ENGAGE PEO

Client Alert
Louisiana: Recent Updates

Living Donor Leave

WHAT'S NEW: Louisiana recently enacted a law that requires private employers to provide unpaid leave for employees who donate an organ or bone marrow. The new law becomes effective on **August 1, 2026**.

WHY IT MATTERS: Under the new law, private employers with one or more employees must provide **unpaid leave of absence** to allow the employee to serve as a human organ donor or a bone marrow donor. Key points under the law:

- To be entitled to leave, employees must make the request to their employer in writing.
- The length of the leave must be equal to the length requested by the employee or 30 days, whichever is less.
- Retaliation is prohibited.
- Employers may choose to provide greater benefits than required under the law.

WHAT EMPLOYERS SHOULD DO: Covered employers should update policies to reflect the new entitlement. A sample policy can be found here. Employers should also ensure that managers are aware of the new allowances under the law.

Non-Compete Prohibitions

WHAT'S NEW: Louisiana enacted a law to prohibit the use of non-competes for paid and unpaid interns and apprentices. The new law becomes effective on **August 1, 2026**.

WHY IT MATTERS: : Employers may not enter into a non-compete agreement which restrains an intern (paid or unpaid) or apprentice from engaging in a business or an employment similar to that of the employer. No agreement may restrict an intern or apprentice from pursuing employment, educational, or professional opportunities following the completion of the internship or apprenticeship.

The new law does not prohibit agreements that protect employer confidential information, intellectual property, or data.

WHAT EMPLOYERS SHOULD DO: Employers should review any employment agreements and onboarding documents usually provided to interns and apprentices. Employers should revise and update as necessary to ensure compliance with the new law.

If you have any questions, please contact your HR Business Partner/Consultant.