

By Senator Harrell

31-00550A-26

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A bill to be entitled
An act relating to living organ donation; creating s.
110.1185, F.S.; defining the term "living organ
donor"; requiring state agencies to grant
administrative leave, not to exceed a specified number
of days, to allow an employee to serve as a living
organ donor; specifying that such leave is in addition
to other leave authorized by law; creating s. 381.865,
F.S.; defining the terms "employer" and "living organ
donor"; requiring employers to grant an unpaid leave
of absence to allow an employee to serve as a living
organ donor under certain circumstances; specifying
the length of such leave of absence; authorizing
employers to grant paid or unpaid leave for a period
longer than the required period of time; providing an
effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Section 110.1185, Florida Statutes, is created
to read:

110.1185 Administrative leave for living organ donation.—

(1) As used in this section, the term "living organ donor"
means a person who donates all or part of a human organ while he
or she is alive for transplantation into another person.

(2) Each state agency shall grant administrative leave,
with pay, not to exceed 30 working days, to allow an employee to
serve as a living organ donor. Administrative leave granted
under this section is in addition to any medical, personal, or

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30 other leave otherwise authorized by law.

31 Section 2. Section 381.865, Florida Statutes, is created to
32 read:

33 381.865 Leave for living organ donation by employees of
34 private employers and local governments.—

35 (1) As used in this section, the term:

36 (a) "Employer" means a private employer, including a sole
37 proprietor, partnership, corporation, limited liability company,
38 or other entity, or a political subdivision of the state, that
39 employs one or more employees.

40 (b) "Living organ donor" means a person who donates all or
41 part of a human organ while he or she is alive for
42 transplantation into another person.

43 (2)(a) In addition to any medical, personal, or other paid
44 leave provided by the employer, an employer shall grant an
45 employee an unpaid leave of absence to allow the employee to
46 serve as a living organ donor if the employee submits a written
47 request for such leave.

48 (b) The length of the leave of absence must be equal to the
49 time requested by the employee or 30 working days, whichever is
50 less.

51 (c) An employer may grant paid or unpaid leave for a period
52 longer than 30 working days.

53 Section 3. This act shall take effect July 1, 2026.