

ORDINANCE _____ - 2020

AN ORDINANCE CREATING SECTION 21-34.2 OF THE LEXINGTON-FAYETTE URBAN COUNTY CODE OF ORDINANCES TO CREATE A LEAVE CATEGORY RELATED TO ORGAN OR BONE MARROW DONATION AND DEFINE BENEFITS PROVIDED UNDER SUCH LEAVE CATEGORY, EFFECTIVE UPON PASSAGE OF COUNCIL.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT:

Section 1 – That Section 21-34.2 of the Code of Ordinances, Organ Donor and Bone Marrow Donation Leave, be and hereby is created to read as follows:

- (a) As used in this section:
 - (1) “Human organ” means any part of a human intestine, kidney, liver, lung, or pancreas;
 - (2) “Living donor” means a full-time employee of the Lexington-Fayette Urban County Government who is absent from work due to medical reasons associated with donating a human organ or bone marrow; and
 - (3) “Living organ donor leave” means a paid leave of absence provided to a living donor for time off work from the donation of a human organ or bone marrow and the recovery time associated with the donation; and
 - (4) “Living organ donor leave” does not include any other form of paid leave that has been granted by the living donor’s employer.
- (b) Any classified civil service employee, shall be granted living organ donor leave for time off work for the donation of a human organ or bone marrow and the recovery time associated with the donation for each organ donation, upon approval from the employee’s supervisor and the Division of Human Resources.
- (c) Before being approved to receive any amount of living organ donor leave, the living donor shall submit verification of the human organ or bone marrow donation procedure to the Division of Human Resources.
- (d) Once approved, a living donor shall be granted living organ donor leave in an amount of:
 - (1) Two hundred forty (240) hours for each human organ donation; and
 - (2) Forty (40) hours for each bone marrow donation.
- (e) A living donor may be approved to receive living organ donor leave each time the living donor donates a human organ or bone marrow.
- (f) A living donor shall not be required to use compensatory time, sick leave, or vacation leave before being eligible to receive living organ donor leave.
- (g) While a living donor is on living organ donor leave, he or she shall be at all times deemed a classified civil service employee and shall

receive the same treatment with respect to salary, wages, and employee benefits.

- (h) For purposes of determining seniority, pay or pay advancement, performance awards, and the receipt of any benefit that may be affected by a leave of absence, the service of the living donor shall be considered uninterrupted by the leave of absence.

Section 2 – That this Ordinance shall become effective on the date of its passage.

PASSED URBAN COUNTY COUNCIL:

MAYOR

ATTEST:

CLERK OF URBAN COUNTY COUNCIL
PUBLISHED: