

HOUSE BILL NO. HB0232

Organ donations-state employee leave.

Sponsored by: Representative(s) Nicholas and Larsen

A BILL

for

1 AN ACT relating to administration of government; providing
2 annual leave time for state employees making organ
3 donations as specified; authorizing rules and policies;
4 providing definitions; and providing for an effective date.

5

6 *Be It Enacted by the Legislature of the State of Wyoming:*

7

8 **Section 1.** W.S. 9-3-107 is created to read:

9

10 **9-3-107. State employee leave for organ donation.**

11

12 (a) A full-time state employee shall receive:

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14 (i) Up to one hundred twenty (120) hours of
15 leave with pay during each calendar year to use during
16 those hours when the employee is absent from work because

1 of the employee's donation of any portion of an adult liver
2 or because of the employee's donation of an adult kidney;

3

4 (ii) Up to fifty-six (56) hours of leave with
5 pay during each calendar year to use during those hours
6 when the employee is absent from work because of the
7 employee's donation of adult bone marrow.

8

9 (b) The employing entity shall compensate a full-time
10 state employee who uses leave granted under this section at
11 the employee's regular rate of pay for those regular work
12 hours during which the employee is absent from work as a
13 result of the donation, provided that not more than a total
14 of one hundred twenty (120) hours of leave with pay shall
15 be compensated under this section in any twelve (12)
16 consecutive month period.

17

18 (c) Each employing entity shall provide information
19 about this section to its full-time state employees. Rules
20 or policies necessary or convenient to implement the
21 provisions of this section may be adopted by:

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1 (i) The human resources division for the
2 executive department;

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4 (ii) The management council for the legislative
5 department;

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7 (iii) The district court judicial conference for
8 all district courts, and the chief justice of the supreme
9 court for the remainder of the judicial department;

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11 (iv) The University of Wyoming for university
12 employees.

13

14 (d) A state employee shall only be eligible to
15 receive the leave specified in paragraphs (a)(i) and (ii)
16 of this section after that employee has exhausted all of
17 their accrued vacation leave and sick leave.

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19 (e) As used in this section:

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21 (i) "Full-time" means a normal work week of
22 thirty-two (32) or more hours worked on a predominantly
23 yearly basis. Faculty of the University of Wyoming who

1 work at least two (2) semesters in each school year shall
2 be deemed as working on a predominantly yearly basis;

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4 (ii) "State employee" means all state executive,
5 judicial and legislative branch employees, including the
6 University of Wyoming.

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8 **Section 2.** W.S. 9-2-1022(a)(xi)(B) is amended to
9 read:

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11 **9-2-1022. Duties of department performed through**
12 **human resources division.**

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14 (a) Subject to subsection (b) of this section, the
15 department through the human resources division shall:

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17 (xi) Promulgate reasonable rules:

18

19 (B) Governing minimum hours of work,
20 attendance regulations, leaves of absence for employees,
21 vacations, ~~and~~ the order and manner in which layoffs shall
22 be made and the implementation of W.S. 9-3-107;

23

1 **Section 3.** This act is effective July 1, 2020.

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3

(END)