

GRETCHEN WHITMER
GOVERNOR



STATE OF MICHIGAN
CIVIL SERVICE COMMISSION

COMMISSIONERS
JANET McCLELLAND, CHAIR
JAMES BARRETT
JASE BOLGER
JEFF STEFFEL

STATE PERSONNEL DIRECTOR
JANINE M. WINTERS

STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION
SPDOC No. 20-05

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

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: APRIL 17, 2020

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

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.

After the recent promulgation of federal regulations interpreting the federal Families First Coronavirus Response Act, I am taking emergency action to amend regulation 5.10 to reflect guidance in those regulations.

The amendments include modifying how emergency paid sick leave grants are calculated for some employees, clarifying that emergency paid sick leave may be used only if the qualifying reason precludes the employee from performing duties on-site or remotely, clarifying the qualifying reason for uses of the leave, and identifying additional notice requirements for uses of the leave after the first day of use. **These amendments are not intended to alter rights of employees, including exclusively represented employees, to the new emergency paid sick leave; these rights are established in and arise from federal law.**

In accordance with Regulation 1.01, § 4.C, *Issuance of Civil Service Regulations*, these regulations are being issued immediately and are effective April 17, 2020.

Attachment