

(2) If the request is made to observe a religious holiday, the appointing authority may deny the request only if:

- (i) the employee's unit provides a service continuously on a 7-day-a-week basis;
- (ii) the denial is necessary because of a critical shortage of staff in the unit; and
- (iii) no reasonable accommodation to the employee's request can be made.

(3) If the request is made for any other reason, the appointing authority may deny the request only if the denial is necessary because of a critical shortage of staff in the employee's unit.

[7-404.] 9-403.

(a) (1) An employee may not accumulate unused personal leave.

(2) ANY UNUSED PERSONAL LEAVE SHALL BE FORFEITED AT THE BEGINNING OF THE FIRST FULL PAY PERIOD OF THE NEXT CALENDAR YEAR.

(b) [At the end of each calendar year, the unused personal leave of all employees becomes part of the State Employees' Leave Reserve Fund established by § 7-510 of this title.] PERSONAL LEAVE THAT IS FORFEITED IS ~~PLACED~~ PLACED, UNLESS THE EMPLOYEE OBJECTS, IN THE STATE EMPLOYEES' LEAVE BANK ESTABLISHED BY § 9-602(A)(1) OF THIS TITLE.

[7-405.] 9-404.

An employee may voluntarily donate any amount of the employee's personal leave to the State Employees' Leave Bank or to another State employee [who has exhausted all available annual, personal, sick, and compensatory leave because of a serious and prolonged medical condition] UNDER THE EMPLOYEE-TO-EMPLOYEE LEAVE DONATION PROGRAM UNDER SUBTITLE 6 OF THIS TITLE.

Subtitle 5. Sick Leave.

[7-501.]

This subtitle applies to all classified service and unclassified service employees in the State Personnel Management System.]

[7-502.] 9-501.

(a) Each employee [subject to this subtitle] IN THE STATE PERSONNEL MANAGEMENT SYSTEM, EXCEPT A TEMPORARY EMPLOYEE, is entitled to sick leave with pay as provided in this subtitle.

(b) Sick leave may be used:

- (1) for illness or disability of the employee;