

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. 20-14**

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

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: SEPTEMBER 30, 2020

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

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.

An addition to the previously approved amendments to regulation 2.03, § 4.E adopting paid parental leave is needed to mirror recent letters of understanding. Regulation 2.03, § 4.E.5 is amended as follows:

5. **Pay.** The employee receives base pay during the leave [using a payroll code corresponding to the normally scheduled shift.](#)

This change is adopted effective October 1, 2020, in accordance with regulation 1.01, § 4.C.

Attachment