

A SERVICE THAT MUST BE PROVIDED CONTINUOUSLY ON A 7 DAY A WEEK BASIS, MAY NOT USE THE 2 DAYS OF ANNUAL LEAVE PROVIDED FOR IN ITEM (II) OF THIS PARAGRAPH WITHOUT PRIOR APPROVAL OBTAINED FROM THE DEPARTMENT HEAD. HOWEVER, APPROVAL MAY BE DENIED ONLY IF THE DEPARTMENT HEAD DETERMINES THAT DENIAL IS NECESSARY AS A RESULT OF A CRITICAL SHORTAGE OF STAFF. THE DEPARTMENT HEAD MAY NOT DENY PERMISSION IF THE ANNUAL LEAVE IS REQUESTED FOR OBSERVANCE OF RELIGIOUS HOLIDAYS.

(2) Any employee using less than full vacation leave allowable [beginning January 1, 1942,] shall be entitled to have such unused leave accumulated up to 35 working days, which shall be available to such employee for vacation leave at any time, with the approval of the head of the department.

(3) (i) In addition to annual vacation leave, [any employee is entitled to sick leave with sick pay for not in excess of 30 working days in any calendar year, and from and after January 1, 1975, in addition to such annual vacation leave,] any employee shall be entitled to sick leave with sick pay for not in excess of 15 working days in any calendar year; provided, however, that if any employee in any calendar year uses less than the full amount of sick leave allowable, such unused leave shall be accumulated and shall be available to such employee for sick leave at any time. Nothing in this section may cause an employee to lose any sick leave accumulated as of December 31, 1974.

(ii) Sick leave may be taken only as authorized by this section because of illness, accident disability or, as authorized in this subsection, because of a death in the immediate family of the employee. Before receiving any sick pay for the period of absence, an employee using three or more consecutive working days sick leave in any 30-day period shall present an original certificate signed personally by an accredited Christian Science practitioner or by any of the following licensed or certified medical providers: physician, physical therapist, clinical psychologist, dentist, oral surgeon, chiropractor, podiatrist, certified nurse practitioner, or certified nurse midwife.

(iii) The Secretary of the Department of Personnel may advance up to 60 days of sick leave to an employee in any calendar year for a serious disability, ailment or illness.

(4) Such annual vacation leave credits shall accrue to the employee after his first six months of State service, on a pro rata basis, and shall be available to him for such purpose at any time thereafter, with the approval of the head of the department. Sick leave credits shall accrue from the beginning of the employee's State service, on a pro rata basis, and shall be available to him for such purpose as earned, providing that whenever the employee must be absent from work because of a death in his immediate family, such absence may be charged against