



EAF

Employers Association Forum

EMERGENCY PLANNING & INCLEMENT WEATHER SURVEY RESULTS

34 Company Responses

32 Companies have emergency plans
for inclement weather

DETERMINING WHEN TO CLOSE THE FACILITY IS DETERMINED BY

10 companies responded **cannot close entire facility because of type of business**

9 companies **follow local school schedule**

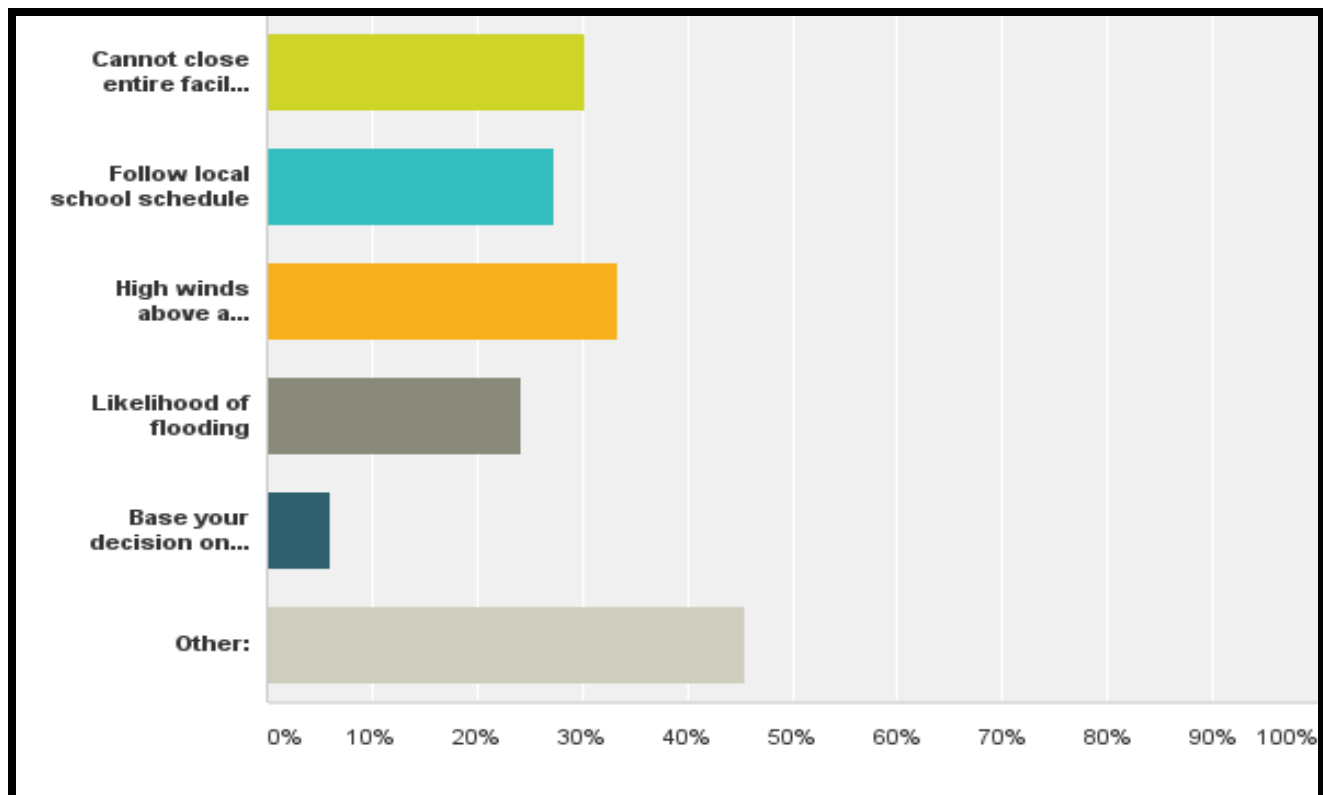
11 companies close the facility when **high winds are likely to go above a specific speed**

8 companies close the facility when there is a **likelihood of flooding**

2 companies close **based on what other larger companies in the community are doing**

15 companies use **“other” criteria** such as:

- If an evacuation order is issued we will close. Our other offices are closed based on their building management decision to close.
- Executives look at it on a case by case basis
- News predictions
- By weather reports, law enforcement
- CEO watches news and make decision
- We also close if the management of the building we are in closes
- Do not close facility; leave it up to the employee



COMMUNICATION METHODS USED TO NOTIFY EMPLOYEES OF FACILITY CLOSING AS WELL AS REOPENING

20 companies utilize employee “chain” telephone calls

7 companies communicate via intranet

2 companies communicate via television

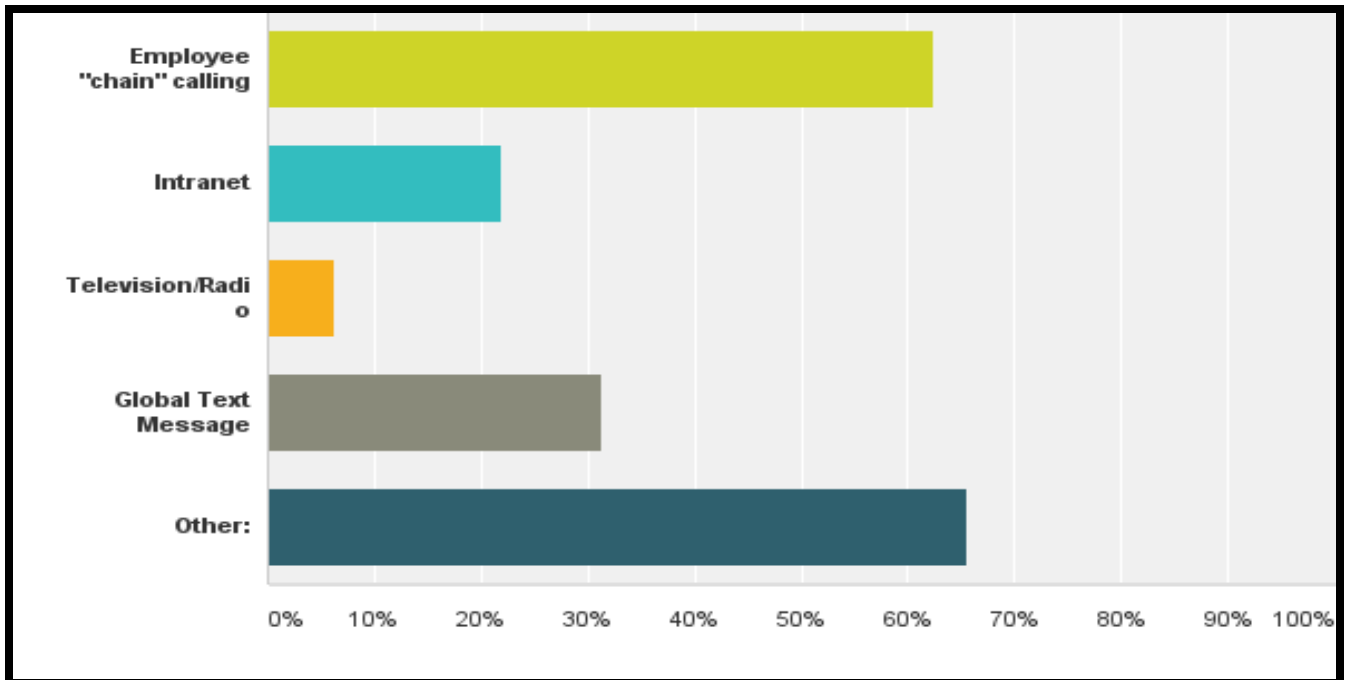
10 companies use global text messaging

21 companies use other methods such as:

- Supervisors call their staff
- Established 1-800#
- Internal Emergency Hotline
- We have a special phone # set up out of the area where staff can get updates.
- Manager will email or call
- Reverse 911 to all District issued cell phones

30 companies use the same method to notify employees when they need to return to work

4 companies use other methods such as: it is assumed to return unless otherwise notified



NON-EXEMPT EMPLOYEES ARE COMPENSATED BY

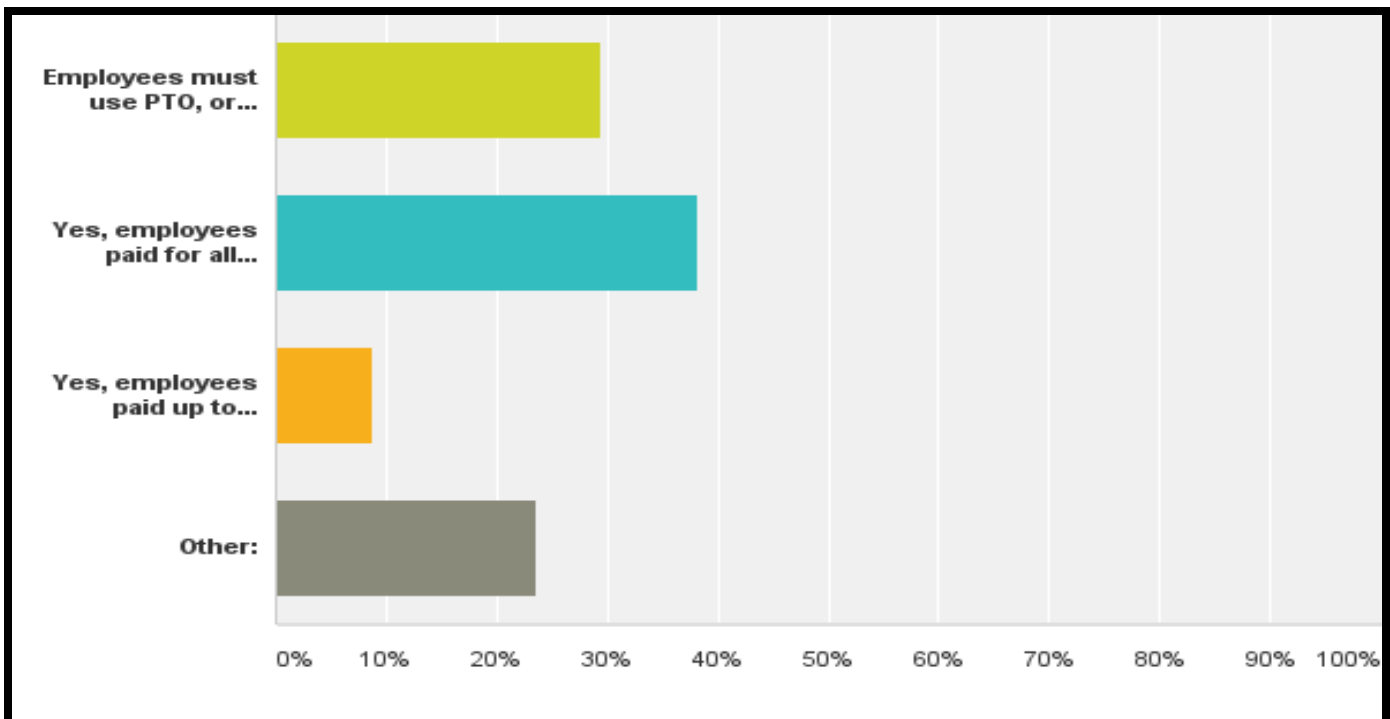
3 companies pay employees for **all days the facility is closed up to a max number est. by policy**

13 companies pay employees for **all days the facility is closed**

10 companies **require employees to use PTO/vacation to receive pay**

4 companies follow **other** protocol such as:

- On a case-by case basis
- Determined by days office is closed if firm pays the employees
- No policy in place as of yet



NUMBER OF DAYS NON-EXEMPTS ARE PAID

1 company responded **2 days**

1 company responded **9 hours per year with a maximum of 2 occurrences per year**

1 company responded **3 days**

2 companies responded **not yet specified/to be determined**

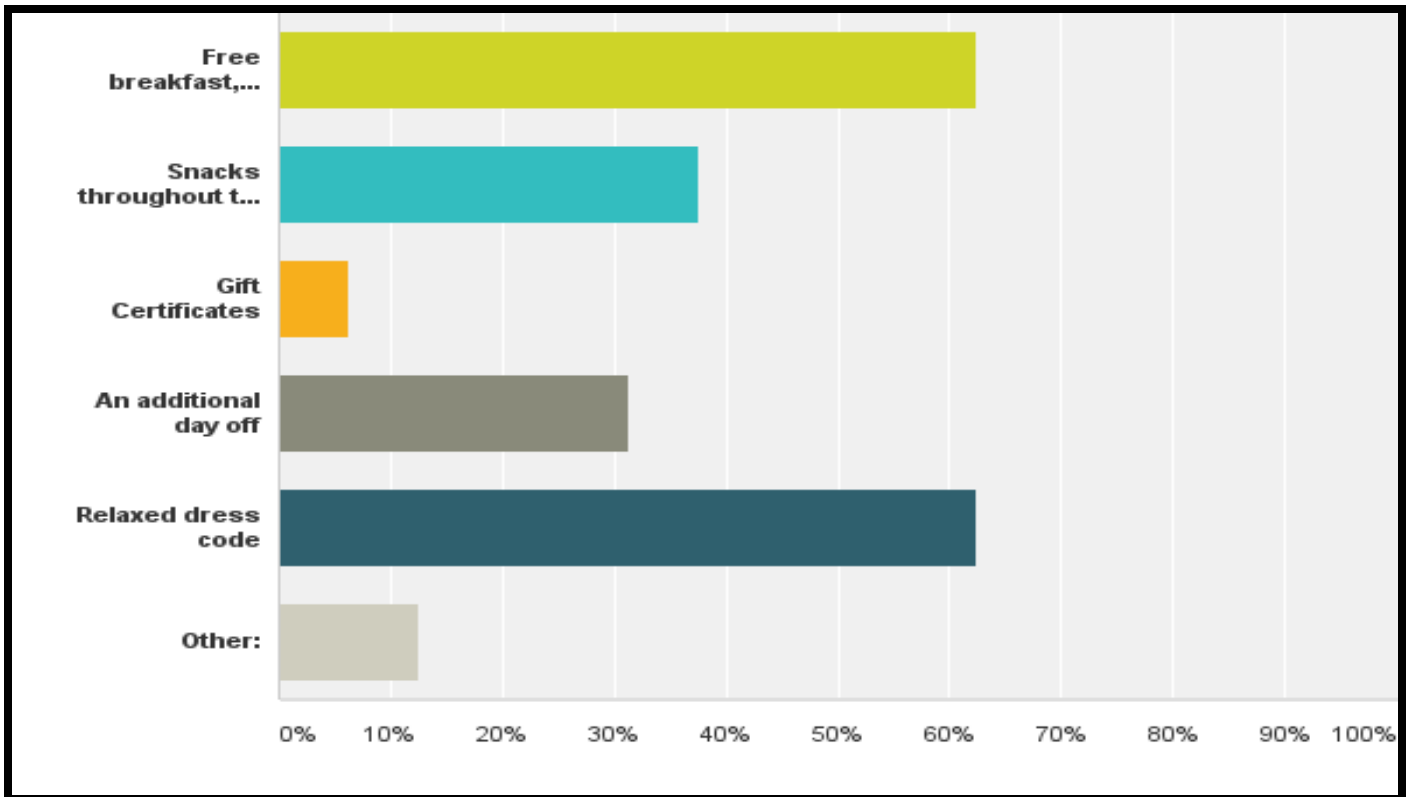
1 company responded **no maximum**

3 companies provide **extra pay** to employees who have to work during inclement weather. Compensation ranges from time-and-one-half for each hour worked, double time or no set amount.

7 companies provide **extra perks** to employees who have to work during inclement weather

Those perks include:

- 9** companies provide **Free Meal**
- 6** companies provide **Snacks**
- 1** company provides **Gift Certificates**
- 5** companies provide an **Additional Day Off**
- 10** companies provide **Relaxed Dress Code**



FOR THOSE EMPLOYEES REQUIRED TO WORK DURING INCLEMENT WEATHER, THE FOLLOWING PROVISIONS ARE MADE FOR THE EMPLOYEES' DEPENDENTS, PETS, ETC.

- 4** companies make **no provisions**
- 14** companies **provide ample time prior to reporting to work to take care of their families'/pets' needs**
- 3** companies allow employees to **bring families to work**
- 2** companies coordinate **day care for children**

FOR THOSE EMPLOYEES SUFFERING HARDSHIP AS A RESULT OF A NATURAL DISASTER, THE ORGANIZATION PROVIDES ASSISTANCE

5 companies provide no assistance

10 companies provide financial assistance by collecting donations from other employees

23 companies provide referrals to their EAP

18 companies provide necessary time off to take care of related personal business

2 companies allow employees to cash out any PTO/vacation available in their accounts

12 companies have employees who will team up to assist employee's needs (i.e., repair/clean-up of homes, provide food, water, ice, flashlights, etc.)

