



Board of Commissioners of Cook County

118 North Clark Street
Chicago, IL

Legislation Text

File #: 15-5801, **Version:** 1

PROPOSED RESOLUTION

ORGAN DONOR LEAVE POLICY

WHEREAS, the need for potentially life-saving organ and bone marrow transplants far exceeds the supply; and

WHEREAS, the State of Illinois has recognized the importance of organ donation by providing the opportunity for paid leave to State employees who donate an organ or bone marrow; and

WHEREAS, like Illinois, many other jurisdictions have attempted to offset the incidental costs associated with donation and protect employees from retaliation for taking leave to donate an organ by passing legislation providing job-protected, paid leave to employees who donate organs or bone marrow; and

WHEREAS, Cook County currently does not provide job-protected, paid leave for the purpose of organ or bone marrow donation, necessitating employees to use their accrued sick and vacation leave or take unpaid personal leave, if eligible; and

WHEREAS, in order to offset the incidental costs associated with donation and protect employees from retaliation for taking a leave of absence to donate an organ, all Cook County agencies and offices should afford paid leave to employees who donate organs or bone marrow; and

WHEREAS, the President's Office and the Bureau of Human Resources have researched various organ donor leave policies and as a result, the Bureau of Human Resources has developed an Organ Donor Leave Policy that will provide job-protected, paid leave for the purpose of organ or bone marrow donation; and

WHEREAS, the proposed policy would be available to all eligible Cook County employees (employed with the County for at least twelve (12) months) who donate organs or donate bone marrow via surgical aspiration or non-surgical apheresis; and

WHEREAS, the risk of complications and death, as well as the burden to the donor in terms of recovery time, pain, and suffering is lowest for apheresis donation and greatest for organ donation; and

WHEREAS, an eligible employee who donates bone marrow via non-surgical apheresis would receive five (5) days of paid leave within a twelve (12) month period; and

WHEREAS, an eligible employee who donates bone marrow via surgical aspiration would receive fifteen (15) days of paid leave within a twelve (12) month period; and

WHEREAS, an eligible employee who donates an organ would receive thirty (30) days of paid donor leave within a twelve (12) month period; and

WHEREAS, the Bureau of Human Resources shall adopt and circulate the Organ Donor Leave Policy to all Cook County agencies and offices as this policy will not only benefit our employees and their families but also the County's overall mission.

NOW, THEREFORE, BE IT RESOLVED, that the President and Board of Commissioners of Cook County does hereby direct the Chief of the Bureau of Human Resources to implement an Organ Donor Leave Policy with an effective date of September 1, 2015; and

BE IT FURTHER RESOLVED, that all Cook County agencies and offices receive a copy of the Organ Donor Leave Policy issued by the Chief of the Bureau of Human Resources; and

BE IT FURTHER RESOLVED, that all Cook County agencies and offices which shall include but not be limited to the offices under the Cook County Board President, Cook County Board of Commissioners, Cook County State's Attorney, Cook County Sheriff, Clerk of the Circuit Court of Cook County, Cook County Board of Review, Cook County Assessor, Cook County Public Defender, Chief Judge of the Circuit Court, Cook County Public Administrator, Cook County Recorder of Deeds, Cook County Health and Hospitals System, Cook County Treasurer, Cook County Clerk, Cook County, Office of the Independent Inspector General, Public Administrator and Cook County Land Bank shall work with the Chief of the Bureau of Human Resources in order to implement the Organ Donor Leave Policy in a manner as drafted by the Bureau of Human Resources among all Cook County agencies and offices.