

Policy on Employee Compensation During Emergencies

Policy Title	Policy on Employee Compensation During Emergencies
Policy #	02.112.1
Policy Owner	Vice President for Administration and Finance
Responsible Office	Office of Human Resources
Contact Information	Questions regarding this policy should be directed to the Assistant Vice President for Human Resource Administration at (401) 874-5270
Approved By	Administrative Policy Committee
Effective Date	March 1, 2020
Next Review Date	No later than December 31, 2021
Entities Affected by Policy	All units of the University; Non-Classified Employees only
Who Needs to Know About this Policy	All Non-Classified University Employees
Definitions	<p>Emergency. An event, including 1) natural disasters such as a floods, earthquakes, hurricanes or similar events that cause significant property damage or loss of life; 2) declared public health emergencies; 3) Rhode Island state of emergency as designated via executive order by the governor of Rhode Island, 4) U.S national state of emergency as declared by the President of the United States; or 5) other situations that significantly disrupt the normal operations of the University.</p> <p>Employee. Any person employed by the University, including faculty, staff, and students as applicable, regardless of the source of funds within the University.</p>
Statutes, Regulations, and Policies Governing or Necessitating This Policy	None
Reason for Policy/Purpose	To provide for the continued compensation of Employees of the University during an Emergency.
Abstract	The University may continue to provide compensation to its Employees during an Emergency, in a form, amount, and duration determined by the University at the time of the Emergency.

Forms Related to this Policy	None
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Policy Statement

This policy applies only to Non-Classified Employees of the University. Where the provisions of this policy conflict with a provision of a collective bargaining agreement, the specific provisions of the collective bargaining agreement shall prevail. This policy does not apply to student employees.

During natural disasters and other Emergencies, the University may continue compensation to University Employees whether work is performed on campus in its usual fashion, performed remotely as circumstances dictate, or whether work is not able to continue due to Emergency conditions, regardless of the source of funds. Compensation includes, but is not limited to, salaries, wages, and fringe benefits. The amount, form, and duration of this compensation shall be determined by the University at the time of the Emergency and may be amended at any time.

Exceptions

None

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