

# ILLINOIS

## Illinois Passes Paid Leave for Organ Donors

Illinois has [amended](#) the state Employee Blood Donation Leave Act to require employers to provide employees with paid leave from work for organ donation. The measure was signed into law by Gov. J.B. Pritzker on Aug. 4, 2023, and it takes effect **Jan. 1, 2024**.

### Covered Employers

The law, renamed the Employee Blood and Organ Donation Leave Act, covers units of local government, boards of election commissioners and private employers in Illinois with **51 or more employees**.

### Covered Employees

The law covers **full-time** employees who have been employed for **six months** or more and who donate blood or an organ.

### Leave Requirement

The amendments allow employees to take 10 days of paid leave in any 12-month period to donate an organ. This is in addition to the law's existing mandate of one hour of paid leave every 56 days to donate blood.

Under the law, employees may only take leave if it is authorized by their employer. The state Department of Health is charged with issuing rules that:

- Establish conditions and procedures for requesting and approving leave; and
- Require medical documentation of the proposed blood or organ donation before leave is approved by the employer.

“Organ” means any biological tissue of the human body that may be donated by a living donor, including but not limited to the kidney, liver, lung, pancreas, intestine, bone and skin, or any subpart thereof.

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### Highlights

#### New Organ Donor Leave Requirement

As of Jan. 1, 2024, Illinois employers will have to allow organ donors 10 days of paid leave per year.

#### Employer Authorization

Employees must obtain their employer's authorization before taking the leave.

#### Small Employers Exempt

The new requirement applies only to employers with at least 51 employees.

*Only full-time employees who have been employed for at least six months are eligible for leave.*