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ARTICLE 28: INCLEMENT WEATHER AND SUSPENDED OPERATIONS

28.1. Inclement Weather.
When the University is in operation but an employee requests time off to deal with unanticipated problems related to natural disasters or severe weather conditions, the employee may charge the absence to accrued compensatory time, holiday credit, personal holiday, vacation time off, sick time off up to a maximum of three (3) days in any calendar year, or leave without pay. Employees designated as essential must make all reasonable efforts to report to work as scheduled.

28.2. Suspended Operations.

If the University determines it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution, requiring only employees in essential positions, that are not conducive to telework, to report to work the following will govern: When prior notification of suspended operations has not been given, non-essential employees released until further notice after reporting to work shall receive a minimum of four (4) hours pay for the first day. Non-essential employees who are ineligible for telework, as determined by their supervisor, and who do not work for the balance of the closure during suspended operations ~~may use paid time off in the following order~~will use the following paid time off options to account for hours not worked:

A. Accrued compensatory time ~~and/or~~
~~A.~~B. ~~H~~holiday credit.
~~B.~~C. Vacation time off.
~~C.~~D. Personal holiday. An employee must use personal holiday time as a full day or shift.
~~D.~~E. Sick time off.
~~E. Unpaid time off.~~

~~Personal holiday can only be used as a full day or shift.~~ Non-essential salaried employees who have exhausted the above paid time off types ~~may use unpaid time off as follows~~will be paid for the period of operational suspension:

A. FLSA non-exempt salaried employees: will have fifteen (15) days from the end of the operational suspension to make up any missed hours. If time is not made up after fifteen (15) days, unpaid time will be entered for the operational suspension, and an overpayment of wages will be processed~~use unpaid time off for any missed hours.~~

B. FLSA exempt employees~~: use unpaid time off only for full work days missed.~~ will have fifteen (15) days from the end of the operational suspension to make up any full workdays missed. If time is not made up after fifteen (15) days, unpaid

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time off or one of the paid time off options will be applied.

FLSA non-exempt ATR employees will have fifteen (15) days from the end of the operational suspension to make up any missed hours.

~~If unpaid time off is used, because the employee has no other paid time available, employees have up to fifteen (15) calendar days after operations resume to make up work time lost provided the following:~~

1. Employees must request makeup time within two (2) working days after operations resume, and
2. Reasonable work must exist and the supervisor must approve the request to work. If the request is denied, then the supervisor shall state their reason(s) for the denial in writing.
3. Make up time worked by overtime-eligible full-time employees is calculated at time and one-half (1-1/2).

UW parking in unrestricted spaces shall be provided at each campus for which suspended operations have been declared for any staff member designated by their supervisor as essential. Restricted spaces include but are not limited to: disability stalls, time limited stalls, load/unload stalls, pay by space stalls (restricted to pay station parking), university vehicle stalls, metered stalls (restricted to pay meter parking) carpool stalls, UCAR Only stalls, electric vehicle charging stalls, motorcycle stalls, and department reserved stalls. Employees qualified to use a restricted space (for example disabled stalls) shall be able to use the appropriate space.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/16/2026	Date: 9/16/2026