

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2019

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HOUSE BILL 1162

Short Title: Living Donor Protection Act. (Public)

Sponsors: Representatives Shepard, P. Jones, and Willingham (Primary Sponsors).
For a complete list of sponsors, refer to the North Carolina General Assembly web site.

Referred to: Health, if favorable, Finance, if favorable, Rules, Calendar, and Operations of the House

May 19, 2020

A BILL TO BE ENTITLED

AN ACT TO PROTECT LIVING DONORS FROM POTENTIAL INSURANCE DISCRIMINATION, TO PROVIDE AN INCOME TAX CREDIT FOR UNREIMBURSED MEDICAL EXPENSES RESULTING FROM CERTAIN ORGAN AND MARROW DONATIONS, AND TO PROVIDE UP TO THIRTY DAYS' PAID LEAVE TO STATE EMPLOYEES AND OTHER STATE-SUPPORTED PERSONNEL WHO SERVE AS LIVING ORGAN DONORS AND UP TO SEVEN DAYS' PAID LEAVE FOR BONE MARROW DONORS.

The General Assembly of North Carolina enacts:

PART I. INSURANCE PROTECTIONS

SECTION 1.(a) G.S. 58-3-25 is amended by adding a new subsection to read:

"(d) No insurer shall refuse to insure or to continue to insure an individual; limit the amount, extent, or kind of coverage available to an individual; charge an individual a different amount for the same coverage; or otherwise discriminate against an individual in the offering, issuance, cancellation, price, or conditions of a policy, or in the amount of coverage provided under a policy, based solely and without any additional actuarial risks on the status of an individual as a living organ donor. This subsection shall apply to health benefit plans and life, accident and health, accident, disability, disability income, and long-term care insurance policies. For the purposes of this subsection, the phrase "a living organ donor" shall mean a living individual who donates one or more of that individual's human organs, including bone marrow, to another individual to be transplanted using a medical procedure to the body of that other individual."

SECTION 1.(b) G.S. 131E-294(4) reads as rewritten:

"(4) Antidiscrimination (~~G.S. 58-3-25(b) and (e)~~, ~~(G.S. 58-3-25, 58-3-120, 58-63-15(7), and 58-67-75)~~);"

SECTION 1.(c) This section is effective 30 days after it becomes law and applies to insurance contracts issued, renewed, or amended on or after that date.

PART II. TAX CREDIT

SECTION 2.(a) Part 2 of Article 4 of Subchapter I of Chapter 105 of the General Statutes is amended by adding a new section to read:

"§ 105-153.11. Credit for live organ donation.

(a) Definitions. – The following definitions apply in this section:



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- 1 (1) Human organ. – Human bone marrow or any organ of a human, including the
2 intestine, kidney, liver, lung, or pancreas.
- 3 (2) Live organ donation. – A donation by a living individual of one or more of the
4 individual's human organs to another human to be transplanted using a
5 medical procedure to the body of another individual.
- 6 (3) Live organ donation expenses. – The total amount of expenses, including
7 travel, lodging, and lost wages, incurred by a taxpayer that are not reimbursed
8 to that taxpayer by any person and that are directly related to a live organ
9 donation by the taxpayer or another individual the taxpayer is allowed to claim
10 as a dependent in accordance with section 151 of the Code.
- 11 (b) Credit. – A taxpayer who incurs live organ donation expenses is allowed a credit
12 against the tax imposed by this Part equal to the lesser of the expenses or five thousand dollars
13 (\$5,000).
- 14 (c) Limitations. – The following limitations apply:
- 15 (1) The credit allowed under this section may not exceed the amount of tax
16 imposed by this Part for the taxable year reduced by the sum of all credits
17 allowable, except tax payment made by or on behalf of the taxpayer.
- 18 (2) A taxpayer who claims a credit under this section must add back to taxable
19 income any amount deducted under section 213 of the Code for medical
20 expenses incurred as a result of the live organ donation.
- 21 (d) Carryforward. – Any unused portion of a credit allowed in this section may be carried
22 forward for the succeeding five years."

23 **SECTION 2.(b)** This section is effective for taxable years beginning on or after
24 January 1, 2020.

25 **PART III. PAID LEAVE FOR STATE EMPLOYEES**

26 **SECTION 3.(a)** Article 2 of Chapter 126 of the General Statutes is amended by
27 adding a new section to read:

28 "**§ 126-8.6. Paid leave for State employees and State-supported personnel for organ**
29 **donation.**

30 (a) Full-Time Employees. – The State Human Resources Commission shall adopt rules
31 and policies to provide that a permanent, full-time State employee may take, in addition to any
32 other leave available to the employee, up to (i) 30 days of paid leave for the purposes of serving
33 as a living organ donor and (ii) seven days for serving as a bone marrow donor. The employee
34 must have been continuously employed by the State for at least 12 months immediately preceding
35 the first request for paid organ or bone marrow donation leave.

36 (b) Part-Time Employees. – The State Human Resources Commission shall adopt rules
37 and policies to provide that a permanent, part-time State employee may take, in addition to any
38 other leave available to the employee, a prorated amount of up to (i) 30 days of paid leave for the
39 purposes of serving as a living organ donor and (ii) seven days for serving as a bone marrow
40 donor. The employee must have been continuously employed by the State for at least 12 months
41 immediately preceding the first request for paid organ or bone marrow donation leave.

42 (c) Program Requirements. – The paid leave for organ or bone marrow donation
43 authorized by this section:

- 44 (1) Is available without exhaustion of the employee's sick and vacation leave.
- 45 (2) Is in addition to, and not in lieu of, shared leave under G.S. 126-8.3, or other
46 leave authorized by federal or State law.
- 47 (3) May not be used for retirement purposes.
- 48 (4) Has no cash value upon termination from employment.
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1 (d) Applicability. – This section applies to all (i) State employees and (ii) State-supported
2 personnel, with the appropriate governing board adopting rules and policies to provide paid leave
3 for organ donation to its employees as provided by this section.

4 (e) Reporting. – By April 1, 2021, and then annually thereafter, the State Human
5 Resources Commission, the State Board of Education, the State Board of Community Colleges,
6 and all State agencies, departments, and institutions shall annually report to the Office of State
7 Human Resources on the paid organ donation leave program."

8 **SECTION 3.(b)** G.S. 126-5 is amended by adding a new subsection to read:

9 "(c15) The provisions of G.S. 126-8.6 shall apply to all State employees, public school
10 employees, and community college employees."

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12 **PART IV. EFFECTIVE DATE**

13 **SECTION 4.** Except as otherwise provided, this act is effective when it becomes
14 law.