
HOUSE BILL 2425

State of Washington

66th Legislature

2020 Regular Session

By Representative Dolan

1 AN ACT Relating to state employee leave for organ donation; and
2 adding a new section to chapter 41.06 RCW.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 NEW SECTION. **Sec. 1.** A new section is added to chapter 41.06
5 RCW to read as follows:

6 (1) All executive agencies shall allow employees to take paid
7 leave, not to exceed thirty days in a two-year period, as needed to
8 participate in life-giving procedures. Such leave shall not be
9 charged against sick leave or annual leave, and use of leave without
10 pay is not required.

11 (2) Agencies may take into account program implementation and
12 staffing replacement requirements in the scheduling of such leave
13 time. Employees may be required to provide reasonable advance notice
14 of a desire to take paid leave time under this section.

15 (3) When planning for and granting paid leave under this section,
16 agencies shall take into account provisions of collective bargaining
17 agreements that cover leave usage. Any additional leave time needed
18 for life-giving procedures is subject to each agency's leave policies
19 and collective bargaining agreements.

1 (4) Employees must provide written proof from an accredited
2 medical institution, physician, or other medical professional that
3 the employee participated in a life-giving procedure.

4 (5) This section does not create any entitlement or other right
5 that may be converted to cash, other compensation, or any other
6 benefit. It is intended only to encourage altruistic life-giving
7 procedures, and to allow paid leave to participate in such
8 procedures.

9 (6) Agencies may continue or implement any informal, flextime, ad
10 hoc, or other leave.

11 (7) For purposes of this section, "life-giving procedure" means a
12 medically supervised procedure involving the testing, sampling, or
13 donation of organs, tissues, and other human body components for the
14 purposes of donation, without compensation, to a person or
15 organization for medically necessary treatments. "Life-giving
16 procedure" does not include the donation of blood or plasma.

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