

March 1, 1994
DONATE.ORD

Introduced by: GREG NICKELS
RON SIMS
Proposed No.: 94-110

11266

ORDINANCE NO.

1
2 AN ORDINANCE relating to paid leave for
3 donation of bone marrow and other life
4 giving activities, allowing time off from
5 work without the use of sick or annual
6 leave, and adding a new section to K.C.C.
7 3.12.

8 BE IT ORDAINED BY THE METROPOLITAN KING COUNTY COUNCIL:

9 SECTION 1. Findings. The Metropolitan King County

10 council finds that allowing employees to take time off from
11 their regular employment to donate bone marrow, kidneys, blood
12 and engage voluntarily in other life-giving procedures for
13 needy individuals in danger of dying from their medical
14 conditions is laudable. The Metropolitan King County council
15 further finds that these employees are to be actively encourage
16 in these altruistic pursuits and that allowing these employees
17 to engage in giving the gift of life serves the public good.
18 Engaging in this life-affirming public purpose should not
19 entail having the participating employees penalized by
20 requiring them to use either family, sick, or annual leave or
21 having to take leave without pay. Voluntary donation of
22 medically necessary blood, organs, fluids, tissues and other
23 human body components is an essential element of the efficient
24 delivery of medical services to the citizens of King County.
25 Encouraging county employees to make such donations reduces the
26 cost of public medical services, including those provided by
27 the county public hospital, Harborview Medical Center. It also
28 reduces the severity and length of many forms of injury and
29 illness by making available suitable supplies of these
30 substances, thereby promoting the public health and safety of
31 the public.

1 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

2 SECTION 2. Definitions. "Life-giving and life-saving
3 procedures" shall mean a medically-supervised procedure
4 involving the testing, sampling, or donation of blood, organs,
5 fluids, tissues and other human body components for the
6 purposes of donation without compensation to a person for a
7 medically necessary treatment.

8 SECTION 3. Leave for participating in life-saving and
9 life-giving procedures. A. The appointing authority shall
10 allow employees voluntarily participating as donors in life-
11 giving or life-saving procedures such as, but not limited to,
12 bone marrow transplants, kidney transplants, or blood
13 transfusions to take five days paid leave without having such
14 leave charged to family leave, sick leave, annual leave or
15 leave without pay provided that the employee shall:

16 1. Give the appointing authority reasonable advance notice
17 of the need to take time off from work for the donation of bone
18 marrow, a kidney or blood where there is a reasonable
19 expectation that the employee's failure to donate may result in
20 serious illness, injury, pain or the eventual death of the
21 identified recipient.

22 2. Provide written proof from an accredited medical
23 institution, organization or individual as to the need for the
24 employee to donate bone marrow, a kidney, or blood or to
25 participate in any other medical procedure where the
26 participation of the donor is unique or critical to a
27 successful outcome.

1 B. Time off from work for the purposes set out above in
2 excess of five working days shall be subject to existing leave
3 policies contained in K.C.C. 3.12 or in any applicable
4 collective bargaining agreement.

5 INTRODUCED AND READ for the first time this 22nd day
6 of February, 1994.

7 PASSED by a vote of 13 to 0 this 21st day of
8 March, 1994.

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KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

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Kent Pullen
Chair

13 ATTEST:

14 Gerald A. Peterson
15 Clerk of the Council

16 APPROVED this 1st day of April, 1994.

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Gary L. ...
King County Executive

19 Attachments: None