

(2) WHILE A PRINCIPAL PURPOSE OF THIS PROGRAM IS TO ALLOW A PARENT OF SCHOOL AGE CHILDREN TO BE ABSENT FROM STATE SERVICE DURING THE SUMMER MONTHS, THE PROGRAM IS IN NO WAY RESTRICTED AS TO THE TIME OF YEAR OR THE EMPLOYEE'S REASON FOR MAKING THE REQUEST.

(3) THE PRACTICABILITY OF GRANTING SEASONAL LEAVE SHALL BE DETERMINED ON A CASE-BY-CASE BASIS FOR EACH EMPLOYEE.

(C) THE SECRETARY OF PERSONNEL SHALL PROMULGATE REGULATIONS ESTABLISHING PROCEDURES UNDER WHICH AN EMPLOYEE, UPON REQUEST, MAY BE GRANTED A SEASONAL LEAVE OF ABSENCE WITHOUT PAY, SUBJECT TO THE REQUIREMENTS OF SUBSECTION (D) OF THIS SECTION.

(D) THE REGULATIONS REQUIRED UNDER THIS SECTION SHALL PROVIDE THAT:

(1) SEASONAL LEAVE MAY BE GRANTED TO AN EMPLOYEE FOR A PERIOD OF NOT MORE THAN 12 WEEKS;

(2) IN EACH INSTANCE, THE HEAD OF THE AGENCY SHALL MAKE A DETERMINATION WHETHER SEASONAL LEAVE MAY BE GRANTED TO AN EMPLOYEE, BASED UPON:

(I) THE POTENTIAL DISRUPTION TO THE EFFICIENT OPERATION OF THE AGENCY; AND

(II) THE AGENCY'S ANTICIPATED WORKLOAD DURING THE PERIOD FOR WHICH SEASONAL LEAVE IS REQUESTED;

(3) THE PERIOD OF SEASONAL LEAVE MAY NOT BE COUNTED AS TIME IN STATE SERVICE FOR RETIREMENT OR OTHER PURPOSES;

(4) SEASONAL LEAVE MAY NOT BE GRANTED TO AN EMPLOYEE WHO HAS NOT COMPLETED A PROBATIONARY PERIOD; AND

(5) HEALTH CARE AND OTHER BENEFITS SHALL BE SUSPENDED FOR THE PERIOD OF THE SEASONAL LEAVE; PROVIDED, HOWEVER, THAT THE EMPLOYEE MAY CONTINUE SUCH BENEFITS BY PAYING THEIR FULL COST, INCLUDING THE SHARE ORDINARILY PAID BY THE STATE.

(E) A STATE EMPLOYER MAY NOT REQUIRE A STATE EMPLOYEE TO TAKE SEASONAL LEAVE WITHOUT PAY.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 1984.

Approved May 15, 1984.

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