



STATE OF MICHIGAN  
CIVIL SERVICE COMMISSION

**STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION**

**SPDOC No. 20-08**

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

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: JUNE 26, 2020

SUBJECT: **CLARIFICATION ON PROPOSED AMENDMENTS TO RULE 6-7, DUES  
AND SERVICE FEES**

A handwritten signature in black ink that reads "Janine M. Winters".

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

SPDOC 20-06 circulated proposed revisions to rule 6-7, including the required annual reauthorization of dues and fees. Staff has been asked to clarify the exact timeline under the proposed amendments, if adopted, for when authorizations would expire if not reauthorized. In response, the following revised language for rule 6-7.2 is circulated for comments and consideration by the commission at its next meeting:

**6-7.2 Authorization and Notice**

The director shall establish the exclusive process for employees to authorize or deauthorize deduction of dues or fees. An authorization will expire at the start of the first full pay period each fiscal year unless it was authorized or reauthorized during the previous fiscal year. The director shall provide annual notice to all exclusively represented employees of the right to join or not join an exclusive representative without affecting employment status, the right not to maintain membership in an exclusive representative to retain employment, an exclusive representative's duty of fair representation to all bargaining-unit members, and the prohibition on union activities during actual-duty time.

Under this modified language, deductions for employees who had not authorized or reauthorized since the start of the previous fiscal year would end at the start of the first full pay period each new fiscal year. If this language were in effect, on Sunday, October 4, 2020, all employees who had not authorized or reauthorized since October 1, 2019, would have dues or fees deductions stopped. And on Sunday, October 3, 2021, deductions would next stop for any employees who had not authorized or reauthorized during FY 20–21. If adopted next month, staff believes that system modifications to allow employees to reauthorize using employee self-service, either online or through the MI HR Service Center, should be available by early August.

Comments on the proposed amendments circulated in SPDOC 20-06 and the modifications to the second sentence of proposed rule 6-7.2 above may be sent to [MCSC-OGC@mi.gov](mailto:MCSC-OGC@mi.gov) or Office of the General Counsel, Michigan Civil Service Commission, P.O. Box 30002, Lansing, Michigan, 48909. Comments must be received by July 6, 2020.

The commission's next scheduled meeting is on July 13, 2020, at 10:00 a.m., in the basement of the Capitol Commons Center at 400 South Pine, Lansing, Michigan. The commission also plans to stream the meeting online. More information on the meeting will be posted online at [www.mi.gov/mdcs](http://www.mi.gov/mdcs) as available.