

1 STATE OF OKLAHOMA

2 1st Session of the 55th Legislature (2015)

3 HOUSE BILL 1872

By: Shelton

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6 AS INTRODUCED

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

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

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

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

21 1. Five (5) workdays to serve as a bone marrow donor if the
22 employee provides the employer written verification that the
23 employee is to serve as a bone marrow donor; and
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1 2. Fifteen (15) workdays to serve as a human organ donor if the
2 employee provides the employer written verification that the
3 employee is to serve as a human organ donor.

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

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

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

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

15 SECTION 2. This act shall become effective November 1, 2015.

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17 55-1-6254 LRB 12/15/14

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