INCLEMENT WEATHER RESPONSE
SEIU Represented Employees

• Decision to close campus is made by:
  • Corvallis Campus – University President (May also close all campuses)
  • Bend Campus – Associate Vice President
  • Newport Campus – HMSC Director
  • Extension – VP, DFA (Authority deferred to Regional Directors)

• Employees may utilize inclement weather leave in the event of a closure or curtailment, or other accrued leave (excluding sick leave).

• A supervisor may allow an employee to work remotely, if such work is available.
SEIU Represented Employees (Cont’d)

• ‘Essential’ employees receive 2.5x rate of pay for hours worked

• ‘Essential’ applies only to those required to physically come to campus, and is determined based upon the position description.

• Non-essential employees, those without inclement weather leave, and those unable to work remote may make-up time within 60 days of the closure/curtailment.
Professional & Academic Faculty

- May work remotely if such work is available and approved by supervisor.

- Professional workweek would still apply.

- No ‘essential’ pay if required to physically report to campus.
Graduate Assistants & Student Employees

• Hourly students should never be deemed ‘essential’ and should not be required to report to work during closure/curtailment.

  • For students who reside on campus and are able to safely report to work, they can continue to work in alignment with all other safety protocols.

• Graduate Assistants are not required or expected to physically report to work during closure or curtailment.

• Positions approved for remote work may continue to operate in a remote capacity based upon available work and business need.
Additional Resources

• Inclement Weather Matrix -
  https://hr.oregonstate.edu/sites/hr.oregonstate.edu/files/documents/general/incl_weather_matrix.pdf.

• EmpCenter Reporting During Inclement Weather -
  https://mytime.oregonstate.edu/enter-time-inclement-weather.

• Remote Work Agreement -
  https://hr.oregonstate.edu/remote-work/remote-work-agreement.

• General Questions – Employee.Relations@oregonstate.edu; or contact your HR Strategic Partner (https://hr.oregonstate.edu/about-us/hr-staff-directory#hrsp).
Q&A