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STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION

SPDOC No. 20-03

TO: ALL APPOINTING AUTHORITIES, HUMAN RESOURCES OFFICERS,
AND RECOGNIZED EMPLOYEE ORGANIZATIONS

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: MARCH 31, 2020

SUBJECT: **AMENDMENTS TO REGULATIONS 2.03, LEAVES OF ABSENCE, AND
5.10, SICK LEAVE**

A handwritten signature in cursive script that reads "Janine M. Winters".

THIS DOCUMENT IS AVAILABLE UPON REQUEST IN ALTERNATIVE FORMATS. FOR FURTHER
INFORMATION CALL (517) 284-0115.

After the recent enactment of the federal Families First Coronavirus Response Act, I am taking emergency action to conform to the act by amending regulations 2.03 and 5.10.

Regulation 2.03 is amended to delete language that attempts to summarize federal FMLA entitlements to eliminate (1) the need to amend the regulation whenever the federal law changes and (2) potential confusion inherent when hundreds of pages of federal law and regulations are abridged into a few pages in the regulation. **These amendments do not change employees' rights to FMLA leaves, which are established in federal law.** Employees continue to have their rights under the FMLA, including the recent revisions taking effect on April 1.

Regulation 5.10 is amended to describe the new emergency-paid-sick-leave benefit granted by the FFCRA. **These amendments are not intended to alter rights of employees, including exclusively represented employees, to the new emergency paid sick leave; these rights are established in and arise from federal law.**

In accordance with Regulation 1.01, § 4.C, *Issuance of Civil Service Regulations*, these regulations are being issued immediately and are effective April 1, 2020.

Attachments