




STATE OF MICHIGAN
CIVIL SERVICE COMMISSION

STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION
SPDOC No. 20-10

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

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: AUGUST 31, 2020 

SUBJECT: **AMENDMENTS TO REGULATION 5.10, SICK LEAVE**

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

The Families First Coronavirus Relief Act (FFCRA) provides paid leave benefits to eligible employees for certain COVID-19 related absences. Health care providers and emergency responders were exempted from eligibility for these benefits, as permitted by the FFCRA.

The ongoing public-health situation has required additional safeguards, which had caused some employees' unplanned use of leave credits. To mirror recent letters of understanding for some facilities, the following language is added to regulation 5.10, § 3 to provide limited additional leave benefits:

H. COVID-19 Sick Leave for Facility Staff. During 2020, an employee at an MDOC correctional facility or a DMVA veterans home who was excluded from the new federal paid leaves under the Families First Coronavirus Response Act shall receive a grant of 80 hours of COVID-19 Sick Leave. This leave can only be used to comply with an order for testing or quarantine by a public health official when the employee is unable to telework and all other accrued paid leave has been exhausted. This leave expires and cannot be used after December 31, 2020.

Regulation 5.10, § 3.C.3.e is also amended to clarify a permitted use of Emergency Paid Sick Leave as follows:

- e. Caring for the employee's minor child, or child 18 years of age or older and incapable of self-care because of a mental or physical disability, whose school or place of care or childcare provider is closed or unavailable, due to COVID-19 precautions, and no other suitable person is available to care for the child.

In accordance with Regulation 1.01, § 4.C, *Issuance of Civil Service Regulations*, this regulation is being issued immediately and is effective August 31, 2020.