MSD: Coordination with Board-Approved Religious Service Leave

This policy governs an employee request to be relieved from performing a specific task because the task conflicts with the employee's conscience or sincerely held religious belief. It does not modify or supersede Policy 4240, Section E.7, which separately governs an employee request for an extended unpaid leave of absence for religious service, humanitarian mission, or comparable extended service. A task-accommodation request shall be administered under this policy; an extended religious-service leave request shall be administered under Policy 4240 using its Board-approved lettered system and terms.

Source: MSD Policy 4240, approved 2026.