

(1) THE ANTICIPATED WORKLOAD OF THE EMPLOYEE'S UNIT FOR THE PERIOD OF THE LEAVE; AND

(2) ANY POTENTIAL DISRUPTION TO THE EFFICIENT OPERATION OF THAT UNIT.

REVISOR'S NOTE: Subsection (a) of this section is new language added to state expressly that approval is required before an employee may take family or seasonal leave.

Subsection (b) of this section is new language derived without substantive change from former Art. 64A, § 37C(b) and (d)(2).

In subsections (a) and (b) of this section, the term "appointing authority" is substituted for the former reference to a "head of the agency" for clarity and to conform to COMAR 06.01.01.43H.

Defined term: "Appointing authority" § 1-101

7-905. EFFECTS OF FAMILY OR SEASONAL LEAVE.

(A) POSITION TO REMAIN AVAILABLE.

THE APPOINTING AUTHORITY SHALL ASSURE THAT THE EMPLOYEE'S POSITION IS AVAILABLE TO THE EMPLOYEE AFTER THE EMPLOYEE HAS USED APPROVED FAMILY LEAVE OR SEASONAL LEAVE.

(B) EFFECT OF LEAVE ON EMPLOYEE RETIREMENT.

THE PERIOD OF FAMILY OR SEASONAL LEAVE MAY NOT BE COUNTED AS TIME IN STATE SERVICE FOR RETIREMENT OR ANY OTHER PURPOSE.

(C) EFFECT OF LEAVE ON EMPLOYEE BENEFITS.

(1) ALL EMPLOYEE BENEFITS, INCLUDING HEALTH CARE, ARE SUSPENDED DURING A PERIOD OF FAMILY OR SEASONAL LEAVE.

(2) NOTWITHSTANDING PARAGRAPH (1) OF THIS SUBSECTION, AN EMPLOYEE MAY CONTINUE, AS ALLOWED BY LAW OR REGULATION, ANY BENEFIT DURING THE PERIOD OF FAMILY OR SEASONAL LEAVE BY PAYING THE FULL COST OF THE BENEFIT, INCLUDING THE SHARE ORDINARILY PAID BY THIS STATE.

REVISOR'S NOTE: This section is new language derived without substantive change from former Art. 64A, § 37C(d)(4) and (6), and § 37C(f).

In subsection (a) of this section, the term "appointing authority" is substituted for the former reference to "employer" for consistency. See § 7-904 of this subtitle and its accompanying Revisor's Note.

Defined terms: "Appointing authority" § 1-101
"Position" § 1-101