**Section 985.300 Employer Policy**

a) An employer has the authority to establish a policy allowing participating employees paid leave to donate or attempt to donate blood in accordance with Section 985.400. The employer's policy may reference the nationally recognized medical standards for blood donation eligibility of the community blood bank as operated by the American Red Cross, America's Blood Centers, the American Association of Blood Banks, or other blood bank.

b) If the employer has adopted a policy authorizing paid leave for blood donation, then any participating employee *17 years of age or older may donate blood, if the donation be completely voluntary, without the necessity of obtaining the permission or authorization of his or her parent or guardian. Any participating* employee *16 years of age may donate blood, if that* employee *obtains written permission or authorization from his or her parent or guardian.* (Section 1 of the Blood Donation Act [210 ILCS 15/1])

c) This Part does not affect agreements entered into between the employer and the employee's exclusive representative for collective bargaining purposes.

d) The employer's policy shall include whether the one-hour period may be retained by the employee if the attempt to donate blood is unsuccessful, as determined by the blood bank.