

INCLEMENT WEATHER RESPONSE



Oregon State
University

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