MEMORANDUM

TO: Vice Presidents, Deans, Directors, and Department Chairs

FROM: Dale O. Anderson

RE: Treatment of Weather-Related Leave for March 3-4, 2014

The following guidelines pertain to the closure of the University due to weather-related conditions on March 3, 2014, and the delayed opening on March 4, 2014. The campus was under a “Declared Emergency Condition” from 12:00AM (midnight) on Monday, March 3, 2014 until the University re-opened at 10:00AM on Tuesday, March 4, 2014 – a period of 34 continuous hours.

NON-ESSENTIAL EMPLOYEES

Except as noted below, non-essential Regular and Contingent Category 2 ("C2") employees who were scheduled but did not work during the period of the Declared Emergency Condition should be given administrative leave to cover their the portion of their workday(s) covered by this Declared Emergency Condition. Non-essential employees who reported at their normal workday start time on 3/3 or 3/4 are not entitled to compensatory time or additional pay for that day.

ESSENTIAL EMPLOYEES

Essential employees were expected to report to work as usual. Nonexempt Regular and C2 Essential employees will receive compensatory time or additional pay for the portion of their regularly-scheduled shift(s) covered by the Declared Emergency Condition, in addition to the actual hours worked. The compensatory time off or cash payment shall be in accordance with the employee’s overtime payment status and relevant human resources policy on work hours and overtime.

Employees whose regularly-scheduled shift(s) did not include the period covered by the Declared Emergency Condition but who were required to work during this time shall receive compensatory leave or additional pay for the hours worked, in accordance with the employee’s overtime payment status and relevant human resources policy on work hours and overtime.

EMPLOYEES IN A LEAVE STATUS

Employees who were scheduled for approved annual leave, sick leave, personal leave, compensatory leave, or approved leave without pay leave on 3/3/2014 are considered “in a prior leave status” under applicable policy, and as such, are not covered by the provisions of this memorandum. These employees shall have their leave charged according to what had been approved/scheduled on these days. Furthermore, employees who were on any type of unpaid leave when the Declared Emergency Condition began are also considered to be in a “prior leave status” under applicable policy, and are not covered by the provisions of this memorandum.

Employees who did not report to work when the University opened at 10:00AM on 3/4/2014 are ineligible for administrative leave granted on 3/4/2014 under this Declared Emergency Condition.

Should you have any questions concerning the treatment of leave time, please contact the PHR Service Center at 301.405.7575.