

(3) (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 OR ILLNESS in the immediate family of the employee. ADVANCED SICK LEAVE OR EXTENDED SICK LEAVE MAY NOT BE TAKEN BECAUSE OF DEATH OR ILLNESS 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.

(5)(ii) An employee scheduled to work on a State holiday, or an employee of an agency or institution which renders a service that must be provided continuously on a 7 day a week basis, may not use personal leave without prior approval obtained from the [department head] APPOINTING AUTHORITY. However, approval may be denied only if the [department head] APPOINTING AUTHORITY determines that denial is necessary as a result of a critical shortage of staff. The [department head] APPOINTING AUTHORITY may not deny permission if personal leave is requested for observance of religious holidays, UNLESS THE DENIAL IS NECESSARY AS A RESULT OF A CRITICAL SHORTAGE OF STAFF. STAFF AT AN AGENCY OR INSTITUTION WHICH RENDERS A SERVICE THAT MUST BE PROVIDED CONTINUOUSLY ON A 7 DAY A WEEK BASIS. THE APPOINTING AUTHORITY SHALL MAKE REASONABLE ACCOMMODATION TO THE EMPLOYEE'S REQUEST FOR LEAVE BEFORE DENYING IT.

37C.

(a) (1) In this section the following words have the meanings indicated.

(2) "Agency" means any executive department or agency in the executive branch of State government, including all offices thereof directly responsible to the Governor.

(3) "Employee" means any classified or unclassified employee who is employed by any agency.

(4) "FAMILY LEAVE" MEANS LEAVE WITHOUT PAY AVAILABLE TO ANY EMPLOYEE WHO NEEDS TO TAKE TIME OFF FROM WORK TO CARE FOR:

(I) A NEWLY BORN OR NEWLY ADOPTED CHILD;

(II) A FOSTER CHILD PLACED WITH THE EMPLOYEE;

(III) A SERIOUSLY ILL CHILD OF THE EMPLOYEE;