

who cannot work or do not desire to work full time. [the] THE first increment of [[flexible hours]] PART-TIME employment positions under this section shall be implemented not later than July 1, 1976. For each year thereafter, an additional one percent of all positions to which this section applies shall be available on a [[flexible hours]] PART-TIME employment basis. The aggregate of all positions thus designated shall not exceed five percent.

(2) Upon the request of a State agency, the Secretary may waive the percentage minimum applicable to any year referred to above, if the Secretary finds that compliance with a percentage minimum [flexible hours] PART-TIME employment requirement for any year would materially impair the ability of the agency to perform its mission, or would cause the agency's efficiency to be severely impaired, or if the agency is undergoing a substantial reduction in force.

(f) The Secretary shall consider the welfare of wage and salary earners of any department, agency or unit of State government charged with implementing the provisions of this section. He, or his designee, shall:

(1) Conduct research and experimentation projects and any other activities designed to promote, in public employment, the advancement of opportunities for persons who are unable or who do not desire to work full time;

(2) Promote and supervise programs for [flexible hours] PART-TIME employment in executive agencies;

(3) Encourage adoptions of [flexible hours] PART-TIME employment practices by all public employers.

(h) No person who is otherwise qualified for or desirous of, or who is presently employed in full-time State employment shall be required to accept [flexible hour] PART-TIME employment as a condition of new or continued employment.

(i) [All persons employed in flexible hours employment positions pursuant to the policy established by paragraph (b)(1) of this section shall receive, on a pro rata basis, all benefits normally available to full-time employees of all executive agencies in similar position, grade, or length of service.] ALL PERSONS EMPLOYED IN PART-TIME EMPLOYMENT POSITIONS PURSUANT TO THE POLICY ESTABLISHED BY PARAGRAPH (B) (1) OF THIS SECTION SHALL RECEIVE AT LEAST ONE-HALF OF ALL EMPLOYMENT RIGHTS, PRIVILEGES AND BENEFITS AND SHALL MEET THE STANDARDS AND REQUIPMENTS OF EMPLOYMENT NORMALLY AVAILABLE TO AND REQUIRED OF FULL-TIME EMPLOYEES OF EXECUTIVE AGENCIES IN SIMILAR POSITION, GRADE AND LENGTH OF SERVICE AS PROVIDED FOR UNDER RULES ESTABLISHED BY THE