



Department of Chemistry Snow Guidelines

To: Chemistry Faculty, Staff and Students
Date: 2024-2025 Winter

The Department of Chemistry will generally remain open during snowy conditions. However, in the event of extreme weather conditions there may be a general UBC closure, in which case the Department will also be closed.

For notification of a general UBC closure, tune into local news stations for official school closure advisories. In the event of an emergency, messages will be posted on UBC's main website (ubc.ca) and Twitter (@ubcnews). As well, staff members should sign up for the UBC Alert by following procedures at <http://emergency.ubc.ca/ubcalert/> to receive a text, and a phone call to your mobile phone.

Procedure

Unless the Department or University is declared closed, all employees are expected to report for work.

An employee may decide to stay home because of safety concerns and/or child care responsibilities. If an employee decides to stay home, a message should be left on the relevant supervisor's voice mail. An employee who does not report for work will either make-up the time (if scheduling permits), take a vacation day, work from home, or take the day off without pay. Employees who come to work will be paid their regular wages.

In the event employees are scheduled to work on a day but are told that they are not required to work due to extreme weather conditions, they will be paid their regular wages for the day.

The Department recognizes snow conditions may vary within the lower mainland. Consideration will be given to employees who are required to work and arrive late due to snow conditions.

University Snow Policy

UBC Extreme Environmental Conditions Policy SC5 (https://universitycounsel.ubc.ca/files/2024/01/Extreme-Environmental-Conditions-Policy_SC5.pdf) outlines how to handle most snow situations. Human Resources guidelines available at <https://hr.ubc.ca/managers-admins/managing-and-leading/employee-staffing-and-operations/staffing-during-extreme>

If the University declares that the campus is closed, except for those people designated as Necessary Employees, staff are not expected to come to work and they will receive their regular pay. Staff should note that although classes may be cancelled, the university may not be closed and the department will remain open and staff are expected to come to work. Members of staff who have not been designated as Necessary Employees may choose to stay at home under this circumstance, and may arrange with their administrative head of unit to make up the time (if scheduling permits), take a vacation day, perform their duties remotely, or to take the day off without pay. Staff should call their supervisors to advise them of their decision to stay home.