

GRETCHEN WHITMER
GOVERNOR



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STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION
SPDOC No. 23-02

TO: ALL APPOINTING AUTHORITIES, HUMAN RESOURCES OFFICERS,
AND RECOGNIZED EMPLOYEE ORGANIZATIONS
FROM: JOHN GNODTKE, STATE PERSONNEL DIRECTOR
DATE: JANUARY 25, 2023
SUBJECT: **PROPOSED AMENDMENTS TO RULES 1-8, PROHIBITED
DISCRIMINATION; 3-1, EXAMINATIONS; AND 9-1, DEFINITIONS**

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

The Pregnant Workers Fairness Act (PWFA), which will require employers to provide accommodations for pregnant workers through an interactive process like that used under the Americans with Disabilities Act, and prohibit discrimination because of such accommodations, was enacted last December and takes effect this June. Staff proposes amending rules 1-8.1, 1-8.2, 3-1.4, and the definition of discriminatory harassment, to add prohibitions and protections conforming to the PWFA. The proposed effective date of the changes is June 27, 2023, which is the PWFA's effective date. These amendments would not change employees' rights under the PWFA, which are established in federal law. Conforming amendments to regulations would be proposed closer to the amendments' effective date.

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 February 21, 2023. The proposed effective date of the changes is June 27, 2023.

Attachment