# IN THE COURT OF APPEALS OF MARYLAND

# AMENDED ADMINISTRATIVE ORDER ON JUDICIAL ABSENCES FROM COURT

WHEREAS, On October 22, 2001, an Administrative Order on Judicial Absences from Court was issued, which rescinded the Administrative Orders dated June 2, 2000 (judicial education), November 15, 1999 (family medical leave), March 23, 1998 (educational outreach leave), and November 24, 1982 (leave reporting), and which established standard procedures and requirements for court attendance, authorized absences, leave reporting, leave cancellation, leave donation, and assignment of visiting judges; and

WHEREAS, On September 18, 2006, and again on October 16, 2009, by Administrative Order pertaining to the Judicial Institute, changes were made to the Judicial Educational Programs section of this Order; and

WHEREAS, Policies and procedures governing aspects of judicial absences from court, other than judicial education, also have changed over time; and

WHEREAS, The State is experiencing an ongoing fiscal crisis that has resulted in furloughs and salary reductions being imposed on State employees, including those in the Judiciary; and

WHEREAS, At an Open Meeting of the Court of Appeals, held on December 15, 2009, to consider, as a further Judiciary response, amending Maryland Rule 16-104 to reduce, for 2010 only, the annual leave of judges, the Court both so amended Rule 16-104 and decided that judges should have more flexibility in their use of the leave to which they are entitled; and

WHEREAS, On January 12, 2010, the Court amended Maryland Rule 16-104d. to permit a judge to use sick leave for a judge's medical appointments, the illness or disability of a family member, to take a family member to medical appointments, and for the birth, adoption or foster care placement of a child with a judge; and

WHEREAS, Maryland Rule 16-104d. requires that the Chief Judge of the Court of Appeals promulgate an Administrative Order to implement the provisions of that section.

NOW, THEREFORE, I, Robert M. Bell, Chief Judge of the Court of Appeals and administrative head of the Judicial Branch, pursuant to the authority conferred by Article IV § 18 of the Maryland Constitution, do this <u>21st</u> day of <u>January</u> 2010, hereby order that:

1. <u>Scope</u>. Pursuant to Maryland Rule 16-104, this Order applies to the following types of leave that a judge of the Court of Appeals, Court of Special Appeals, a circuit court, or the District Court may take:

- (1) Accident Leave
- (2) Administrative Leave
- (3) Annual Leave
- (4) Bereavement Leave
- (5) Disaster Service Leave
- (6) Emergency Release Leave
- (7) Family Care Leave
- (8) Holiday Leave
- (9) Interview Leave
- (10) Judicial Education Leave
- (11) Jury Duty Leave
- (12) Legal Action Leave
- (13) Military Administrative Leave

- (14) Organ Donation Leave
- (15) Outreach Leave
- (16) Personal Leave
- (17) Religious Observance Leave
- (18) Sick Leave

### 2. <u>Definitions.</u>

a. <u>In general</u>. In this Order, the following words have the meanings stated.

b. <u>Accident Leave</u>. "Accident leave" means leave taken pursuant to a jobrelated accidental personal injury that is ruled to be compensable by the Injured Workers' Insurance Fund or the Workers' Compensation Commission.

c. <u>Administrative judge</u>. "Administrative judge" means:

(1) the Chief Judge of the Court of Appeals, for a judge of that Court;

(2) the Chief Judge of the Court of Special Appeals, for a judge of that

Court;

(3) the circuit administrative judge, for a circuit court judge; and

(4) the district administrative judge, for a District Court judge.

d. <u>Administrative Leave</u>. "Administrative leave" means leave that may be granted for a variety of purposes, including jury duty, delayed opening or emergency/early release or closing.

e. <u>Annual Leave</u>. "Annual leave" means leave granted yearly that accrues at a rate established pursuant to Maryland Rule 16-104.

f. <u>Approving Authority</u>. "Approving authority" means the administrative judge or supervisory judge with final authority under this Order to grant or deny permission for an absence from court.

g. <u>Bereavement Leave</u>. "Bereavement leave" means leave taken after a death in the judge's family.

h. <u>Disaster Service Leave</u>. "Disaster service leave" means leave taken by a judge

certified by the American Red Cross as a disaster service volunteer.

i. <u>Emergency Release Leave</u>. "Emergency release leave" means leave granted during the period a court is closed for a weather or other emergency.

j. <u>Family Care Leave</u>. "Family care leave" refers to a form of sick leave, as established by Maryland Rule 16-104, used in the event of the illness or disability of an eligible family member or after the birth, adoption, or foster care placement of a child with a judge.

k. <u>Family Member</u>. "Family member" means a judge's spouse, domestic partner, children, including foster and stepchildren, parents, stepparents or foster parents, siblings, grandparents or grandchildren.

1. <u>Holiday Leave</u>. "Holiday leave" means leave for Judiciary holidays.

m. <u>Interview Leave</u>. "Interview leave" means leave taken for an interview with a judicial nominating committee, legislative committee, bar association or other such body considering a judge's nomination to another office.

n. <u>Judge</u>. "Judge" means a judge of the Court of Appeals, the Court of Special Appeals, a circuit court or the District Court.

o. <u>Judicial Education Leave</u>. "Judicial education leave" means leave taken in connection with educational programs of the Judicial Institute of Maryland or other such program offerings.

p. <u>Jury Duty Leave</u>. "Jury duty leave" means leave taken pursuant to a jury summons.

q. <u>Legal Action Leave</u>. "Legal action leave" means leave taken pursuant to a subpoena to appear before a court, grand jury, or administrative agency as a witness, if the judge is neither a party to the legal action nor a paid witness.

r. <u>Military Administrative Leave</u>. "Military administrative leave" means a period of leave taken by a judge serving under order, whether voluntarily or involuntarily, in the United States Air Force, Army, Commissioner Corps of the Public Health Service, International Guard, National Guard, Navy or other category designated by the President in time of service or emergency. Service includes active duty, active duty for training, initial active duty for training, full-time National Guard duty, or examination for service or training or active duty with the State.

s. <u>Organ Donation Leave</u>. "Organ donation leave" means leave taken to serve as a bone marrow donor or an organ donor.

t. <u>Outreach Leave</u>. "Outreach leave" means leave taken pursuant to an educational speaking engagement or other activity that an approving authority considers appropriate outreach by a judge to the general public.

u. <u>Personal Leave</u>. "Personal leave" means leave that may be used for any purpose, which accrues at a rate as established by Maryland Rule 16-104.

v. <u>Plan</u>. "Plan" means a formal, written proposal, as described in paragraph 4 of this Order, which establishes processes and procedures for scheduling judicial absences from court.

w. <u>Religious Observance Leave</u>. "Religious observance leave" means leave taken in connection with a religious holiday when a judge's religious beliefs require absence from court.

x. <u>Sick Leave</u>. "Sick leave" means a period of absence due to a judge's illness, disability, or medical care, as prescribed by Maryland Rule 16-104. It also includes family care leave.

y. <u>Supervisory Judge</u>. "Supervisory judge" means:

(1) the Chief Judge of the Court of Appeals, for an appellate or circuit court judge; and

(2) the Chief Judge of the District Court, for a judge of that Court.

3. <u>Policy</u>.

a. <u>Statement of Policy</u>. The need for sufficient and economical judicial staffing for the prompt and effective disposition of the business of a court is a paramount

consideration in scheduling any absence of a judge from court, whether for a court-related function, such as administrative or educational meetings, or for personal reasons. This Order is intended to ensure that absences do not interfere unduly with the conduct of judicial business and do not unduly burden judicial resources, and to make scheduling of such absences predictable and the denial of leave, if necessary, a function of this Order and, as such, equitable.

b. <u>Effect</u>. Nothing in this Order is to be construed to prevent the donation of annual or personal leave, in accordance with applicable Policy on Employee Leave Bank, for use of non-judicial employees who have exhausted their sick leave.

4. <u>Plan</u>.

a. <u>Duty of Administrative Judge</u>. Each administrative judge shall develop, in accordance with this Order, a plan for scheduling of judicial absences from the court(s) under the administrative judge's control, to facilitate, *e.g.*, scheduling of cases, recall and assignment of judges, and equitable allocation of leave amongst all judges. All plans shall include provisions for unscheduled sick occurrences. In cases of extended absences, in excess of two weeks, the administrative judge shall consult with the Chief Judge of the Court of Appeals. To the extent practicable, administrative judges shall coordinate the several plans for all of the courts within a circuit or district. Each county administrative judge shall submit his or her leave plan to the circuit administrative judge for approval. Each district administrative judge shall submit the plan to the Chief Judge of the District Court for approval.

#### b. <u>Components</u>.

(1) A plan shall supplement the provisions of this Order by including:

(a) a deadline by which requests for scheduled absences must be submitted;

(b) details as to the form and contents of such requests;

(c) a requirement that leave requests be made in half-day or full-

day increments, except that a plan shall provide that in a year in which annual leave under Maryland Rule 16-104 has been reduced, leave requests in hourly increments may be approved.

(d) a list of all supporting medical or other documentation that must be submitted with such requests, as an administrative judge, approving authority, or supervisory judge considers appropriate for the particular category of leave;

(e) an order of priority that will be given such requests;

(f) procedures for assignment of judges to cover emergency or other unscheduled absences;

(g) procedures for requesting cancellation of scheduled absences; and

(h) for a circuit or district:

(i) the minimum number of courtrooms that must remain open in each location within the circuit or district;

(ii) procedures for assignment of visiting judges within a circuit or district to cover judicial absences in addition to emergency or other unscheduled absences; and

(iii) procedures for requesting review when permission for absence is denied.

(2) A plan may include any other provision not inconsistent with this Order and beneficial to requests for, and equitable granting of, permission to be absent from court.

(3) A plan may allow a circuit or district administrative judge to schedule one or more visiting judges within a circuit or district provided that:

(a) a circuit or district administrative judge shall use a visiting judge only to cover a judicial vacancy or other absence and not to allow an additional docket; and

(b) a district administrative judge:

(i) shall give the Chief Judge of the District Court written

notice of the need for a visiting judge as soon as practicable;

(ii) shall have the prior written approval of the Chief Judge of the District Court before the total number of judges who will be sitting may exceed the number authorized for a district;

(iii) shall, unless the Chief Judge of the District Court assigns one or more additional visiting judges to fill judicial vacancies, limit the number of visiting judges in a district to 2 and to 1 on: a Judicial Institute education day; on the work day immediately before and after Memorial Day, July 4<sup>th</sup>, Labor Day or Thanksgiving; the 2 work days immediately before and after Easter; and the 3 work days immediately before and after Christmas; and

(iv) shall have the prior written approval of the Chief Judge of the District Court before anyone other than the office of the Chief Judge asks a judge about sitting as a visiting judge and shall have the office of the Chief Judge of the District Court assign the visiting judge.

(4) A plan shall include a provision for notifying the Chief Judge of theCourt of Appeals of extended absences, for a period in excess of two weeks.

c. <u>Retention; Distribution</u>. Each administrative judge shall keep the original, or a copy of the plan, including any amendment, and shall have copies distributed to the Chief Judge of the Court of Appeals, the State Court Administrator, each judge affected by the plan, each clerk of the court covered by the plan, and any others whom the administrative judge considers appropriate.

#### 5. <u>Submission of and Action on Request.</u>

a. <u>Time Limits</u>. Each request for permission to be absent from court shall be made as soon as practicable and no later than the time set in the applicable plan.

b. <u>Form; Assignment to Category</u>. Requests shall be made in writing in accordance with the applicable plan and this Order, and shall be assigned to the leave

category designated by the approving authority. An emergency or unforeseeable request shall be made in the most expedient and practicable manner, and may be made orally. Oral requests shall be documented by the judge handling the request, who shall notify the supervisory judge. An approved absence based on an emergency or for circumstances in which advanced approval would not have been feasible may be assigned retroactively to the appropriate leave category.

c. <u>Recommendations on Requests</u>.

(1) If the approving authority is other than the administrative judge, the request shall be accompanied by the recommendation of the appropriate administrative judge and, as to a request from a district court judge to be considered by the Chief Judge of the Court of Appeals, by the recommendation of the Chief Judge of the District Court.

(2) Before making a recommendation under this Order, the Chief Judge of the District Court shall consider the recommendation of the appropriate administrative judge.

(3) A recommendation shall be based on the considerations set out in the appropriate plan and the criteria that the approving authority must consider.

d. <u>Action on Request</u>.

(1) (a) The approving authority shall grant or deny a timely request for permission to be absent from court in accordance with the applicable plan and this Order.

(b) The approving authority may grant an untimely request if no scheduled case need be postponed and no visiting judge need be assigned to accommodate the request (*e.g.*, when a judge can handle combined dockets while ensuring that cases set will be heard and litigants will not be inconvenienced). Otherwise, subject to review as provided in this Order, the approving authority must deny the request.

(2) (a) An approving authority may grant permission for an absence that requires postponement of a case only for an emergency.

(b) Before deciding when a judge may be absent from court, an approving authority shall consider the recommendation(s) required under subparagraph c and the criteria set forth in this subparagraph.

(c) In deciding when a judge may be absent on a day on which court normally is held and for what period of time, an approving authority shall be mindful of the necessity of retention of sufficient judicial staffing in the court(s) under the judge's supervision to permit, at all times, the prompt and effective disposition of the business of the court(s).

(d) As to sick leave used to care for family members ("family care leave"), an approving authority also shall consider whether the absence would unduly burden judicial resources.

(e) As to judicial educational leave, an approving authority also shall consider:

- (i) The nature of the educational program;
- (ii) The length of the program;
- (iii) The location of the program;
- (iv) The expected length of time the judge will remain in

active service;

(v) Whether the judge has been granted permission

previously to attend educational programs and, if so, the length of time since such program;

- (vi) The availability of funding for the program and the source of funding, if not to be funded through the Maryland Judiciary budget;
- (vii) The involvement of the requesting judge in any committee work or projects which would benefit from the program;

(viii) Whether information gained from the program would be of benefit to other judges;

(ix) Whether the program duplicates any programs offered by the Judicial Institute of Maryland;

(x) The manner in which the program would contribute to the professional development of the judge;

(xi) The reason given in the request for approval;

(xii) Prior judicial experience with the program; and

(xiii) The manner in which the program might otherwise benefit the Maryland Judiciary, advance or enhance the administration of justice, or otherwise be of benefit to any other governmental activity.

e. <u>Monthly District Court Schedules</u>. No later than the first day of each month, each district administrative judge shall submit for approval by the Chief Judge of the District Court a judicial schedule for the district during the succeeding month. The Chief Judge shall approve a schedule made in accordance with this Order and, within 5 work days, amend a schedule not in accordance with this Order.

6. <u>Cancellation of Absence</u>. After permission for absence from court has been granted to a judge, the judge must submit a written request to cancel the absence, which may be granted only as follows:

a. a cancellation request may be submitted to, and shall be granted by, the appropriate circuit or district administrative judge at any time before a visiting judge is assigned to sit in any courtroom in the requesting judge's circuit or district; or

b. if a visiting judge is so assigned, a cancellation request must be submitted by a circuit court judge to the appropriate circuit administrative judge and Chief Judge of the Court of Appeals or by a district court judge to the appropriate district administrative judge and the Chief Judge of the District Court and shall be granted if made at least 7 calendar days before the scheduled absence or, if less, if another judge is willing to be absent on the day or, after conferring with the assigned visiting judge, the Chief Judge authorizes the cancellation.

# 7. <u>Reports of Absences</u>.

# a. <u>Leave Record</u>.

(1) Each judge must file a monthly leave record, on the form and in

accordance with the instructions that the Administrative Office of the Courts' Department of Human Resources provides.

(2) A leave record shall be:

(a) completed in accordance with instructions that the Administrative Office of the Courts' Department of Human Resources provides and even for a month in which no absence is recorded;

(b) signed by the judge; and

(c) mailed or delivered on or before the 5<sup>th</sup> calendar day of next month to:

(i) the office of the Chief Judge of the District Court, for a judge of that Court, with a copy to the appropriate district administrative judge; and

(ii) the Administrative Office of the Courts' Department of Human Resources, for other judges, with copies to the appropriate circuit and county administrative judges, if any.

(3) For purposes of completing a leave record, a judge shall report all absences from court other than those authorized under paragraph 16a of this Order.

b. <u>Additional Appellate Judge Reports.</u> Appellate judges are asked to inform their Chief Judges of educational and outreach programs that the appellate judges attend.

8. <u>Limitations</u>. Only the Chief Judge of the Court of Appeals may grant permission for a judge to be absent from a plenary meeting of the Maryland Judicial Conference or a Circuit Judicial Conference.

9. <u>Accident Leave</u>. Leave taken pursuant to a work-related personal injury is addressed in paragraph 25 of this Order.

### 10. <u>Annual Leave</u>.

#### a. <u>Accrual and Use</u>.

(1) Accrual and use of accrued annual leave by an appellate, circuit or district court judge shall be in accordance with Maryland Rule 16-104.

(2) A judge may use annual leave for any purpose in accordance with this Order and Maryland Rule 16-104.

(3) A judge shall use annual leave to attend meetings of the Maryland State Bar Association, Inc., with the exception of joint bench/bar meetings, which are considered work time.

(4) A judge may not use annual leave in anticipation of its accrual.

b. <u>Unused Leave</u>. In addition to the limitations in Maryland Rule 16-104, annual leave may not be converted to any other leave category or assigned to any other judge.

# 11. Bereavement Leave.

a. <u>Authorization for Use</u>. Notwithstanding the definition contained in section 2.k. of this Order, the appropriate administrative judge shall allow a judge to be absent from court after a death in the judge's family:

1. 3 work days or, if overnight travel is required, 5 work days after the death of:

1. the judge's spouse or domestic partner;

2. a child, foster child, stepchild, parent, stepparent or foster parent, sibling of the judge or judge's spouse; or

3. a relative living in the judge's house; and

2. Except as provided in subparagraph a.1. above, 1 work day for the death of a grandparent, grandchild, aunt, uncle, nephew, niece, son-in-law, or daughter-in-law of the judge or judge's spouse.

b. <u>Construction</u>. The time limits in this paragraph are not to be construed to prevent a judge from requesting, and being granted, permission to use other leave to be absent from court for an additional period of time.

12. <u>Compensatory Leave</u>. Judges are not allowed compensatory leave.

13. <u>Disaster Service Leave</u>. A supervisory judge may allow a judge certified by the American Red Cross as a disaster service volunteer to be absent from court for up to 15 days, in a calendar year, provided that the services of the judge have been requested during a disaster designated at Level II or above in the regulations and procedures of the National Office of the American Red Cross.

### 14. <u>Emergency Release Leave</u>.

a. <u>Authorization for Use.</u> The appropriate administrative judge may grant permission for one or more judges of the court(s) under the administrative judge's control to be absent from court during the period the court is closed for a weather or other emergency.

b. <u>Leave Charge</u>.

(1) A judge who has permission for a scheduled absence from court shall have leave charged as provided in the approval of the absence, even if the weather or other emergency prevents the activity for which the absence has been requested.

(2) Subject to subparagraph (1), a judge shall not have leave charged when court is closed before a work day begins or after the judge arrives at court for a work day.

15. <u>Holiday Leave</u>. A judge shall take holiday leave pursuant to Maryland Rules 1-202(k) and 16-106a.

#### 16. Judicial Educational Programs.

#### a. <u>In-State</u>.

(1) Subject to paragraphs 3 and 5 of this Order, the appropriate approving authority shall allow a sitting circuit or district court judge to be absent from court, for up to 2 days or as otherwise allowed, to attend or teach a program of the Judicial Institute of Maryland. Additional educational leave may be granted where the requesting judge, by virtue of his or her specialized assignment or designation is required, by the October 16, 2009 Administrative Order as to the Judicial Institute, to attend and complete programs that extend beyond 2 days in a calendar year or otherwise satisfies the approving authority that the educational leave greater than 2 days per year is warranted for better and more efficient performance of his or her adjudicative or administrative duties. The latitude granted in the preceding sentence does not diminish any of the other considerations for acting on leave requests as provided in paragraph 5d(2)(e) of this Order. Administrative leave, as provided for under paragraph 26 of this Order, also may be approved for this purpose.

(2) Subject to paragraphs 3 and 5 of this Order, the appropriate administrative judge may allow a sitting circuit or district court judge to be absent from court, for up to 1 day to attend an educational program within Maryland, other than a program of the Judicial Institute. The same latitude and procedures for considering requests for educational programs under paragraph 16a(1) of this Order is available for requests hereunder.

### b. <u>Out-of-State Programs</u>.

(1) Subject to paragraphs 3 and 5 of this Order, the Chief Judge of the Court of Appeals may allow a circuit or district court judge to be absent from court on judicial education leave, for the purpose of attending an educational program other than one described in subparagraph a of this paragraph.

(2) Absent the most unusual circumstances, permission to be absent from court will not be granted to attend educational programs which are primarily recreational in

nature.

(3) The Chief Judge of the Court of Appeals may place conditions on approval of judicial education leave.

(4) The Chief Judge of the Court of Appeals shall give the requesting judge written notice of the decision, with a copy to the appropriate administrative judge and, in the case of a district court judge, to the Chief Judge of the District Court.

17. Jury Duty.

a. <u>Notice</u>. A judge shall give the appropriate administrative judge notice of a summons for jury duty as soon as practicable after receipt.

b. <u>Authorization for Use</u>. The appropriate administrative judge shall grant permission for a judge to be absent from court in accordance with a summons for jury duty.

c. <u>Leave Charge</u>. An absence to perform jury duty shall be charged as administrative leave.

#### 18. <u>Legal Action Leave</u>.

a. <u>Authorization for Use</u>. A supervisory judge shall allow a judge to be absent from court on legal action leave in accordance with a subpoena to appear before a court, grand jury, or administrative agency as a witness, if the judge is neither a party to the legal action nor a paid witness.

b. <u>Construction</u>. This paragraph is not to be construed to prevent a judge from being granted permission to use other leave for proceedings in a legal action to which the judge is a party.

19. <u>Interview Leave</u>. A supervisory judge may allow a judge to be absent from court for an interview scheduled with, *e.g.*, a judicial nominating committee, legislative committee or

bar association considering the judge's nomination to another office. The time allowed must be reasonable and will include travel time.

20. Military Administrative Leave.

a. <u>Authorization for Use</u>. Subject to Maryland Declaration of Rights Article 33, the Code of Judicial Conduct set forth in Maryland Rule 16-813, and other limitations on extra-judicial activities of judges, the appropriate administrative judge may allow a judge to be absent from court as follows:

(1) for up to 15 days of paid leave, in a calendar year, for work days on which the judge is performing military service.

(2) for any additional period of military service required by law.

b. <u>Unused Leave</u>. Leave for military service cannot be carried over into the next calendar year, converted to any other leave category, or assigned to any other individual.

c. <u>Construction</u>. This paragraph is not to be construed to prevent a judge from being granted permission to use annual or personal leave for additional military service.

21. <u>Organ Donation Leave</u>. A supervisory judge may permit a judge to be absent for up to 7 days, in a 12-month period, to serve as a bone marrow donor, and up to 30 days, within a 12-month period, to serve as an organ donor. Medical documentation regarding the proposed organ or bone marrow donation must be submitted at the time of the request.

#### 22. <u>Outreach Leave</u>.

a. <u>Authorization for Use</u>. Subject to paragraphs 3 and 5 of this Order, the appropriate administrative judge may allow a circuit court judge and the Chief Judge of the District Court may allow a district court judge to be absent from court for up to 3 days during each calendar year for outreach programs such as educational speaking engagements or other

appropriate outreach by a judge to the general public.

b. <u>Unused Leave</u>. Leave for outreach programs cannot be carried over into the next calendar year, converted to any other leave category, or assigned to any other individual.

#### 23. <u>Personal Leave</u>.

a. <u>Accrual and Use</u>.

(1) Accrual and use of accrued personal leave by an appellate, circuit or district court judge shall be in accordance with Maryland Rule 16-104.

(2) A judge may use personal leave for any purpose in accordance with this Order and Maryland Rule 16-104.

(3) A judge may not use personal leave in anticipation of its accrual.

b. <u>Unused Leave</u>. Personal leave cannot be carried over into the next calendar year, converted to any other leave category, or assigned to any other judge.

24. <u>Religious Observance Leave</u>. The appropriate administrative judge shall allow a judge to be absent from court on a religious holiday when required by the judge's religious beliefs.

25. Sick Leave.

a. <u>Judge's Health Care</u>. A judge may use sick leave for his or her illness or disability or for an injury covered under the Worker's Compensation Laws. Subject to paragraphs 3 and 5 of this Order, a judge may also use a reasonable amount of sick leave for medical appointments, including annual physicals and dental appointments.

b. <u>Family Care Leave</u>. Subject to paragraphs 3 and 5 of this Order, the Chief Judge of the Court of Appeals may grant permission for a judge to use a reasonable amount of sick leave, referred to as "family care leave" under the following circumstances:

(1) to provide necessary physical care for a family member who is ill or

disabled and, when needed, to take the family member to medical appointments.

(2) for the birth, adoption, or foster care placement of a child with a judge.

(3) for a period not to exceed 12 weeks, including any annual or personal leave taken for these purposes.

26. <u>Administrative Leave</u>. Subject to paragraphs 3 and 5 of this Order, the Chief Judge of the Court of Appeals may grant a judge administrative leave for any other absence not specifically provided for by the Maryland Rules or this Order.

# 27. <u>Unsanctioned Absence</u>.

a. <u>Effect of Refusal to Grant Leave</u>. Refusal of the approving authority to grant a judge judicial education leave, disaster service leave, interview leave, military administrative leave, organ donation leave, outreach leave, or administrative leave does not bar the judge from using annual or personal leave for such purposes, in accordance with Maryland Rule 16-104 and this Order.

b. <u>Unsanctioned Absences and Departures</u>. Unsanctioned absence from court is prohibited by the Code of Judicial Conduct and is chargeable to annual or personal leave, at the discretion of the administrative judge.

28. <u>Effect</u>. This Order is issued pursuant to the January 12, 2010 revisions to Maryland Rule 16-104d. This Order does not create a binding contract, does not limit the ability of the Court of Appeals to issue or amend a rule, or the Chief Judge of the Court of Appeals from issuing or amending an Administrative Order, and do es not curtail the authority of a supervisory or administrative judge with regard to assignment of judges. 29. <u>Effective Date</u>. This Order shall be effective January 21, 2010.

/s/ Robert M. Bell Robert M. Bell Chief Judge of the Court of Appeals

Filed: January 21, 2010

<u>/s/ Bessie M. Decker</u> Bessie M. Decker Clerk Court of Appeals of Maryland