
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 373 Session of
2023

INTRODUCED BY ISAACSON, FREEMAN, CIRESI, GIRAL, MADDEN AND
SANCHEZ, MARCH 14, 2023

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 14, 2023

AN ACT

1 Providing for leave for blood donation for State and school
2 employees.

3 The General Assembly of the Commonwealth of Pennsylvania
4 hereby enacts as follows:

5 Section 1. Short title.

6 This act shall be known and may be cited as the State and
7 School Employee Blood Donation Act.

8 Section 2. Definitions.

9 The following words and phrases when used in this act shall
10 have the meanings given to them in this section unless the
11 context clearly indicates otherwise:

12 "Employee." An employee employed by the Commonwealth,
13 including an employee under the jurisdiction of the Governor,
14 General Assembly or judiciary and an employee of a school
15 district or institution of higher education.

16 "Institution of higher education." The term includes:

17 (1) A community college operating under Article XIX-A of
18 the act of March 10, 1949 (P.L.30, No.14), known as the

1 Public School Code of 1949.

2 (2) A university within the State System of Higher
3 Education.

4 (3) The Pennsylvania State University.

5 (4) The University of Pittsburgh.

6 (5) Temple University.

7 (6) Lincoln University.

8 (7) Any other institution that is designated as "State-
9 related" by the Commonwealth.

10 Section 3. Blood donor leave.

11 (a) Leave request.--Except as provided under subsection (c),
12 all employees may request and shall be granted two consecutive
13 hours in a workday to serve as a voluntary blood donor if the
14 employee provides written verification from the physician of the
15 individual or the facility involved with the blood donation that
16 the employee will serve as a voluntary blood donor. An employee
17 may submit a request for leave of absence under this section no
18 more than four times in one calendar year.

19 (b) Compensation and protections.--An employee who is
20 granted a leave of absence under this section shall receive
21 leave without loss of seniority, pay, vacation time, personal
22 days, sick leave, insurance and health coverage benefits or
23 earned overtime accumulation. The employee shall be compensated
24 at the employee's regular rate of pay for the regular work hours
25 during which the employee is absent from work.

26 (c) Collective bargaining.--A collective bargaining
27 agreement which covers employees may provide more leave than is
28 granted under this act.

29 (d) Eligibility.--For the duration of time that an employee
30 is deemed to be on leave under this act, the employee may not be

1 deemed an employee of the Commonwealth for the purposes of
2 workers' compensation coverage under the act of June 2, 1915
3 (P.L.736, No.338), known as the Workers' Compensation Act.

4 Section 4. Effective date.

5 This act shall take effect in 90 days.