

GRETCHEN WHITMER  
GOVERNOR




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**STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION**  
**SPDOC No. 23-09**

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

FROM: JOHN GNODTKE, STATE PERSONNEL DIRECTOR 

DATE: JUNE 26, 2023

SUBJECT: **AMENDMENTS TO REGULATIONS 1.03, INVESTIGATING REPORTS  
OF DISCRIMINATORY HARASSMENT; AND 1.04, REASONABLE  
ACCOMMODATIONS; UPDATED RULEBOOK**

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

Recently approved amendments to rules to include protections and prohibitions provided by the federal Pregnant Workers' Fairness Act (PWFA) are reflected in the attached updated rulebook, effective June 27, 2023.

Proposed amendments to regulations 1.03 and 1.04 were previously circulated to update rule references and provide guidance on requesting, evaluating, and issuing decisions on accommodation requests under the PWFA, pending federal regulations. After further consideration, regulation 1.04, §§ 4.D.1.d and 1.e are flipped, and a clause reflecting the PWFA's provision requiring, in some circumstances, the temporary inability of an employee to perform an essential function to be accommodated is added to subsection 1.e. Other proposed amendments to regulation 1.03 and 1.04 are adopted as previously circulated. These regulation amendments do not affect employees' rights under the PWFA, which are established by federal law.

Attachments