

UNPAID LEAVE FOR LIVING ORGAN DONORS

Maggie L. Walker Governor's School provides eligible employees with (i) up to 60 business days of unpaid organ donation leave in any 12-month period to serve as an organ donor and (ii) up to 30 business days of unpaid organ donation leave in any 12-month period to serve as a bone marrow donor.

Maggie L. Walker Governor's School will restore the employee's position following their leave and will continue to provide coverage for the employee under any health benefit plan during the leave period.

No employee shall take organ donation leave concurrently with leave taken under the federal Family and Medical Leave Act (29 U.S.C. § 2601 et seq.).

- "Eligible employee" means an individual who has requested that an employer provide organ donation leave and who, as of the date that the requested organ donation leave begins, will have been employed by that employer for at least (i) a 12-month period and (ii) 1,250 hours during the previous 12 months.
- "Organ donation leave" means leave of an eligible employee for the purpose of donating one or more of such employee's human organs, including bone marrow, to be medically transplanted into the body of another individual.

Adopted: October 19, 2023

Legal Ref: Code of Virginia by adding in Chapter 3 of Title 40.1 an article numbered 2.2, consisting of sections numbered [40.1-33.7](#) through [40.1-33.12](#), relating to unpaid organ donation leave

Cross Ref:

Pol 5070

Family and Medical Leave (FMLA)