

ORDINANCE NO. _____, SERIES 2020

AN ORDINANCE AMENDING CHAPTER 35 OF THE LOUISVILLE METRO CODE OF ORDINANCES TO ESTABLISH AN ORGAN DONATION POLICY FOR LOUISVILLE METRO EMPLOYEES.

SPONSORED BY: COUNCIL MEMBER PIAGENTINI

WHEREAS, the Louisville/Jefferson County Metro Government seeks to eliminate the barrier of loss of pay for employees who are interested in being an organ or bone marrow donor;

WHEREAS, organ and bone marrow donation are lifesaving procedures for many people suffering from kidney failure and other terminal diseases;

WHEREAS, the Louisville/Jefferson County Metro Government seeks to establish an organ donor policy that allows Metro Government Employees to up to 30 days of paid time off to voluntarily donate an organ without any loss or reduction in pay or use of paid leave time; and

WHEREAS, the Louisville/Jefferson County Metro Government seeks to demonstrate leadership in granting paid leave for organ and blood marrow donors as a major employer in the metro area and encourage other large employers to consider similar policies.

NOW, THEREFORE, BE IT ORDAINED BY THE LEGISLATIVE COUNCIL OF THE LOUISVILLE/JEFFERSON COUNTY METRO GOVERNMENT (THE "COUNCIL") AS FOLLOWS:

SECTION I: A new section in Chapter 35 of LMCO is hereby created to read as follows:

§ 35.XX Organ Donation.

Louisville Metro Government will allow employees up to 30 days of paid leave for organ donation and up to 7 days for bone marrow donation per calendar year. Paid leave may include time spent in a screening process to determine whether the employee is a compatible donor. Paid leave for organ donation and bone marrow is a separate category of leave that is in addition to annual sick leave under Louisville Metro Government Personnel Policies. Employees may not carry over any paid leave under this section from year to year.

SECTION II: This Ordinance shall take effect upon its passage and approval with the inclusion of this organ donation policy in the next publication of Louisville Metro’s personnel policies.

Sonya Harward
Metro Council Clerk

David James
President of the Council

Greg Fischer
Mayor

Approval Date

APPROVED AS TO FORM AND LEGALITY:

Michael J. O’Connell
Jefferson County Attorney

By: _____