



STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION

SPDOC No. 19-04

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

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: APRIL 11, 2019

SUBJECT: **PROPOSED AMENDMENTS TO REGULATION 3.09, RECALL LISTS**

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.

In January 2019, regulations governing recall for all state classified employees were amended. To simplify recall, several inclusions and exclusions from seniority, including factors based on bargaining unit, dates of service, and time in layoff or recall status, were replaced with a single factor: total continuous service hours when displaced.

Staff has received inquiries about modifying this standard to also include subsequent service hours for employees who remain on recall lists but continue to work due to bumping or recall. This has been advocated as crediting employees who continue to work for the state and also as closer to recall rights previously in place for most employees.

Current language was based on the idea that setting recall rights based on seniority when displaced was the most equitable. Staff is not recommending a change but seeks any comments from interested parties on amending Regulation 3.09, § 4.C.13 to read:

Ranking. Employees are ranked on recall lists by seniority when [an appointment is to be made](#) ~~originally displaced. Subsequent recall to lower levels or limited-term positions does not affect seniority for recall.~~

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 April 26, 2019.