

119TH CONGRESS  
1ST SESSION

# H. R. 4582

To amend the Family and Medical Leave Act of 1993 and title 5, United States Code, to clarify that organ donation surgery qualifies as a serious health condition.

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## IN THE HOUSE OF REPRESENTATIVES

JULY 22, 2025

Mr. BACON (for himself and Mr. NADLER) introduced the following bill; which was referred to the Committee on Education and Workforce, and in addition to the Committees on Oversight and Government Reform, and House Administration, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To amend the Family and Medical Leave Act of 1993 and title 5, United States Code, to clarify that organ donation surgery qualifies as a serious health condition.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. CLARIFICATION OF ORGAN DONATION SUR-**  
4                               **GERY AS QUALIFYING AS A SERIOUS HEALTH**  
5                               **CONDITION UNDER FMLA.**

6       (a) PRIVATE SECTOR EMPLOYEES.—Section 101(11)  
7       of the Family and Medical Leave Act of 1993 (29 U.S.C.

1 2611(11)) is amended by inserting “(including recovery  
2 from surgery related to organ donation)” after “physical  
3 or mental condition”.

4 (b) FEDERAL CIVIL SERVICE EMPLOYEES.—

5 (1) DEFINITION.—Section 6381(5) of title 5,  
6 United States Code, is amended by inserting “(in-  
7 cluding recovery from surgery related to organ dona-  
8 tion)” after “physical or mental condition”.

9 (2) RELATIONSHIP TO ORGAN DONOR LEAVE.—  
10 Section 6382(d)(1) of title 5, United States Code is  
11 amended by adding at the end the following: “An  
12 employee who takes any part of the 12-week period  
13 of leave under subsection (a)(1) to serve as an organ  
14 donor (including recovery from surgery related to  
15 organ donation) shall substitute, for as much of that  
16 part as possible, any leave available to the employee  
17 under section 6327.”.

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