

From: aalist-bounces@lists.uoregon.edu on behalf of [HR Communications](#)
To: aalist@lists.uoregon.edu
Subject: [AALList] Compensation Guidance for This Week's Inclement Weather Event
Date: Friday, March 1, 2019 9:26:52 AM
Attachments: [ATT00001.txt](#)

Dear Colleagues,

This week, the University of Oregon experienced a significant weather event. The snowstorm disrupted commuter travel and created a hazardous environment on campus. The decision to close or delay opening campus is never easy. Ultimately, the safety of our community was the deciding factor.

In light of the extraordinary nature of this week's events, ***all employees who were not already on approved leave and instead were scheduled and available to work on February 25 and 27 when the campus was closed will receive their regular pay and are not required to use leave to cover that period.*** Senior leadership has decided to make an exception to university policy and collective bargaining agreements that require employees to use accrued leave during full-day closures. For the two days campus opened late, employees will need to use paid leave—vacation, personal leave, or compensatory time—for any work-time missed during the delay. This decision does not change our [general practice](#) and future situations will be evaluated on a case-by-case basis.

Compensation guidance is available on the [Human Resources website](#). Please refer to this resource for time reporting purposes. If you have questions about how to apply this guidance, please contact Human Resources via email at hrinfo@uoregon.edu or by phone at ext. 6-3159.

To keep everyone informed, we will send an email to supervisors and to faculty and staff regarding compensation during this inclement weather event. Thank you for your patience and understanding as we transition back to regular operations.

Best regards,

Missy Matella
Senior Director, Employee and Labor Relations