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### **Weather Days**

Just a reminder about the intent of our "weather days". When classes are cancelled and buses are not running **schools are still open**. We expect our teachers and support staff to report to work in these instances.

HR and Payroll have been fielding a number of questions around "weather days and acts of God". Chinook takes the following position as per our specific staff handbooks:

5(a) except when notified that the school is closed, pursuant to 2 (a), all teachers and personnel are expected to be in attendance for the purpose of performing their normal or related duties. Personnel are not to lose pay when informed that the school is closed.

In a division as diverse as ours local weather conditions will be unique to each area. We ask that employees use caution and good common sense when traveling in adverse weather. When in doubt we ask that employees check with his/her school's superintendent for clarification or direction.

Chinook's position will be as follows:

No employee shall experience a loss of pay when absent from work due to adverse road conditions, storms or any acts of God. Part-time employees shall be paid per scheduled time missed. Any employee in this situation shall notify their immediate supervisor.

We hope that this will provide some clarity and direction for policy in this area in time for our next major cold or inclement period this year.

Unless highways are closed or roads are impassable, we expect our employees to show up at school. Even if someone is snowed in, for example, we ask that all employees report to work once they are able to or as soon as their lane might be cleared. Wind-chill is not a reason for folks not to travel.

Although our buses may not be running, many of us continue to travel on these days throughout the division.

**Wind-chill itself is not a reason to cancel travel; school buses, on the other hand, transporting 30 children will follow different guidelines.**

If you feel that your safety on these days is at risk then you should utilize either PSR days or your allocated days under section 12.1 of the linc agreement.

Our expectation is that employees will try to get to work on these days - whether it is right away or whether it is as soon as they: get their car started, arrange for a car pool, or blow out their drive way.

If classes are cancelled we still want our staff at school or working in the closest Chinook building.