board of
19 election commissioners, or any private employer in the State
20 ~~who has 51 or more employees.~~

21 "Department" means the Department of Public Health.

1 "Organ" means any biological tissue of the human body that
2 may be donated by a living donor, including, but not limited
3 to, the kidney, liver, lung, pancreas, intestine, bone, and
4 skin or any subpart thereof.

5 "Participating employee" means a full-time employee who
6 has been employed by an employer for a period of 6 months or
7 more and who donates blood, an organ, or bone marrow.

8 (Source: P.A. 94-33, eff. 1-1-06.)

9 (820 ILCS 149/10)

10 Sec. 10. Paid leave for blood donation; administration.

11 (a) On request, a participating employee subject to this
12 Act may be entitled to ~~blood donation~~ leave with pay to donate
13 blood, an organ, or bone marrow.

14 (b) An employee may use up to one hour, or more if
15 authorized by the employer or a collective bargaining
16 agreement, to donate blood every 56 days in accordance with
17 appropriate medical standards established by the American Red
18 Cross, America's Blood Centers, the American Association of
19 Blood Banks, or other nationally recognized standards.

20 (b-5) An employee may use up to 10 days of leave in any
21 12-month period to serve as an organ donor or bone marrow
22 donor.

23 (c) A participating employee may use the leave authorized
24 in subsection (b) and (b-5) of this Section only after
25 obtaining approval from the employer.

1 (d) The Department must adopt rules governing ~~blood~~
2 ~~donation~~ leave taken to donate blood, an organ, or bone
3 marrow, including rules that (i) establish conditions and
4 procedures for requesting and approving leave and (ii) require
5 medical documentation of the proposed blood, organ, or bone
6 marrow donation before leave is approved by the employer.
7 (Source: P.A. 94-33, eff. 1-1-06; 94-1084, eff. 6-1-07.)