

GRETCHEN WHITMER  
GOVERNOR




STATE OF MICHIGAN  
CIVIL SERVICE COMMISSION

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**STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION**  
**SPDOC No. 23-08**

TO: ALL APPOINTING AUTHORITIES, HUMAN RESOURCES OFFICERS,  
AND RECOGNIZED EMPLOYEE ORGANIZATIONS  
FROM: JOHN GNODTKE, STATE PERSONNEL DIRECTOR   
DATE: JUNE 12, 2023  
SUBJECT: **PROPOSED AMENDMENTS TO REGULATIONS 1.03, INVESTIGATING  
REPORTS OF DISCRIMINATORY HARASSMENT; AND 1.04,  
REASONABLE ACCOMMODATIONS**

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

The commission recently approved amendments to its rules to include protections and prohibitions provided by the federal Pregnant Workers' Fairness Act (PWFA). These rules will take effect on the PWFA's effective date, June 27, 2023. Amendments to regulation 1.04 are proposed to provide guidance to employees and agency accommodation coordinators on requesting, evaluating, and issuing decisions regarding accommodations under the PWFA pending expected federal regulations that should provide more specific details about rights under the act. As with the rules, these proposed regulation amendments would not affect employees' rights under the PWFA, which are established by federal law. Further amendments to regulation 1.04 may be proposed after federal regulations are issued.

Rule references are also proposed to be updated in regulations 1.03 and 1.04.

Comments on the proposed amendments may be emailed to [MCSC-OGC@mi.gov](mailto: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 June 23, 2023. The proposed effective date of these amendments is June 27, 2023.

Attachments