



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

August 14, 2007

**MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES**

**FROM: LINDA M. SPRINGER**  
**Director**

A handwritten signature in blue ink, appearing to read "LMS", written over the printed name "LINDA M. SPRINGER".

**SUBJECT: Organ Donor Leave**

Over 95,000 Americans are currently waiting for an organ transplant, with nearly 4,000 new patients being added to the waiting list each month. About 74 people receive an organ transplant each day, however, 17 people die each day waiting for transplants that can not take place because of the shortage of donated organs. As the need for organ donors increase, this memorandum serves to remind Federal departments and agencies of an employee's entitlement to organ donor leave.

Under 5 U.S.C. 6327, a Federal employee is entitled to 30 days of paid leave when donating an organ for transplants. This is in addition to an employee's entitlement to annual and sick leave. The law provides that an employee is entitled to use this leave without loss of or reduction in pay, leave to which otherwise entitled, credit for time or service, or performance or efficiency rating. The intent of this law is to make it easier for Federal employees to consider organ donation and become part of this life saving effort.

For additional information, agency Chief Human Capital Officers and/or Human Resources Directors should contact their assigned OPM Human Capital Officer. Employees should contact their agency human resources offices for assistance.

cc: Chief Human Capital Officers  
Human Resources Directors