



HOUSE BILL 663: Living Donor Protection Act.

2025-2026 General Assembly

Committee:	House Health. If favorable, re-refer to Finance. If favorable, re-refer to Rules, Calendar, and Operations of the House	Date:	April 30, 2025
Introduced by:	Reps. Shepard, Wheatley, G. Pierce, Campbell	Prepared by:	Stewart Sturkie
Analysis of:	First Edition		Committee Co-Counsel

OVERVIEW: *House Bill 663 would prohibit insurers from discriminating against living organ donors, establish an income tax credit for live organ and bone marrow donors, and provide leave to State employees and State-supported personnel who serve as living organ and bone marrow donors.*

BILL ANALYSIS: Part I of the bill would prohibit an insurer from discriminating against an individual based on their status as a living organ and bone marrow donor.

Part II would allow a taxpayer to claim an income tax credit if they or their dependent make a live organ donation. The allowable credit would be \$5,000 or the live organ donation expenses, whichever is less. The bill would not allow for the credit to be included in state income tax refunds. Taxpayers would be permitted to carry the credit forward for five succeeding years.

A taxpayer would not be allowed to take an itemized deduction for live organ donation expenses if they took the credit, and estates and trusts would not be allowed to claim the credit.

Part III would allow full-time State employees to take up to 30 days of paid leave for serving as a living organ donor or seven days of paid leave for serving as a bone marrow donor. An employee would be eligible for the leave if they were employed by the State for at least 12 months before they requested leave.

Permanent, part-time State employees would be allowed to take a prorated amount of up to 30 days of paid leave for serving as a living organ donor, or seven days for serving as a bone marrow donor. A permanent, part-time employee would be eligible for the leave if they were employed by the State for at least 12 months before they requested leave.

The paid leave would be:

- Available without exhaustion of the employee's sick and vacation leave.
- In addition to shared leave or other leave authorized by law.
- Unavailable for retirement purposes.
- Valueless upon termination from employment.

Governing boards for State employees and State-supported personnel would be required to adopt rules and policies that provide paid leave for organ donation. The leave would be available to all State employees, public school employees, and community college employees.

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House Bill 663

Page 2

The State Human Resources Commission, the State Board of Education, the State Board of Community Colleges, and all State entities would be required to provide an annual report on the leave program to the Office of State Human Resources.

EFFECTIVE DATE: Part I would be effective 30 days after it becomes law and would apply to insurance contracts issued, renewed, or amended on or after that date. Part II would be effective for taxable years beginning on or after January 1, 2025. Except as otherwise provided, this act would become effective when it becomes law.