(IV) A SERIOUSLY ILL SPOUSE, PARENT, OR LEGAL DEPENDENT OF THE EMPLOYEE; OR

(V) SCHOOL AGE CHILDREN *UNDER THE AGE OF 14 YEARS* DURING PERIODS OF SCHOOL VACATION.

[b]-[1]--This--section-is-intended-to-enhance-State-employee morale-and-State-agency-efficiency--by--permitting--employees--to apply--for--and-receive-extended-leaves-of-absence-during-periods of-anticipated-low-demand-for-the-services-of-those-employees.

[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] (B) The practicability of granting -[-seasonal-]- OR FAMILY 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-]- OR FAMILY 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) *EITHER* -[-Seasonal-]- OR FAMILY leave may be granted to an employee for a *TOTAL COMBINED* period of not more than 12 weeks WITHIN ANY 12-MONTH PERIOD OF TIME;

(2) In each instance, the head of the agency shall make a determination whether seasonal OR FAMILY 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 OR FAMILY leave is requested;

[2]--In-each-instance,-the-head-of--the--agency--shall make--a--determination--whether--[seasonal]--FAMILY--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]-FAMILY-leave-is-requested;