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SEVENTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )

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SENATE

S. No. 575

Introduced by Senator Antonio "Sonny" F. Trillanes IV

**AN ACT  
TO PROVIDE TIME OFF WITH PAY FOR EMPLOYEES WHO DONATE ORGAN,  
BONE MARROW, BLOOD, OR BLOOD PLATELETS**

**EXPLANATORY NOTE**

Diseases are inevitable part of the lives of the people. For this, Article II Section 15 of the Philippine Constitution declares that, "The State shall protect and promote the right to health of the people and instill health consciousness among them".

However, it is known to everyone that a healthy physical condition of every individual is not always at a guarantee especially these days. In most cases, those who cannot afford to finance themselves are the ones usually hit by worst kinds of illnesses such as organ failure. In most cases, organ transplantation is the only treatment for end state organ failure. Hence, organ donation has become a necessity in this changing world.

According to the World Health Organization, human material for transplantation is mostly obtained from a deceased donor. Yet, despite the frequent use of materials donated from deceased donors, the donation of materials from living donors is necessary for some types of transplants to compensate for the limited supply of material available from deceased donors in order to meet patient needs. Living donation is thus practiced despite the fact that it involves risks for the donor that may not be negligible.

This bill seeks to acknowledge the donor employees who willingly offer organ, bone marrow, blood, or blood platelets through entitling them to an organ donation leave with pay.

In view of the foregoing, the immediate approval of this bill is earnestly sought.

*[Signature]*  
**ANTONIO "SONNY" F. TRILLANES IV**  
Senator



76 JUL 19 P459

SEVENTEENTH CONGRESS OF THE )  
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**AN ACT  
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BONE MARROW, BLOOD, OR BLOOD PLATELETS**

*Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled:*

1           **SECTION 1. Short Title.** This Act may be cited as the "*Organ Donor Leave Act of*  
2           *2016*".

3  
4           **SEC. 2. Definition of Terms.** - As used in this Act:

- 5
- 6           a) "Agency" means any branch, department, board, committee, or commission of
- 7           the government, but does not include units of local government, school
- 8           districts, or boards of election commissioners.
- 9
- 10          b) "Department" means the Department of Health.
- 11
- 12          c) "Participating employee" means a permanent full-time or part-time employee
- 13          who has been employed by an agency for a period of six (6) months or more
- 14          and who donates an organ, bone marrow, blood, or blood platelets.
- 15

16           **SEC. 3. Administration of the Act.** -

17

18           (a) On request, a participating employee subject to this Act may be entitled to organ

19           donation leave with pay.

20

21           (b) An employee may use:

- 22
- 23           (i) up to thirty (30) days of organ donation leave in any twelve-month period
- 24           to serve as a bone marrow donor;
- 25
- 26           (ii) up to thirty (30) days of organ donation leave in any twelve-month period
- 27           to serve as an organ donor;
- 28
- 29           (iii) up to one hour to donate blood every fifty-six (56) days, and
- 30

- 1 (iv) up to two (2) hours to donate blood platelets in accordance with  
2 appropriate medical standards established by the Philippine National Red  
3 Cross Philippine Blood Coordinating Council, blood collection units and  
4 blood banks/centers in the Philippines or other nationally-recognized  
5 standards. Leave under item; may not be granted more than twenty-four  
6 (24) times in a twelve-month period.  
7
- 8 (c) An employee may use organ donation leave or other leave authorized in  
9 subsection (b) of this Section only after obtaining approval from the employee's  
10 agency.  
11
- 12 (d) An employee may not be required to use accumulated sick or vacation leave time  
13 before being eligible for organ donor leave.  
14
- 15 (e) The Department must adopt rules governing organ donation leave, including rules  
16 that:  
17
- 18 (i) establish conditions and procedures for requesting and approving  
19 leave; and  
20
  - 21 (ii) require medical documentation of the proposed organ or bone  
22 marrow donation before leave is approved by the employing  
23 agency.  
24

25 **SEC. 4. Separability Clause.** - If any provision of this Act is declared  
26 unconstitutional or invalid, such sections or parts not affected thereby shall remain in full  
27 force and effect.  
28

29 **SEC. 5. Repealing Clause.** - All laws, decrees, orders, regulations and other issuances  
30 or part thereof inconsistent with this Act are hereby repealed or modified accordingly.  
31

32 **SEC. 6. Effectivity.** This Act shall take effect fifteen (15) days after its publication in  
33 two (2) newspapers of general circulation.

*Approved,*