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5 Replace lines 61 through 65 on page 3 with the following:

6 "employee" means an individual who is employed by any  
7 department, agency, or instrumentality of the State of  
8 Alabama who is subject to Chapter 26 of Title 36 of the  
9 Code of Alabama 1975, and who is a permanent employee  
10 with at least one year of state service.

11 (b) An employee may be granted living donor leave  
12 with pay for  
13

14 Replace lines 110 through 111 on page 4 with the  
15 following:

16 leave of absence as provided by this section.

17 Section 4. (a) For purposes of this section, the term  
18 "public employee" means an individual who is permanently  
19 employed by a department, agency, or other  
20 instrumentality of, or entity affiliated with, the State  
21 of Alabama in which the individual's compensation is  
22 derived in whole or in part from funds appropriated in  
23 the State General Fund or Education Trust Fund and who is  
24 not otherwise covered under Sections 2 or 3 of this act.



(b) A public employee who has at least one year of service may be granted living donor leave with pay for donating an organ or bone marrow, upon fulfillment of the following conditions:

(1) Submission to the employee's immediate supervisor of a written request for leave, accompanied by written verification from the physician who will be performing the medical procedure.

(2) A recommendation for the leave based on the submission in subdivision (1) by the supervisor.

(3) Approval of the executive who directs the employing instrumentality or entity.

(c) The leave granted may be for no more than 30 days in the case of an organ donation and seven days in the case of a bone marrow donation.

(d) Living donor leave shall be a separate classification of leave which shall not apply to or exhaust an employee's accrued or available leave under any other leave classification pursuant to rule or policy of the employer.

(e) An employer may not threaten, restrain, coerce, discipline, discharge, terminate, or otherwise retaliate or discriminate against an employee for requesting or using a leave of absence as provided by this section.



49                   Section 5. (a) In recognition that it is the policy  
50                   of

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52                   Replace lines 165 through 166 on page 6 with the  
53                   following:

54                   Section 6. This act shall become effective October 1,  
55                   2026, except Section 5 shall become effective January 1,  
56                   2027.