

**LEGISLATIVE SERVICES AGENCY
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS
FISCAL IMPACT STATEMENT**

LS 6684
BILL NUMBER: SB 288

NOTE PREPARED: Dec 18, 2025
BILL AMENDED:

SUBJECT: Organ Donation.

FIRST AUTHOR: Sen. Rogers
FIRST SPONSOR:

BILL STATUS: As Introduced

FUNDS AFFECTED: X GENERAL
DEDICATED
FEDERAL

IMPACT: State & Local

Summary of Legislation: The bill provides that an employee who has worked for an employer for at least a year is entitled to take an unpaid leave of absence for organ donation. It provides that a leave of absence may not exceed 30 working days per calendar year. The bill requires an eligible employee to provide notice to the employee's employer before taking a leave of absence. It provides that an employer may require an eligible employee to take other leave before using the leave of absence.

Effective Date: July 1, 2026.

Explanation of State Expenditures: State employers may need to change employee leave policies to provide the leave required under the bill. This should be completed with current resources. State executive branch employees are already eligible to take up to 30 days of paid leave to be an organ donor under IC 4-15-16.

Additional Information - Some employees would also be able to take unpaid leave under the federal Medical and Family Leave Act (FMLA) for organ donation (U.S. Department of Labor, 2018). FMLA leave provides up to 12 weeks of unpaid leave for certain family and medical reasons. FMLA applies to state and local employers and private employers with 50 or more employees.

According to a report from the Organ Procurement and Transplantation Network, there were 118 live organ donors in Indiana in 2024.

Explanation of State Revenues:

Explanation of Local Expenditures: Political subdivisions would be required to provide unpaid leave for organ donation.

Explanation of Local Revenues:

State Agencies Affected: State agencies as employers, state educational institutions, bodies corporate and

politic created by statute.

Local Agencies Affected: Political subdivisions as employers.

Information Sources: Organ Procurement and Transplantation Network.

<https://optn.transplant.hrsa.gov/data/view-data-reports/state-data/#>; U.S. Department of Labor. (2018, August 28). Opinion letter on organ donor's ability to take FMLA leave.

https://www.dol.gov/sites/dolgov/files/WHDLegacy/files/2018_08_28_2A_FMLA.pdf

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