

GRETCHEN WHITMER
GOVERNOR



STATE OF MICHIGAN
CIVIL SERVICE COMMISSION

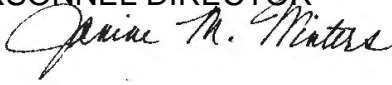
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STATE PERSONNEL DIRECTOR
JANINE M. WINTERS

STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION
SPDOC No. 20-11

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

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: SEPTEMBER 4, 2020 

SUBJECT: **PROPOSED AMENDMENTS TO REGULATION 2.03, LEAVES OF
ABSENCE**

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

At the request of the Office of the State Employer, amendments to regulation 2.03, § 4.E are proposed to mirror recent letters of understanding by permitting eligible employees up to 12 weeks of paid leave immediately following birth or placement for adoption of the employee's child. This paid parental leave would run concurrently with any other leave entitlements attributable to the birth or adoption, including FMLA and unpaid parental leave under regulation 2.03. Paid parental leave would end no later than 12 weeks after the date of the birth or adoption.

In addition, a cross-reference is corrected in § 4.C.4.a and several non-substantive stylistic amendments and clarifications are made throughout.

Comments on the proposed amendments may be emailed to MCSC-OGC@mi.gov or sent to Office of the General Counsel, Michigan Civil Service Commission, P.O. Box 30002, Lansing, Michigan, 48909. Comments must be received by September 18, 2020. The proposed effective date of the changes is October 1, 2020.