



2025 60031

**Jan-Michele Lemon Kearney**  
*Vice Mayor*

January 9, 2025

## **MOTION**

**WE MOVE** that the administration of the City of Cincinnati provide a report within ninety (90) days on creating a policy for city employees who are living donors of organs (*e.g.*, a kidney or parts of a liver), or bone marrow to receive full pay for time off needed to prepare for and complete the transplant process, and to recover from the medical procedure. UC Health and the Center for Closing the Health Gap recommend such a policy in order to encourage more living donors.

**WE FURTHER MOVE** that the Administration consider incorporating the following provisions in said policy:

### **1. Application**

When organ donation leave is anticipated, verbal notice should be given as far in advance as possible, followed by written documentation to include dates of leave and number of hours requested, as well as supporting medical certification from an appropriate health care provider.

### **2. Leave provided**

- a. All employees who donate a kidney or any portion of a liver shall receive up to two hundred forty (240) hours or six (6) weeks of leave with pay during each calendar year to use during those hours when the employee is absent from work due to the employee's donation.
- b. All employees who donate any portion of a liver shall receive up to four hundred eighty (480) hours or 12 weeks of leave with pay during each calendar year to use during those hours when the employee is absent from work due to the employee's donation.

- c. All employees who donate bone marrow shall receive up to fifty-six (56) hours of leave with pay during each calendar year to use during those hours when the employee is absent from work due to the employee's donation.
- d. The duration of leave for other types of organ donations will be decided on a case-by-case basis by the Director of the City of Cincinnati's Office of Human Resources or their designee, who will consult competent medical authority

**3. Use**

- a. Organ donation leave shall be exhausted prior to using any sick leave or vacation leave to continue recuperation from the organ donation.
- b. Organ donation leave shall run concurrently with other leave programs (e.g., family medical leave). Organ donation could be considered a serious health condition under the Family Medical Leave Act. Therefore, the employee would be covered under the Act, provided that the employee met the other family medical leave requirements.
- c. The employee using such organ donation leave shall be compensated at the employee's regular rate of pay for those regular work hours during which the employee is absent from work.



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Vice Mayor Jan-Michele L. Kearney

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## **STATEMENT**

UC Health and the Center for Closing the Health Gap have the goal of increasing the number of living organ donors and ensuring that donors are able to overcome the barrier of needing time off to prepare and recover from the transplant procedure.

As shown by **Attachment A** to this Motion, there is an urgent need to increase living organ donations to save lives. UC Health reports that a kidney from a living donor lasts 10 years longer on the average than a kidney from a donor who is brain-dead. In addition, the kidney from a living donor has a better chance of being accepted by the recipient's immune system.

The Center for Closing the Health Gap reports that on the average, there are 90,000 individuals in the U.S. on the waiting list for a kidney, and 50 percent of those in need of a kidney are African Americans.

Attachment A



**Organ Donation:**

**What is the current waitlist for organ donation?** Currently, ~105,000 people are waiting for an organ nationally. That breakdown is ~90,000 people waiting for a kidney and ~9,000 waiting for a liver.

**What organ is most readily available for donation?** Kidney is the most available due to the body having two and it is easier to transplant and less volatile.

**How many transplants do we do in a year?** In 2023, UC Health did 407 transplants including Kidney, Liver, Heart, and Pancreas.

**What is the average recovery time for an organ donation?** Kidney donors can return to work in about 6 weeks. Liver donors are usually 6-12 weeks, depending on how physically demanding their job requires them to perform.

**How long is the waitlist for high demand organs?** We pride ourselves as one of the programs with one of the fastest to transplant, but that isn't typical. Last year, we were the fastest to transplant in liver with 15 days from listing to transplant. We are also approximately three months in kidney from listing to transplant, which is one of the fastest in the country. Nationally, it is much longer than that with kidney taking years in New York and California.

**About the UC Health Transplant Program:**

For more than 50 years, UC Health's UC Medical Center has provided excellence in transplantation, breakthrough treatments and research, and compassionate patient-centered care.

Among 250 transplant centers in the U.S., the program ranks 12th by volume for liver transplants and has the highest transplant rate in the nation, according to the Scientific Registry of Transplant Recipients (SRTR). The SRTR used a statistical model comparing the number of expected transplants to the national average of donors with the same characteristics to name UC Health as the top program for transplant rates.

UC Health's Transplant Program also ranks in the top 15% nationally by volume for kidney transplants and in the top 10% nationally for patient outcomes for heart transplants. The experts at UC Health perform heart, kidney, liver, pancreas, bone marrow and multi-organ transplants as well as a wide breadth of academic and clinical research related to transplantation.

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