

**NORTH COUNTRY COMMUNITY COLLEGE  
BLOOD DONATION LEAVE**

Section 202-j of the New York State Labor Law mandates that employers provide leave time to employees for the purposes of donating blood.

Off-campus

Leave granted to employees for off-premises blood donation is not required to be paid leave. Employees are permitted one unpaid leave period per calendar year of three hours during the employee's regular work schedule. Documentation shall be submitted indicating that the absence was for the purpose of blood donation off-premise.

On-campus

Leave taken by employees for blood drives at NCCC shall be paid leave given without requiring employees to use existing leave time. Employees are permitted two leave periods per calendar year during the employee's regular work schedule.