

GRETCHEN WHITMER  
GOVERNOR




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**STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION**  
**SPDOC No. 24-04**

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

FROM: JOHN GNODTKE, STATE PERSONNEL DIRE 

DATE: MAY 24, 2024

SUBJECT: **PROPOSED AMENDMENTS TO REGULATION 1.04, REASONABLE  
ACCOMMODATIONS**

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

Staff proposes amendments to regulation 1.04 to reflect the final federal rule and interpretive guidance implementing the Pregnant Workers Fairness Act (PWFA).

Proposed amendments include clarifying when and to what extent supporting documentation may be requested by an accommodation coordinator in connection with a request for an accommodation for the known limitations related to pregnancy, childbirth, or related medical conditions, and indicating that a supervisor to whom such an accommodation request is communicated may grant an interim accommodation in certain situations, as encouraged by the federal rule. The proposed amendments also identify the new, optional Pregnant Worker Accommodation Request form that employees may use to request accommodations under the PWFA. These regulation amendments or the procedures under regulation 1.04 for seeking and processing requests for accommodations for a known limitation related to pregnancy, childbirth, or related medical conditions would not affect employees' rights under the PWFA, which are established by federal law.

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 10, 2024. The proposed effective date of these amendments is June 18, 2024.

Attachment