A bill to be entitled

An act relating to leave for 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 certain 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.

CODING: Words stricken are deletions; words underlined are additions.

(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 other leave otherwise authorized by law.

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

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

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

(a) "Employer" means a private employer, including a sole proprietor, partnership, corporation, limited liability company, or other entity, or a political subdivision of the state, that employs 50 or more employees.

(b) "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)(a) An employer shall grant an employee an unpaid leave of absence to allow the employee to serve as a living organ donor if the employee submits a written request for such leave, including written documentation from the attending physician confirming the date of the donation. The leave shall continue until the attending physician provides medical clearance for the employee to resume work duties.

(b) The unpaid leave of absence granted pursuant to

paragraph (a) is in addition to any medical, personal, or other paid leave provided by the employer.

(c) An employer may grant paid or unpaid leave for a period longer than required by paragraph (a).

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