

RICK SNYDER  
GOVERNOR



STATE OF MICHIGAN  
CIVIL SERVICE COMMISSION

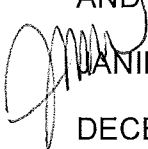
COMMISSIONERS  
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JAMES BARRETT  
JANET MCCLELLAND  
ROBERT W. SWANSON

STATE PERSONNEL DIRECTOR  
JANINE M. WINTERS

**STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION**

**SPDOC No. 15-20**

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

FROM:  JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: DECEMBER 18, 2015

SUBJECT: **UPDATED CIVIL SERVICE COMMISSION RULE BOOK**

The Michigan Civil Service Commission has amended three rules since its published rulebook was last updated on May 20, 2015:

- On July 27, 2015, the commission amended Rule 6-3.2(b)(4) to clarify that all aspects of working out of class are prohibited subjects of bargaining, including an appointing authority's authority to make working-out-of-class assignments, effective January 1, 2016, in *In re UAW Grievances 13-HS-COR-34-JC-31, 32, 54, & 55, CSC 2015-023*,
- On September 16, 2015, the commission amended Rule 6-7 to eliminate authorization of involuntary service-fee deductions to comply with the Michigan Supreme Court's decision in *UAW v Green*, as explained in SPDOC 15-11,
- On December 16, 2015, the commission amended Rule 6-3.2(b)(1) to clarify that a collective bargaining agreement cannot award ownership of performance of duties to one classification or bargaining unit, as explained in SPDOC 15-18.

The attached rulebook, effective January 1, 2016, reflects all three amendments.

The rule amendments also require updating rule references and conforming amendments to Regulations 6.03 and 6.07. Regulation 6.07 is also being amended to require filing of complaints by email and memorialize procedures developed over the last decade involving service, appearances, and briefing. Consistent with § 4.C of Regulation 1.01, *Issuance of Civil Service Regulations*, the attached regulations are being issued with an effective date of January 3, 2016.

Attachments

THIS DOCUMENT IS AVAILABLE UPON REQUEST IN ALTERNATIVE ACCESSIBLE FORMATS TO  
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VOICE (517) 373-3020 OR MICHIGAN RELAY CENTER 711.