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ROLL NUMBER

DESCRIPTION

2298

2005 SENATE HUMAN SERVICES

SB 2298

2005 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB 2298

Senate Human Services Committee

☐ Conference Committee

Hearing Date January 25, 2005

Tape Number	Side A	Side B	Meter #
1		x	1700-3700
2		x	5,065-6000
Committee Clerk Signature <i>Cathy Minard</i>			

Minutes:

Chairman Lee opened the hearing on SB 2298. All members were present.

Testimony in favor of SB 2298

Senator Christmann, the main sponsor of this bill, introduced it. He was not sure if there was a fiscal note needed (there wasn't). He's hoping that the state will adopt this and use this as a model in other state governments and private companies. He gave further background as to how he became interested in this bill through his wife being a bone marrow donor.

Chairman Lee: Did you have any thought in mind about a maximum length of time for this leave?

Sen. Christmann: I have not, maybe that's something that should be developed more. I don't think it would be abused, but I'm not opposed to putting a cap on it.

Janelle Johnson, MedCenter One Health Systems

MedCenter One Health Systems and MeritCare Health Systems are the only two facilities in the state that perform organ transplants. Donors for bone marrow must travel to Minneapolis or Rochester to donate. While all medical costs are covered, travel and lodging costs are not. Also, many employees do not have enough paid time off to cover the days needed for travel or caring for family members involved in the transplant. She is asking the committee to pass this bill so the 87,000 people on the waiting list will have hope.

Sen. Dever: Is it possible to come up with any time frames for certain situations?

Johnson: There is and it depends on the operation. Donating a kidney is quite a big deal and they probably need eight weeks. It also depends on how good the person's health is when the surgery is done. So there are many factors, but it would be appropriate to put a cap on. Maybe a physician would have a better idea.

No neutral or opposing testimony.

Chairman Lee closed the hearing on SB 2298.

Chairman Lee: Should there be a maximum time frame, otherwise how do we determine if there should be a fiscal note. There should be a cap on the paid leave.

Sen. Dever: Would the head of the state agency have the flexibility to say how long, or are they only able to say "yes you can have leave"

Chairman Lee: That's my concern with the way its written; it says "they may grant a paid leave of absence."

There was general discussion on how much paid time off to allow for. It would be hard to guess, but we don't want to discourage this noble act. But it was agreed that there should be some sort of time limit, just not sure how to do it. Carlee was asked to do an amendment to

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Senate Human Services Committee

Bill/Resolution Number SB 2298

Hearing Date January 25, 2005

allow a maximum of 20 days leave but allow that to be extended if necessary at the discretion of the department heads.

Discussion continued after Carlee McLeod presented amendment options. The amendment to state '20 working days" was chosen.

Senator Brown made a motion to do pass the amendment, seconded by Senator Warner. Vote 5 yeas, 0 nays, 0 absent.

Senator Brown made a motion to do pass SB 2298 as amended, seconded by Senator Dever.

Vote 5 yeas, 0 nays, 0 absent. Carrier: Senator Dever

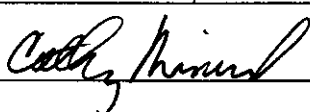
2005 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB 2298

Senate Human Services Committee

☐ Conference Committee

Hearing Date March 16, 2005

Tape Number	Side A	Side B	Meter #
2	x		1,660-1965
Committee Clerk Signature 			

Minutes:

Chairman Lee opened discussion on SB 2298. All members were present.

Senator Christman brought this to my attention. We had said we were going to concur on that, that's was about giving leaves of absence for state employees to do bone marrow and organ donation. I didn't catch this; but they deleted 'paid' under leave of absence because Rep. Porter thinks that they've got enough sick days and vacation and they can borrow from other people.

The committee discussed the sick leave issue and how they still felt it was still important for state employees to get paid leave for this purpose. Chairman Lee wanted the employees to see this as an incentive to donate and not be financially punitive. The committee agreed that they 'do not concur.'

Date: 1-25-05
Roll Call Vote #: 1

2005 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. 2298

Senate Human Services Committee

☐ Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Pass

Motion Made By Sen Brown Seconded By Sen. Warner

Senators	Yes	No	Senators	Yes	No
Sen. Judy Lee - Chairman	✓		Sen. John Warner	✓	
Sen. Dick Dever - Vice Chairman	✓				
Sen. Richard Brown	✓				
Sen. Stanley Lyson	✓				

Total (Yes) 5 No 0

Absent 0

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Date: 1-25-05
Roll Call Vote #: 2

2005 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. 2298

Senate Human Services Committee

☐ Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Pass

Motion Made By Sen. Brown Seconded By Sen. Dever

Senators	Yes	No	Senators	Yes	No
Sen. Judy Lee - Chairman	✓		Sen. John Warner	✓	
Sen. Dick Dever - Vice Chairman	✓				
Sen. Richard Brown	✓				
Sen. Stanley Lyson	✓				

Total (Yes) 5 No 0

Absent 0

Floor Assignment Sen. Dever

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

SB 2298: Human Services Committee (Sen. J. Lee, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** (5 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). SB 2298 was placed on the Sixth order on the calendar.

Page 1, line 18, after "absence" insert ", not to exceed twenty workdays,"

Renumber accordingly

2005 HOUSE HUMAN SERVICES

SB 2298

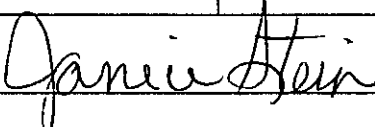
2005 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. **SB 2298**

House Human Services Committee

☐ Conference Committee

Hearing Date **February 28, 2005**

Tape Number	Side A	Side B	Meter #
1	X		1,014
Committee Clerk Signature 			

Minutes:

REP. CLARA SUE PRICE Called the committee hearing to order.

SEN. RANDY CHRISTMANN, DIST. 33 Introduced the bill. This bill allows North Dakota state employees, if their agency or department allows it, to get paid time off without using their sick leave if they make a bone marrow or organ donation.

Submitted a handout to committee members from the health department. The handout shows what the federal government and some other states have done with this.

He related a personal experience involving his wife as an organ donor.

ARVY SMITH, DEPUTY STATE HEALTH OFFICER, DEPARTMENT OF HEALTH

Testified in support of the bill. See written testimony.

REP. PORTER What other situations, in the state of North Dakota, warrant giving paid leave of absence?

ARVY SMITH Stated she thought for guard and military leave, she was not certain of all instances.

REP. PORTER What flexible benefits are available to the state's employees in regard to giving up their individual sick time or vacation time to another employee that may need it, if they ran low based on health or other personal related problems?

ARVY SMITH There is a program available for employees to donate, both sick and annual leave, to other employees. I am not certain of the limits of that. The Health Department isn't taking a position on Section 2 of the bill, regarding administrative leave or anything.

REP. PORTER I am just looking at the policies that are currently going on.

ARVY SMITH I know there are things available, I am not sure of the limitations.

KIM RIEDLINGER Spoke from the sidelines, stating there are provisions to provide sick leave and annual leave to donate, but am not sure to limitations without referring to the statute.

REP. PRICE Do you have recommended language for Section 1?

ARVY SMITH We have not drafted language, we just ask that it leaves the flexibility. It specifies the particular places that the materials need to be distributed to. We just would like flexibility so that we could work with the national office and have them do the distribution, and we would provide them the listing of entities and mailings. We would need to develop a plan to insure that when the entities run out of materials, that communications occur that they would continue to get the materials.

REP. PRICE Did you make any suggestions on the Senate side?

ARVY SMITH This all kind of snuck up on us, the title of it didn't trigger, so we did not testify in the Senate on this. Even if the section were eliminated, any minor direction could take care of

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House Human Services Committee

Bill/Resolution Number **SB 2298**

Hearing Date **February 28, 2005**

this. It is not routine for them to send, for example, to all D.O.T licensing sites, or it is not routine for them to collectively, send out this material. It is important to take some action to coordinate these activities.

REP. PRICE Have you looked at the donors from the Department of Transportation, on their licenses?

ARVY SMITH I have not.

SEN. CHRISTMANN Stated, that he had no objection from the Health Department, I too, want to keep the costs down. If they have some suggestions, it is perfectly alright with me.

With no further testimony, the hearing was closed.


2005 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB 2298

House Human Services Committee

☐ Conference Committee

Hearing Date March 8, 2005

Tape Number	Side A	Side B	Meter #
2		x	21.7--end
Committee Clerk Signature 			

Minutes:

Chairman Price: Opened the hearing on SB 2298. Section 1 is being proposed to be removed and replaced with the language you find on the amendment. If you remember Arvy Smith the Deputy Director of the Department of Health had concerns about duplicating things that the National Marrow Donor Program already does.

Representative Kreidt: The revision of section 1 was discussed with Senator Christmann and he is in favor of the proposed amendment. There was discussion by the committee on regards to 20 days of paid leave of absence for someone that would be a donor, and again I visited with Senator Christmann with regards to this and in regards to recovery time with a donating of bone marrow, that particular situation is probably a 5 to 6 day situation that you are away from work. His particular thoughts with regards to this would be with the donation of an organ where you would have a longer recovery time to return back to work. I did go back and look at the revisions of the annual and sick leave for state employees. It is pretty loose. They can shuffle their sick

leaves and other employees can donate if the individual has run out of sick leave. They can accumulate up to 240 hours, or they can carry into the next year those hours if they haven't used up their sick leave. They have a lot of options in regards to their sick leave program. If we are going to look at anything else. I discussed this with Senator Christmann and he would be willing to give up some days that we thought would be a more realistic figure. Not taking it down to just 5 days. Something in the area of 12 to 15 days of paid leave would be what he would be willing to go along with in the amendment.

Chairman Price: Let's do these separately.

Representative Kreidt: (25.8) I motion for the amendment on Page 1, Line 4.

Representative Nelson: Second the motion for amendment to SB 2298.

Chairman Price: Discussion on that piece. All in favor say "I". All opposed. Motion carried. On the second area on the paid days off.

Representative Nelson: (26.5) Would it make sense that they would be required to use their sick leave or their personal days before that paid leave of absence, or would that be the standard practice?

Chairman Price: Not standard practice under this.

Representative Nelson: That is my concern. I would think that their sick leave should be exhausted before they are granted a leave of absence. Then there would be some protection. I think that this is a little to open ended. I assume that with what Representative Kreidt came up with, even though it is less days, it would still kick in first. Is that right?

Representative Kriedt: The provision to be able to transfer sick leave and to begin using sick leave under this type of situation, they would need a certificate from a physician stating that the sick leave should be allow.

Representative Nelson: But they still wouldn't be using sick leave as such though, they would be using their leave of absence even for that right?

Representative Kreidt: Yes

Representative Weisz: (27.8) Currently now they could get sick leave donated, they would not have to use the sick leave they have now. People could donate right now if they were going to do this and they wouldn't loose anything. I would assume people would probably donate sick leave if someone needed it.

Representative Nelson: As long as it was sick leave, why couldn't they still do that? If it was theirs or someone else's.

Representative Weisz: If you put in this and then you required them to use their own sick leave, and then they couldn't get donated.

Representative Nelson: Not their own sick leave.

Representative Weisz: That is my point, if we change it just to say that the agency shall grant the leave of absence. That they are required to give a leave of absence to do this, and they can use their own sick leave and donated sick leave.

Representative Porter: (29.2) I just have a general objection to Section 2 in it's entirety. I don't think that we need to create a new category of leave within the state of North Dakota. I think that we have that all spelled out and designed within the current system where we have vacation time, where we have sick time, and there is already a leave of absence in there that can

be approved. The employee also has the flexibility of moving back and forth and have donated sick time. If you remove the word paid, all you are saying is that they may grant a leave of absence. That is already there. They may do that now. If you want to make it just specific to just organ and bone marrow donation, a leave of absence is already in there for them to take. If someone has accrued sick time, or someone has the ability to borrow the sick time to cover the 20 days that they would be gone, they already have that flexibility. I guess I just don't see a need for Section 2 at all.

Representative Kreidt: (30.7) I was just going to refer back to the sick leave. Before they can use donated sick leave, they have to have exhausted the sick leave they currently have. If they were in jeopardy of getting down to 1 or 2 days of their own sick leave, then the other provision would kick in where they could receive sick leave from other employees.

Representative Potter: I sit and listen to the concern over the sick leave and granting that, but during the testimony it seemed to me that it was incentive to encourage state employees to do this. Frankly, I am not sure that I would be kind enough to donate one of my organs whether I had sick leave or not. It would be have to be quite a bit of incentive for me to even consider doing this. I guess I just don't have a problem with someone who is a good enough sport to do that kind of thing.

Representative Porter: I would like to make a motion to remove Section 2 of the bill.

Chairman Price: Is there a second?

Representative Uglem: Second the motion.

Representative Uglem: (32.7) Just a question that maybe Gary can answer. A person taking this type of leave isn't sick.

Representative Kreidt: If you were to give a kidney or another organ, that would be considered sick leave. With the Bone Marrow part of it, there would be some recovery time, but it not like an organ. They just need to get a physician to give them a letter that they need recovery time then they would be eligible for sick leave. I am sure that the physician would do that.

Representative Porter: The actual donation of bone marrow involved puncturing the bone and withdrawing the bone marrow, and it is very painful and there is a recovery time for this type of medical procedure. It would qualify for sick time and the person would not be able to sit at a desk and perform normal working functions for a couple of days or more. The more extensive you get into this, typically for a kidney transplant the person who is donating has a longer recovery time than the recipient based on the proximity of the organ. There is a related physician ordered rest plan that goes with any of these procedures that the agency would follow up. I just don't see the need for Section 2 within the bill.

Representative Nelson: (34.8) In the words of Representative Porter, in his floor speech, you take Section 2 out of this bill, you might as well make this a resolution. There really is nothing left in the bill. I cannot support this amendment.

Representative Sandvig: In here it says grant a paid leave of absence. Are the leaves of absence that they could get now, would they get paid for that? Or is it creating that.

Chairman Price: It would be paid and so would their sick leave, but this does not require them to use their sick leave first.

Representative Sandvig: If they got a leave of absence for something now, would it be paid?

Chairman Price: Yes. All those in favor of the amendment say "T", Opposed? The amendment has failed.

Representative Devlin: On Line 18 I make a motion we remove the word "paid".

Chairman Price: Would you like to do it on Line 24 too?

Representative Devlin: Excuse me, on Page 1, Lines 18, 23, and 24.

Chairman Price: Is there a second?

Representative Porter: Second.

Chairman Price: What about the last sentence?

Representative Devlin: If this passes, I will have to make an amendment to remove the last sentence completely.

Chairman Price: Their intention is that they use sick leave, donated sick leave, paid vacation, whatever necessary first.

Representative Porter: Someone has to convince me that they are not getting the leave that they need. I don't know why we would need more than the have currently.

Representative Pietsch: Just for clarification. Is it 240 of annual leave that they can carry over. Sick leave you can carry over as much as you want. You can turn that into your retirement or get paid for it when you leave. That is why some people like to get paid out when they leave. They do have lots of options.

Representative Nelson: Do they have the flexibility in their policy that if someone would donate sick leave to the donor, that that could be done before the donor has exhausted their sick leave?

Representative Kreidt: (40.4) A state employee may donate sick leave to another state employee only if the following conditions: if the receiving employee has exhausted or will exhaust all annual sick leave, annual sick leave, sick leave and compensatory leave due an

illness, injury, infirmament, or physical or mental condition that is of an extraordinary severe nature.

Representative Nelson: I would think that at the very least that that clause should be waived and this in this regard so that some of the workers could be a part of this. They may not be a match for the organ or bone marrow but if they had sick leave they could help with that recovery time. But that is not part of this motion.

Representative Kreidt: I guess the interpretation in this clause would be or will exhaust. How does the supervisor, if they are getting down to 20 days of sick leave, do they consider that as being close to exhausting their leave? It could kick in before it is used up. That would be at the discretion of the department supervisor. It doesn't have to be within the department. The sick leave could come from others.

Chairman Price: We have a motion to remove the word "paid" from all three lines. All in favor say "I", all opposed say "I". Motion has passed.

Representative Devil: I am wondering since we did that, if we need anything after "requested" on Line 22? I don't see that we need that.

Chairman Price: Let me help here. Are they saying that the employee travels to the site for the transplant and once they get there, and further testing shows that they can't do it, so they are saying that you cannot loose your paid leave? My question is that if you got there and you had two days of testing and they did not do anything and you went home, and they said you can have these 20 days of donated sick leave, why should they still have them.

Representative Porter: (43.8) My reading of that is on Line 22, is it would be the situation where the individual went the medical facility and they were further tested and they were found

not to be, and it falls back to the paid leave that they couldn't come back and say you weren't a match and we are taking the paid leave away. If you want to still be paid for those days, you would have to use annual leave. Under the provision of the last amendment, none of that language after the word "requested" on Line 22 would be necessary.

Chairman Price: If they still had the three days that they missed work?

Representative Porter: If they took it as a leave of absence, they were unpaid anyway. If they took it as annual leave, then they were paid. If they had the verification from the physician that they wanted them down there, and they took it as sick time, then they would be paid anyway.

Representative Devlin: I would move that after the word "requested" on Line 22 that we delete the rest of the bill.

Chairman Price: Is there a second?

Representative Pietsch: Second

Representative Uglem: Really we are back to a resolution again. Is there something in Section 2 that already isn't already in the text.

Chairman Price: If I remember back to something Senator Christmann said, they are wanting something that would be some encouragement that would say to the state employee that there would be something for you if you do volunteer to do this. Now, my hope is that the supervisors are halfway willing to work with some of these.

Representative Potter: I am not quite sure where the encouragement is at this point. You need to help me find the encouragement. Would I get to go and donate my kidney? Is that my encouragement?

Chairman Price: (47.3) What I would like to say that I am probably going to support this just for the point that once this goes through, lets take a look at Human Resources and say how flexible are you going to be, are they going to have to use their own sick leave or can you work with the donated time. Give the supervisors a chance to work with the employees and use discretion as to individual circumstances. There has to be some common sense put into this at some point.

Representative Kaldor: That is why Senator Christmann proposed the bill as it is, because it is the cleanest way for this rare circumstance to be dealt with. You don't have to worry about swapping sick leave with people, and we don't have to worry about someone going through to figure out how much sick leave they are eligible for, we would just give them a paid leave of absence for this remarkable act of sacrifice. I think what Senator Christmann did here is pretty noble. It happens so rare, that there is so little cost that it really can't even be measured.

Chairman Price: Just to note someone from Appropriations already asked me what the physical note was.

Representative Kaldor: I am not sure if it has even happened in the state of North Dakota.

Chairman Price: Well, other than Senator Christmann's wife.

Representative Pietsch: Most of the time that people come forward kind of have an idea that they would match. Most of the time it is a relative. You wouldn't care if you got paid the 20 days or not. You are going to go because of the need. They want to encourage to everybody to be available. We were tested to see if we could give bone marrow to a sister-in-law.

Chairman Price: (51.6) Attorney General Stenehjem's wife donated to an employee of the deaf school.

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House Human Services Committee
Bill/Resolution Number SB 2298
Hearing Date 3/8/05

Chairman Price: We have an amendment, all in favor say "T", opposed? Roll Call Vote.

Amendment passed. Now there is nothing left to amend. What are your wishes.

Representative Devlin : Move for a **DO PASS** on SB 2298 as amended.

Representative Uglem: **SECOND** the motion on SB 2298 as amended.

Motion carried. **VOTE: 7-YES 4-NO 1-ABSENT (WEISZ)**

Bill will go to Conference Committee

Meeting Adjourned

Date: 3/7/05

Roll Call Vote #:)

2005 HOUSE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. ~~HB~~ SB 2298

House _____ Human Services _____ Committee

☐ Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Pass

Motion Made By _____ Seconded By _____

Representatives	Yes	No	Representatives	Yes	No
Chairman C.S. Price		✓	Rep.L. Kaldor		✓
V Chrm.G. Kreidt	✓		Rep.L. Potter		✓
Rep. V. Pietsch	✓		Rep.S. Sandvig		✓
Rep.J.O. Nelson	✓				
Rep.W.R. Devlin	✓				
Rep.T. Porter	✓				
Rep.G. Uglem	✓				
Rep C. Damschen	✓				
Rep.R. Weisz	AB				

Total () 7 No 4

Absent 1

Floor Assignment Rep Kreidt

If the vote is on an amendment, briefly indicate intent:

Date: 3/8/05

Roll Call Vote #: 3

2005 HOUSE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. 2298

House Human Services Committee

☐ Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken

Do Pass as Amnd

Motion Made By

Rep Deulin

Seconded By

Rep Uglem

Representatives	Yes	No	Representatives	Yes	No
Chairman C.S.Price		✓	Rep.L. Kaldor		✓
V Chrm.G. Kreidt	✓		Rep.L. Potter		✓
Rep. V. Pietsch	✓		Rep.S. Sandvig		✓
Rep.J.O. Nelson	✓				
Rep.W.R. Devlin	✓				
Rep.T. Porter	✓				
Rep.G. Uglem	✓				
Rep C. Damschen	✓				
Rep.R. Weisz	AB				

Total

()

7

No

4

Absent

1

Floor Assignment

Kreidt

If the vote is on an amendment, briefly indicate intent:

Amnd-
Motion Deulin
line 22 after word Rep- Remove Remaining
lang.

REPORT OF STANDING COMMITTEE

SB 2298, as engrossed: Human Services Committee (Rep. Price, Chairman)
recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends
DO PASS (9 YEAS, 2 NAYS, 1 ABSENT AND NOT VOTING). Engrossed SB 2298
was placed on the Sixth order on the calendar.

Page 1, line 5, remove "1."

Page 1, line 6, after "donation" insert "through the national marrow donor program. The department shall seek assistance from the national marrow donor program to establish a system to distribute materials, ensure that the materials are updated periodically, and address the education and recruitment of minority populations" and remove "The department shall implement a"

Page 1, remove lines 7 through 16

Page 1, line 18, remove "paid"

Page 1, line 22, remove "If there is a medical determination that the employee does not qualify as an"

Page 1, remove lines 23 and 24

Page 2, remove lines 1 and 2

Renumber accordingly

2005 SENATE HUMAN SERVICES

CONFERENCE COMMITTEE

SB 2298

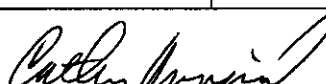
2005 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB 2298

Senate Human Services Committee

☒ Conference Committee

Hearing Date March 28, 2005

Tape Number	Side A	Side B	Meter #
1	x		2830-end
Committee Clerk Signature 			

Minutes:

Chairman Brown called the conference committee meeting to order. Present were Senators Lyson, Warner, Representatives Kreidt, Pietsch and Kaldor.

Chairman Brown: Please explain your amendments.

Rep. Kreidt: I'm assuming you're not in agreement with section 1. What happened there, the testimony on the House side, Avery Smith from the health department was concerned with the amendment, so we met with Senator Christmann. They were concerned that we were mandating the state department of health, with 'they shall provide information.' There was already a national marrow donor program that was in existence. Sen. Christmann agreed that he would go along with the new section 1 which said the department would go through the national marrow donor program, so that new section was added.

Chairman Brown: In section 2 you took out 'paid leave' and that was the only thing we didn't agree with.

Rep. Kreidt: We did take out 'paid' and had a lot of discussion about it. We looked through all the benefits that state employees already get. We had a difficult time setting up a completely new area of a benefit program that's already in place by granting the paid leave. We didn't want anyone to get involved in a donor program and have out-of-pocket expenses to do this, but there are other avenues for them to attain paid leave. Since they can get donated paid sick leave days, we felt that there wouldn't be any out-of-pocket expenses and we didn't need to expand that. We were also afraid of the ripple affect out into private entities. Some of the committee members were quite adamant that this does not turn in to a paid leave situation. If you're donating to a family member, the last thing that would be on my mind would be if I had paid leave to do this.

Sen. Lyson: I disagree completely with what the House did with the leave. By doing that, we'll have a lot of people taking themselves out of the realm of a donor. It's not necessarily just a relative for some donating--like kidneys and bone marrow, you don't have to be that close of a match. For example, if I get a call and my bone marrow matches somebody in Florida, and the state isn't giving me paid leave, why should I go down there. People can't afford to lose money to do this and won't be donors. We need to enhance it rather than retract from it.

Chairman Brown: I agree with that. I think what we sent out of the Senate encouraged people to be donors. What's the impetus for somebody to donate their sick leave and why put the employee in the position to have to beg for that? If they're willing to be a donor, 20 days probably isn't even enough for some donations.

Rep. Kaldor: As an example, I was employed by a company where you could donate your sick leave to other employees. We didn't encounter any employees that had to beg or even go out and

seek those donated days. The other employees always stepped forward and donated the days needed.

Rep. Pietsch: When you said 'beg' it reminded that there isn't any begging because it's your friend that's bringing that forward. It wasn't the person who needed it that actually started...do you really think that's why people put on that they want to donate? Do you think they question any of that. If I want to be on a donor's list...when I put on that I want to be a donor, I'm doing it for my own personal satisfaction. I'm not thinking in terms of losing my job.

Chairman Brown: But we're trying to encourage more people, we don't have enough people on our donor list. When two people know each other, it isn't an issue; but going back to Senator Lyson's example: he's on a list and is a match to someone he doesn't know...and he's on the list but there are a lot of people not on the list we're trying to encourage to be on.

Sen. Lyson: That's my point when we say this. It's nice to say that people are going to donate. If you're going to get on this list, but you start to think that you're not going to get your salary when I'm off this long, maybe I shouldn't be on it because I have a family to support.

Chairman Brown: What if you go to Rochester for five days?

Rep. Pietsch: But when we put our names on that list, do we not think about our obligation to our family first before doing that? Maybe there aren't enough people on the list because they're not educated enough, that you don't have to wait until your neighbor, or family member needs it? Isn't that part of what the health department should be doing is making sure that we need more, isn't there some obligation on the education part we put on there?

Sen. Lyson: If we put it in there that way, how many people do you think will really get on there if they know they're not going to get the money to keep up with their bills?

Chairman Brown: If you're invited to go to Rochester for a donor, who pays your hotel in Rochester?

Rep. Pietsch: If I put my name on there, I'd better be prepared to cover my own and I don't want to be bribed into it.

Chairman Brown: This is an encouragement for people to do it. And that might just be the encouragement that might get hundreds more donors put on the lists. And, yes, they're willing to pay their five days of a hotel in Rochester, but they're not losing their pay. And granted, they have their sick leave, especially considering at retirement time they can cash it in. So why should they do that? For the right person, granted, relative, they probably would do it, but why should they have to?

Sen. Warner: I have one issue. There is a movement, there are people who aren't direct matches, this idea of generating a larger data base, so that if you're willing to give an organ but you're not a match, there's a movement that allows you to register in a data base that you will give a kidney to the first person who needs it, with the idea that loved one then can jump to the head of the line when another match comes. So you're looking at a much larger pool of people. And there's potential for generating a lot more organ donation. I think the Senate version of this brings more public awareness to the pool concept and allow for the pool to expand in a dramatic way.

Rep. Kaldor: I agreed with the Senate version for all the reasons given. What Senator Warner said gives a new perspective of donor lists.

Rep. Pietsch: None of us are questioning why this bill was brought forward. But the education part of it, maybe there aren't enough people out there. Most people think that if you're going to be an organ donor, all you need to do is sign the back of your driver's license. I guess that the

majority of people do not think about being on a donor list and until that young man came forward and wanted to add organ donation to an ID, we didn't think about it until someone close to you needs an organ.

Sen. Lyson: If you're a match and are asked to come donate, and you talk to your spouse and it's the end of the month and all the bills are coming up and you have to take the next 15 days off and won't get paid, I'm wondering how many would go? Do I want to put my family in that burden? I'd probably take my name off the list because there is a real problem. We have to think of the positive instead of the negative. The positive is that we'll build up the pool. It might cost the state a little money, but it would be worth it.

Rep. Pietsch: I'm not worried about what it's going to cost the state. What's it going to do to the little business man who's next door and that employee says 'I want 20 days off too because I'm going to donate a kidney.'

Sen. Lyson: This doesn't say a small business owner has to.

Rep. Pietsch: No it doesn't, but won't it trickle on down to the businesses? Not everybody works for the state.

Sen. Warner: This only applies to those employees the state has direct control over.

Rep. Pietsch: But what the state does sometimes trickles down into private business.

Chairman Brown: Sometimes but not always.

Rep. Kreidt: We don't know where we're going to go with this, the teacher's might become state employees.

Sen. Lyson: Not in our lifetime

Rep. Kreidt: I'm a donor and when I became one it was the last thing on my mind. If we had a state employee that had no options and knew the money would come out of their pocket, but we have X number of benefits that they receive where they can get donated sick leave, their own personal sick leave, sharing program; I don't see anywhere where anyone would be in jeopardy of not getting paid. All they need is a certificate that they're going to do this and their supervisor's going to sign and if they're short, any number of other employees can give them just one day and they'd have enough days. I just don't see a problem.

Chairman Brown: I don't agree

Sen. Lyson: Nor do I.

Sen. Warner: Should I make this unanimous.

Chairman Brown: This would be a big deal from the encouragement point of view and it's one thing for me to be a donor to Sen. Warner because it's personal, but if I'm on a list and somebody says Rochester and I'm a match, I might hesitate if it was going to cost me as much as I think it would.

Sen. Warner: I need to tell you a joke about a bacon and egg breakfast conundrum: for the chicken, it's a minor inconvenience, but for the hog, it's a whole life issue. I think it's easy for us once we're dead to be a donor, but while we're still living and have obligations to family, it's a different thing. I really think the Senate position is the right one; it doesn't involve that many people, maybe two or three a year at most.

Chairman Brown: It will encourage some that wouldn't otherwise put their name on the list.

Rep. Kaldor: I can think of some state employees that aren't paid that well who may have very good organs and this would be an impediment to them; if not for the encouragement, they would

very likely not put themselves on the list because they're not at the top end of the pay spectrum.

So I think we do eliminate quite a sector of potential donors without some kind of a 'hold harmless' provision in law that at least they know if they do this they're not going to be penalized or have to go out and find somebody to contribute to them.

Rep. Kreidt: If you're making \$10 an hour, \$80 a day for 10 days \$800 that's not going to make my decision if I'm going to be a donor.

Sen. Lyson: When's the last time you had a family of three making that amount of money?

Chairman Brown: You're only talking about the actual cash, how about all the benefits you lose when off the payroll for 10-20 days. It's a snowballing effect.

Rep. Kreidt: I don't believe they would be losing anything. I guess if you really wanted to get people's attention, then you should say that any state employee that wants to be on the list, we'll give you a \$5000 bonus.

Chairman Brown: If I thought I could get that through, I'd do it.

Rep. Pietsch: I hate to see being bought to put their name on the list.

Chairman Brown: It's not being bought, it's encouraging, there's a big difference.

Rep. Pietsch: We need to encourage people but you worry about paying the bills before you put your name on the list. Don't you think the husband and wife visit before doing this?

Sen. Lyson: If we were going to pay them, I think they would.

Rep. Pietsch: I wouldn't have said to Bill, we're going to get paid, go ahead and donate one of your kidneys. Think about whether you have a kidney that may be one your children will need, you don't want to give both away.

Chairman Brown: What's the next step?

Sen. Lyson: If we can't make a decision, let's call another conference committee.

Rep. Pietsch: Let us talk a little further and you talk a little further, too.

Chairman Brown: I don't know we have to think much more on this.

Sen. Lyson: You may want to call another conference committee because I can tell you, we can talk until hell freezes over, I'm not going to change my mind.

Chairman Brown: I'm not either.

Sen. Warner: Don't look at me, I'm going to be here either way.

Chairman Brown adjourned the meeting. No action was taken.

2005 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB 2298

Senate Human Services Committee

☒ Conference Committee

Hearing Date March 30, 2005

Tape Number	Side A	Side B	Meter #
1	x		3400-5226
Committee Clerk Signature <i>Cathy Minner</i>			

Minutes: **Chairman Brown** opened the conference committee. Present were Senators **Lyson, and Warner; Representatives Kreidt, Pietsch and Kaldor.**

Chairman Brown: This is our second meeting, does anyone have any thoughts to start the meeting?

Sen. Lyson: I haven't changed my mind.

Sen. Warner: I'm content with the Senate's position. If we're going to be serious about encouraging, particularly bone marrow donation, I don't see it as much of a factor for organ donation, if we're going to encourage people into a pool, paid leave should be provided.

Chairman Brown: I agree with those two decisions.

Rep. Kreidt: I disagree.

Rep. Pietsch: I still stay with my chair, but you're almost objecting an amendment that you really only want the leave to be with the bone marrow. Is that a suggestion to put it that way and designate differently for organ donation?

Rep. Kaldor: I agree with Chairman Brown.

Chairman Brown then relayed a story concerning his wife and the harvest of her stem cells, how long it took and the amount of recovery time. He felt 20 days for bone marrow donation was appropriate. It would probably be much longer for an organ donation.

Sen. Lyson: I agree with that, because I was a match for my nephew but I was not chosen as the donor. I was still gone for one week even though I wasn't the donor.

Rep. Kreidt: Your marrow is on record and under those situations, travel time, donor time but you're looking at considerably longer for an organ. I'd like Senator Warner to expand upon his thoughts he indicated to on just the bone marrow portion.

Sen. Warner: I'd be open to a compromise amendment if the committee felt that there was some purpose to that. For the purposes of discussion **I will move to apply paid leave to only bone marrow donation and not to organ transplants.** And I propose that only for discussion.
Seconded by Rep. Kreidt.

Rep. Kaldor: Why that and not organ transplants?

Sen. Warner: I propose, not necessarily as a well thought plan, but to move us off dead center and into discussion.

Rep. Kreidt: I know from history in regards to a bill coming forward, the inspiration to move forward on this was because of a bone marrow donation and organs were thrown in later.

Sen. Lyson: If organs themselves had to be an exact match, I might go along with this, but kidneys have to be a lesser match. To do this just with bone marrow, cuts out one of the biggest transplants we have in the United States. So I would vote no on this motion.

Vote: Senate: 1 yeas, 2 nays House: 2 yeas, 1 nay Motion fails

Chairman Brown: I think keeping the organ donor in there is very important and I still feel strongly about encouraging state employees to get on the list by offering them paid leave up to 20 days.

Senator Lyson moved that the conference committee be dissolved and go back and ask for new conferees. Seconded by Sen. Warner.

Rep. Kaldor: I feel it's unfortunate that we have to do this. This really comes down to an issue that is, whether we believe it or not, is about money. There are those that believe that this is a bribe and I really don't believe that it is, I think it's the least we can do to encourage state employees to do something like this. And I feel it's unfortunate.

Vote: Senate: 2 yeas, 1 nay, House: 1 yea, 2 nays. Motion fails.

Sen. Warner moved that the House recede from its amendments and that we further amend to reinsert the word 'paid' before leave of absence. Seconded by Sen. Lyson

Rep. Pietsch: It would simply put the word 'paid' back in, it would not go further and say something like they've exhausted all other sources of leave, it would just say 'paid.' We just put it back the way Senate had it?

Chairman Brown: We're not getting enough people to get on the list.

Rep. Kreidt: Section One would remain the same as when it came over from the House?

Chairman Brown: Yes.

Vote Senate: 3 yeas, 0 nays House: 3 yeas, 0 nays Motion passed.

Chairman Brown adjourned the meeting.

2005 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB 2298

Senate Human Services Committee

☒ Conference Committee

Hearing Date April 14, 2005

Tape Number	Side A	Side B	Meter #
1	x		00=585
Committee Clerk Signature <i>Deborah Minard</i>			

Minutes:

Chairman Brown opened the conference committee on SB 2298. Present were Senators Lyson, Warner, Representatives Kreidt, Pietsch and Kaldor.

Rep. Kreidt: I have some proposed amendments (Attachment 1).

Chairman Brown: Tell us first why the House turned it down. We worked hard.

Rep. Kreidt: After it came out of the House Human Services committee in the beginning, and working back and forth with Senator Christmann and the Health Department and trying to get our committee to come on board. In regards to the paid leave, we were trying to negotiate within the committee going from 20 days to ten days and couldn't get that passed. Senator Christmann had agreed to that. We finally got section one...everybody to buy off on that. The majority of our committee felt so strongly on setting a precedent by paying individuals to give the marrow or organ donation. The only way we could get it out of committee and out to the floor was to remove A. It was put back in in the conference committee, went to the House floor and was

jumped on immediately by a segment in the House that 'paid' was not what they wanted in there.

We debated the amendment and it failed so it was referred back to conference.

Chairman Brown: I just wanted the rest of the committee to know that paid leave is what the concern was. There was a concern that paid leave is a new benefit for the employees and they really don't want to do that.

Representative Kreidt went over the amendment line by line. He stated that there was concession from the entities in the House that had objected before.

Representative Kreidt moved DO PASS the amendment (attachment 1), seconded by Senator Lyson.

Chairman Brown: I think this is a very good step forward. I still like paid leave but I think we try it and two years from now if its not working the way we want it, we may change it.

Sen. Lyson: I'd like to see paid leave too.

Rep. Pietsch: Essentially, it's not putting it in a separate category; that seems to be the argument we were generating a new category of leave: we have jury, sick leave, etc. and that seems to be the contention.

Rep. Kreidt: There may have to be some tweaking done by legislative council so it fits into their benefits plan.

VOTE: Senate 3 yeas, 0 nays House: 3 yeas, 0 nays Motion passed.

Chairman Brown thanked Rep. Kreidt for his hard work on this issue.

Chairman Brown adjourned the meeting.

Proposed Amendments to Engrossed Senate Bill 2298
March 30, 2005

Page 1, line 2, remove "an organ or"

Page 1, line 19, remove "an organ or"

Page 1, line 22, replace "an" with "a"

Page 1, line 23, remove "organ or"

Renumber accordingly

Date: 3/30/05
Roll Call Vote #: 1

2005 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. SB 2298

Senate Human Services Committee

☒ Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Pass

Motion Made By Sen Warner Seconded By _____

Senators	Yes	No	Senators	Yes	No
Sen. Judy Lee - Chairman			Sen. John Warner		
Sen. Dick Dever - Vice Chairman					
Sen. Richard Brown					
Sen. Stanley Lyson					
<u>Sen</u>			<u>Rep</u>		
<u>Chairman Brown</u>		✓	<u>Rep. Kiehl</u>	✓	
<u>Sen Lyson</u>		✓	<u>Rep. Pritchard</u>	✓	
<u>Sen Warner</u>	✓		<u>Rep. Kaldor</u>		✓

Total (Yes) _____ No _____

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

apply paid leave to only bone marrow donation & not organ transplants
motion fails

Date: 3-30-05
Roll Call Vote #: 2

2005 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. SB 2298

Senate Human Services Committee

☒ Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Pass - Conference Comm be dissolved

Motion Made By Sen Lyson Seconded By Sen Warner

Senators	Yes	No	Senators	Yes	No
Sen. Judy Lee - Chairman			Sen. John Warner		
Sen. Dick Dever - Vice Chairman					
Sen. Richard Brown					
Sen. Stanley Lyson					
<u>Sen</u>			<u>Rep</u>		
<u>Chairman Brown</u>	<u>✓</u>		<u>Rep Kriedt</u>		<u>✓</u>
<u>Sen. Lyson</u>	<u>✓</u>		<u>Rep Pretzsch</u>		<u>✓</u>
<u>Sen Warner</u>		<u>✓</u>	<u>Rep Kalhor</u>	<u>✓</u>	

Total (Yes) _____ No _____

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Comm. be dissolved to be replaced by new conferences

Motion failed

Date: 3-30-05
Roll Call Vote #: 4

2005 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. *SB 2298*

Senate Human Services

Committee

☐ Check here for Conference Committee

Legislative Council Amendment Number

Action Taken Do Pass

Motion Made By Sen Warner Seconded By Sen Lyson

Senators	Yes	No	Senators	Yes	No
Sen. Judy Lee - Chairman			Sen. John Warner		
Sen. Dick Dever - Vice Chairman					
Sen. Richard Brown			Rep		
Sen. Stanley Lyson					
Chairman Brown	✓		Rep Knecht	✓	
Sen. Lyson	✓		Rep Rutsch	✓	
Sen. Warner	✓		Rep Ralston	✓	
S	H				

Total (Yes) 3/0 3/0 No 0

Absent 0

Floor Assignment

If the vote is on an amendment, briefly indicate intent:

If the vote is on an amendment, briefly indicate intent;
 Moved that House recede from its amendments & that
 we further amend to insert 'paid' before leave of
 absence. Motion Passed

REPORT OF CONFERENCE COMMITTEE

SB 2298, as engrossed: Your conference committee (Sens. Brown, Lyson, Warner and Reps. Kreidt, Pietsch, Kaldor) recommends that the **HOUSE RECEDE** from the House amendments on SJ page 804, adopt amendments as follows, and place SB 2298 on the Seventh order:

That the House recede from its amendments printed on page 804 of the Senate Journal and page 976 of the House Journal and that Engrossed Senate Bill No. 2298 be amended as follows:

Page 1, line 5, remove "1."

Page 1, line 6, after "donation" insert "through the national marrow donor program. The department shall seek assistance from the national marrow donor program to establish a system to distribute materials, ensure that the materials are updated periodically, and address the education and recruitment of minority populations" and remove "The department shall implement a"

Page 1, remove lines 7 through 16

Page 1, line 22, remove "If there is a medical determination that the employee does not qualify as an"

Page 1, remove line 23

Page 1, line 24, remove "not be rescinded."

Renumber accordingly

Engrossed SB 2298 was placed on the Seventh order of business on the calendar.

50412.0203
Title.

Prepared by the Legislative Council staff for
Representative Kreidt
April 14, 2005

PROPOSED AMENDMENTS TO ENGROSSED SENATE BILL NO. 2298

That the House recede from its amendments as printed on page 804 of the Senate Journal and page 976 of the House Journal and that Engrossed Senate Bill No. 2298 be amended as follows:

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Page 1, line 6, after "donation" insert "through the national marrow donor program. The department shall seek assistance from the national marrow donor program to establish a system to distribute materials, ensure that the materials are updated periodically, and address the education and recruitment of minority populations" and remove "The department shall implement a"

Page 1, remove lines 7 through 16

Page 1, line 18, remove "paid"

Page 1, line 19, after the period insert "Notwithstanding the limitations for the donation and use of donated leave under sections 54-06-14.1 and 54-06-14.2, an employee may request and use donated annual leave or sick leave for the purpose of donating an organ or bone marrow. If an employee requests donations of sick leave or annual leave, but does not receive the full amount needed for the donation of an organ or bone marrow, the executive officer of the state agency may grant a paid leave of absence for the remainder of the leave up to the maximum total of twenty workdays."

Page 1, line 22, remove "If there is a medical determination that the employee does not qualify as an"

Page 1, remove line 23

Page 1, line 24, remove "not be rescinded."

Renumber accordingly

Date: 4-14-03
Roll Call Vote #: 1

2005 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. *SB 2298*

Senate Human Services Committee

☒ Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Pass amendment from Rep Kreidt

Motion Made By Rep Kredt Seconded By Sen Lyson

[illegible]

Total (Yes) 6 No 0

Absent

Floor Assignment

If the vote is on an amendment, briefly indicate intent:

REPORT OF CONFERENCE COMMITTEE

SB 2298, as engrossed: Your conference committee (Sens. Brown, Lyson, Warner and Reps. Kreidt, Pietsch, Kaldor) recommends that the **HOUSE RECEDE** from the House amendments on SJ page 804, adopt amendments as follows, and place SB 2298 on the Seventh order:

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Page 1, remove lines 7 through 16

Page 1, line 18, remove "paid"

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Page 1, line 22, remove "If there is a medical determination that the employee does not qualify as an"

Page 1, remove line 23

Page 1, line 24, remove "not be rescinded."

Renumber accordingly

Engrossed SB 2298 was placed on the Seventh order of business on the calendar.

2005 TESTIMONY

SB 2298

Testimony

Senate Bill 2298

House Human Services Committee

Monday, February 28, 2005; 9 a.m.

North Dakota Department of Health

Good morning, Madam Chair and members of the House Human Services Committee. My name is Arvy Smith, and I am Deputy State Health Officer of the North Dakota Department of Health. I am here today to provide information regarding Senate Bill 2298.

The Department of Health supports efforts to increase awareness and information available to potential bone marrow donors and would be happy to work with the National Marrow Donor Program to ensure appropriate distribution of materials in North Dakota. The National Marrow Donor Program was established by Congress in 1984, merged with the National Bone Marrow Donor Registry in 1988, and reconfigured as a separate nonprofit organization with headquarters in Minneapolis in 1990. The National Marrow Donor Program receives 40 percent of its funding from Congress and has more than 500 employees.

Functions of the National Marrow Donor Program include partnering with anyone across the country to recruit potential donors, distributing educational materials, educating minority populations, and developing resource materials as requested for specific populations. In addition, legislation expanded their function to include networking donor centers, addressing diversity, consolidating all the regional/local registries and establishing a patient advocacy system. By the end of this summer, it will have merged operations with all American Red Cross donor centers and partnered with international organizations.

Senate Bill 2298 requires the Department of Health to implement a program to provide information and distribute materials regarding bone marrow donation when a national organization already exists to do this. The department would be happy to facilitate efforts with the national organization to improve distribution of information and fill gaps identified in North Dakota. However, it is not necessary for the state to incur the costs for this effort. To implement a program as described in Section 1 of this bill, it would require resources such as staff time to keep the distribution points updated, postage, printing and other administrative expenses. Depending on what is included as other public offices as identified in number 3 of Section 1 of the bill, material distribution could prove to be quite extensive. Based upon department experiences in maintaining databases for distribution purposes for other programs, it is estimated that this function would require at least a .25 FTE.

The National Marrow Donor Program maintains a website filled with valuable information for donors, organ and marrow recipients, health-care providers, caretakers and interested others. The national program staff suggested a link from our Department of Health website to their site (www.marrow.org) and sent us samples of their educational materials.

The staff of the National Marrow Donor Program indicated that they were very impressed to see the language regarding administrative leave for organ and bone marrow donation in Section 2 of the bill and consider it the gold standard they would like to see in every state.

This concludes my testimony. I would be happy to answer any questions you may have.

①

Prepared by State Health Department
March 4, 2005

PROPOSED AMENDMENTS TO ENGROSSED SENATE BILL NO. 2298

Page 1, line 4, remove lines 5 through 16 and insert:

"The state department of health shall provide information and educational materials to the public regarding bone marrow donation through the National Marrow Donor Program. It is the intent of the legislative assembly that the department work with the National Marrow Donor Program during the 2005-07 biennium to establish a system to distribute materials, ensure that they are kept updated, and address the education and recruitment of minority populations."

Renumber accordingly.

NATIONAL MARROW DONOR PROGRAM®

Creating Connections. Saving Lives.™

Fiscal Impact of Bone Marrow and Organ Donor Leave Amendment Act

Paid Donor Leave Policy

In evaluating the potential fiscal impact of implementing organ and bone marrow donor leave policies, the following entities concluded little or no impact to their budget.

	Year Adopted	IV. ESTIMATED FISCAL IMPACT
Federal Government	1999	"Chief Budget Officer estimates that enacting this bill would have <u>no significant impact</u> on the federal budget."
Maryland	2000	"Minimal or <u>no increase</u> in state expenditures (all funds)."
Virginia	2001	"Therefore, while there is a potential for fiscal impact, it is likely to be <u>small and could be absorbed</u> by the Commonwealth."
Missouri	2000	"Therefore, officials from the Department of Health assume the proposed legislation would have <u>no fiscal impact</u> on their agency."
Wisconsin	2000	"This type of fiscal impact would <u>not represent an increased cost</u> to the state . . ."
Kansas	2001 Executive Order	N/A
New York	2001	" <u>None.</u> "

Note: These fiscal impact analyses included provisions for live organ donor leave, which is generally up to 30 days, as compared to the seven days typically allotted for bone marrow or blood stem cell donor leave.