

North Carolina Central University

ADVERSE WEATHER AND EMERGENCY EVENT POLICY COMMUNICATION 2016



FOR INFORMATION REGARDING UNIVERSITY OPERATIONS CALL THE NCCU INFO LINE

919-530-7220

On January 1, 2016, a new University of North Carolina *Adverse Weather and Emergency Event Policy* went into effect that was approved by The State Human Resources Commission December 3, 2015. This new policy replaces the University System OSHR Adverse Weather and Emergency Closing policies approved by the Commission last January 1, 2015.

Please carefully review the new policy and its application to you as a University employee *Subject* to the State Human Resources Act. This policy excludes University employees that are *Exempt* from this Act unless otherwise directed by the President or Chancellor of the University. If you have questions or require additional guidance contact Sandra Bailey sbaile20@nccu.edu ext. 6108.

Policy Resources	NCCU Forms and Documents Repository Link
Adverse Weather and Emergency Event Policy	Adverse Weather and Emergency Event Policy
Flexible Work Arrangement Policy	Flexible Work Arrangements Policy

NOTE:

1. All State employees are expected to make a substantial and good faith effort to report to work in the event of adverse weather. If conditions exist that prohibit an employee from reporting to work, refer to **Sections VIII – X** of the *Adverse Weather and Emergency Event Policy* for guidance.
2. The President or Chancellor or their designee is vested with the authority to make decisions regarding changes in campus operational status as a result of adverse weather or emergency events.
3. Mandatory employees are expected to report to or remain at work during adverse weather and emergency events and, if deemed necessary, to work a differing schedule for shift than normally assigned. When required to report to work during these events, the employee is expected to use sound judgment with respect to maintaining personal safety given their individual circumstances, but to also make a substantial and good faith effort to reach the work site in a timely manner.