

TRANSMITTAL SHEET FOR  
NOTICE OF INTENDED ACTION

Control 670 Department or Agency Alabama State Personnel Board  
Rule No. 670-X-14-.04  
Rule Title: Living Donor Leave

New  Amend  Repeal  Adopt by Reference

Would the absence of the proposed rule significantly harm or endanger the public health, welfare, or safety? No.

Is there a reasonable relationship between the state's police power and the protection of the public health, safety, or welfare? No.

Is there another, less restrictive method of regulation available that could adequately protect the public? No.

Does the proposed rule have the effect of directly or indirectly increasing the costs of any goods or services involved and, if so, to what degree? No.

Is the increase in cost, if any, more harmful to the public than the harm that might result from the absence of the proposed rule? No.

Are all facets of the rulemaking process designed solely for the purpose of, and so they have, as their primary effect, the protection of the public? No.

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Does the proposed rule have an economic impact? No.

If the proposed rule has an economic impact, the proposed rule is required to be accompanied by a fiscal note prepared in accordance with subsection (f) of Section 41-22-23, Code of Alabama 1975.

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Certification of Authorized Official

I certify that the attached proposed rule has been proposed in full compliance with the requirements of Chapter 22, Title 41, Code of Alabama 1975, and that it conforms to all applicable filing requirements of the Administrative Procedure Division of the Legislative Reference Service.

Signature of certifying officer Jackie Graham

Date 5/31/17

(DATE FILED)  
(STAMP)

ALABAMA STATE PERSONNEL BOARD

NOTICE OF INTENDED ACTION

AGENCY NAME: Alabama State Personnel Board

RULE NO. & TITLE: 670-X-14-.04 Living Donor Leave

INTENDED ACTION: New rule

SUBSTANCE OF PROPOSED ACTION: This rule will allow State employees to donate bone marrow or organs without using their accrued leave.

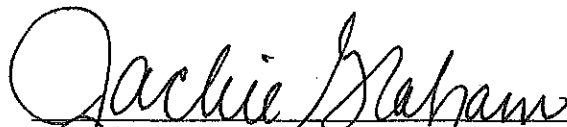
TIME, PLACE, MANNER OR PRESENTING VIEWS: Comments may be presented at the public hearing set for 9:00 am on Thursday, July 28, 2017, at the Alabama State Personnel Department located in the Folsom Administrative Building, 64 North Union Street, Suite 319, Montgomery, Alabama 36130. Written comments may be addressed to Tara S. Hetzel, Alabama State Personnel Department at the same address or online at [www.personnel.alabama.gov](http://www.personnel.alabama.gov). Written comments must be received no later than Friday, August 4, 2017.

FINAL DATE FOR COMMENT AND COMPLETION OF NOTICE:

Friday, August 4, 2017

CONTACT PERSON AT AGENCY:

Tara S. Hetzel, General Counsel  
Alabama State Personnel Department  
64 N. Union Street, Suite 300  
Montgomery, AL 36130  
Telephone: (334) 353-0046  
Facsimile: (334) 353-4481

  
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Jackie Graham, Director  
Alabama State Personnel Department

**670-X-14-.04 Living Donor Leave**

Upon recommendation of an appointing authority and approval of the Director, a permanent employee with at least one year of State service may be granted Living Donor Leave with pay for donating an organ or bone marrow. The employee must submit in writing a request for Living Donor Leave, supported by verification by the physician performing the medical procedure, and a recommendation by the appointing authority. Based on the certification of the attending physician, the employee may receive up to thirty days to donate an organ and up to seven days to donate bone marrow. The employee does not have to exhaust his or her leave accruals for this procedure. The request for living donor leave must be approved by the Director prior to the medical procedure. Records will be kept by the Department.

**Author:** Jackie Graham, State Personnel Director

**Statutory Authority:** Code of Ala. 1975, § 36-26-10

**History: New Rule:** Filed June 1, 2017; effective October 1, 2017.