Virginia Organ Donation and Bone Marrow Donation Leave – updated 6/26/2023

Bone Marrow Donation Leave - *Applies Only to Companies with 50 or more Employees*

The company will provide unpaid leave to eligible employees who wish to donate an organ or bone marrow. An employee must have been employed for at least a 12-month period and worked at least 1,250 hours during the previous 12 months. Employees are eligible for:

- up to 30 business days of unpaid bone marrow donation leave in any 12-month period of time to serve as a bone marrow donor.
- up to 60 business days of unpaid organ donation leave in any 12-month period of time to serve as an organ donor.

The company retains the right to request any employee to verify bone marrow donation and the amount of leave time required for this purpose with a written statement from a physician. If there is a medical determination that the employee does not qualify as a donor, the unpaid leave of absence granted to the employee before the medical determination is not forfeited.

This leave is job protected. No employee will be penalized or retaliated against for requesting or taking time off for bone marrow donation.