

The Weather Outside Is Frightful. What Now?

Michigan Tech gets more snow than any other public university in the state, and normally most of us just move it out of the way and come in to work.

Sometimes, however, blizzard conditions can make even plow drivers late. What should employees do if their driveways are piled with six feet of packed snow and ice? Or if a midday storm kicks up--as one did last March--and you want to go home early before the roads become impassible?

Staff Council has asked Vice President for Administration Ellen Horsch to clarify university policy on the weather. Interruptions to your work because of weather are no different from other events that cause us to leave work early or arrive late, she says.

"The first thing employees should do is contact their supervisor and explain the situation," Horsch said. Hourly employees can use vacation or comp time to make up for hours missed due to bad weather, "just as you would do if you had to attend a parent-teacher conference or have your car fixed." Exempt employees would be expected to fulfill their regular job responsibilities.

In the event a supervisor does not permit an employee to take time off for bad weather, the employee should contact Human Resources Director Sherry Kauppi immediately, Horsch said. This is especially important if the employee feels that they are risking an accident or facing a similar hazardous situation.