

Michigan Civil Service Commission

Regulation 5.06

Subject: Compensation Under Conditions of General Emergency		
SPDOC No.: 16-06	Effective Date: January 1, 2017	Replaces: Reg. 5.06 (SPDOC 07-14, October 7, 2007)

1. Purpose

This regulation establishes the standards and procedures for compensating employees under conditions of general emergency.

2. CSC Rule References

5-4 Additional Compensation: Overtime, etc.

5-4.1 Additional Compensation

An appointing authority may require an employee to work under special conditions. An eligible employee working under the following special conditions is paid the pay premiums provided in this rule in accordance with the regulations.

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3. Standards

A. Definition. Conditions of general emergency include, but are not necessarily limited to, severe or unusual weather, civil disturbance, loss of utilities, physical plant failures, or similar occurrences. Such conditions may be widespread or limited to specific work locations.

B. Administrative Determination. When conditions in an affected area or specific location warrant, state facilities may be ordered closed or, if closure is not possible because of the necessity to continue services, a facility may be declared inaccessible. The decision to close a state facility or declare it inaccessible is at the full discretion of the Governor or designated representative. The appointing authority is responsible for receiving and documenting the appropriate authorization for closure or declared inaccessibility.

C. Compensation.

1. When a state facility is closed or declared inaccessible in accordance with this regulation, employees unable to report for work due to such conditions are granted administrative leave to cover their absence during normally scheduled hours of work for the period of closure or declared inaccessibility. An employee who is sent

home under such conditions after completing a portion of the regularly scheduled shift is granted administrative leave for the balance of the shift.

2. An employee may be required to work during situations of closure or declared inaccessibility. In these instances, the employee is compensated as follows:
 - a. At the employee's base rate of pay during all hours of the employee's regularly scheduled shift.
 - b. In accordance with regulation 5.02 for all hours worked outside the employee's regularly scheduled shift.
 - c. In addition to pay, an employee is granted paid time off equal to the number of hours worked during the period of closure or declared inaccessibility.

D. Additional Timekeeping Procedures.

1. If a state facility has not been closed or declared inaccessible in accordance with the definition in this procedure, and an employee is unable to work because of such conditions, the employee is allowed to use annual leave or compensatory time credits to cover the absence from work. If the employee does not have sufficient credits, or the employee chooses, the employee is placed on lost time.
2. When an employee is absent from a scheduled work period, a portion of which is covered by a declaration of closure or inaccessibility, annual leave or compensatory credits may be used to cover that portion of the employee's absence not covered by administrative leave. If sufficient credits are not available, or the employee chooses, the employee is placed on lost time.
3. Employees who are absent due to sick or annual leave usage or who have previously scheduled annual leave during the period of closure or inaccessibility are not entitled to administrative leave.
 - a. If an employee previously on sick or annual leave is scheduled to return to work while the building remains closed or inaccessible the employee then becomes eligible for such administrative leave for the remaining portion of closure or inaccessibility.
 - b. Employees who incur lost time as the result of application of this regulation receive credit for a completed biweekly work period for all other purposes.

CONTACT

Questions on this regulation may be directed to Compensation, Civil Service Commission, P.O. Box 30002, 400 South Pine Street, Lansing, Michigan 48909; by telephone at 517-241-0837 or 517-284-0102; or to MCSC-Compensation@mi.gov.