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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

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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.



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

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

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

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

45 (e) An employer may not threaten, restrain, coerce,
46 discipline, discharge, terminate, or otherwise retaliate
47 or discriminate against an employee for requesting or
48 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: