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STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION
SPDOC No. 24-09

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

FROM: JOHN GNODTKE, STATE PERSONNEL DIRECTOR 

DATE: DECEMBER 20, 2024

SUBJECT: **AMENDMENTS TO REGULATION 5.09, ANNUAL, PERSONAL, AND
SCHOOL AND COMMUNITY PARTICIPATION LEAVE**

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

Recently approved collective bargaining agreements expand eligible uses of school and community participation leave to cultural and religious observances for exclusively represented employees, effective January 1, 2025. To mirror these agreements, as proposed by staff regulation 5.09, § 3.C is amended to permit NEREs to use school and community participation leave for cultural and religious observances.

This amendment is effective January 1, 2025, in accordance with regulation 1.01, § 4.C.

Attachment