

(3) AN EMPLOYEE WHO RECEIVES LEAVE UNDER THIS SECTION MAY ONLY USE THE DONATED LEAVE FOR AN ILLNESS OR DISABILITY OF THE EMPLOYEE DUE TO THE MEDICAL CONDITION THAT EXISTED AT THE TIME OF THE DONATION.

(D) IF AN EMPLOYEE IS DENIED USE OF LEAVE DONATED UNDER THIS SECTION, THE EMPLOYEE MAY APPEAL THE DENIAL IN ACCORDANCE WITH REGULATIONS ADOPTED BY THE SECRETARY.

(E) (1) AN EMPLOYEE MAY NOT, THROUGH INTIMIDATION, THREAT, OR COERCION, INTERFERE WITH ANY RIGHT THAT ANOTHER EMPLOYEE MAY HAVE WITH RESPECT TO CONTRIBUTING, RECEIVING, OR USING LEAVE UNDER THIS SECTION, INCLUDING ANY PROMISE TO CONFER OR CONFERRING ANY APPOINTMENT, PROMOTION, COMPENSATION, OR OTHER BENEFIT, OR EFFECTING OR THREATENING TO EFFECT ANY REPRISAL, INCLUDING THE DEPRIVATION OF APPOINTMENT, PROMOTION, COMPENSATION, OR OTHER BENEFIT.

(2) AN EMPLOYEE WHO VIOLATES PARAGRAPH (1) OF THIS SUBSECTION IS SUBJECT TO DISCIPLINARY ACTION, INCLUDING THE TERMINATION OF STATE EMPLOYMENT.

7-513.

(A) A PRINCIPAL DEPARTMENT OR OTHER INDEPENDENT UNIT IN THE EXECUTIVE, JUDICIAL, OR LEGISLATIVE BRANCHES OF STATE GOVERNMENT WITH AN INDEPENDENT PERSONNEL SYSTEM MAY ALLOW ITS EMPLOYEES TO:

(1) VOLUNTARILY PARTICIPATE IN THE STATE EMPLOYEES' LEAVE BANK IN ACCORDANCE WITH § 7-511 OF THIS SUBTITLE; AND

(2) VOLUNTARILY DONATE TO AND RECEIVE LEAVE FROM OTHER EMPLOYEES, INCLUDING THOSE IN OTHER PERSONNEL SYSTEMS, IN ACCORDANCE WITH §§ 7-309, 7-405, 7-506, AND 7-512 OF THIS TITLE.

(B) (1) AN EMPLOYEE WHO RECEIVES LEAVE UNDER SUBSECTION (A) OF THIS SECTION MAY NOT RECEIVE MORE THAN A TOTAL OF 2,080 HOURS OF DONATED SICK LEAVE FROM THE EMPLOYEES' LEAVE BANK AND FROM OTHER EMPLOYEES.

(2) AN EMPLOYEE MAY NOT USE LEAVE DONATED BY OTHER EMPLOYEES FOR ANY CONTINUOUS PERIOD THAT, WHEN COMBINED WITH ALL OTHER FORMS OF PAID LEAVE, EXCEEDS 16 MONTHS.

(3) AN EMPLOYEE WHO RECEIVES LEAVE UNDER SUBSECTION (A)(2) OF THIS SECTION MAY ONLY USE THE DONATED LEAVE FOR AN ILLNESS OR DISABILITY OF THE EMPLOYEE DUE TO THE MEDICAL CONDITION THAT EXISTED AT THE TIME OF THE DONATION.

(C) (1) AN EMPLOYEE MAY NOT, THROUGH INTIMIDATION, THREAT, OR COERCION, INTERFERE WITH ANY RIGHT THAT ANOTHER EMPLOYEE MAY HAVE WITH RESPECT TO CONTRIBUTING, RECEIVING, OR USING LEAVE UNDER THIS SECTION, INCLUDING ANY PROMISE TO CONFER OR CONFERRING ANY