

ADMINISTRATIVE DIVISION HR Division of Human Resources		POLICY NUMBER HR 1.18	
POLICY TITLE Hazardous Weather and Emergency Leave			
SCOPE OF POLICY USC System		DATE OF REVISION June 15, 2021	
RESPONSIBLE OFFICER Vice President for Human Resources		ADMINISTRATIVE OFFICE Division of Human Resources	

THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE FACULTY, STAFF, OR ADMINISTRATIVE EMPLOYEE AND THE UNIVERSITY OF SOUTH CAROLINA. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE UNIVERSITY OF SOUTH CAROLINA RESERVES THE RIGHT TO REVISE THE CONTENTS OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT. THE UNIVERSITY OF SOUTH CAROLINA DIVISION OF HUMAN RESOURCES HAS THE AUTHORITY TO INTERPRET THE UNIVERSITY’S HUMAN RESOURCES POLICIES.

PURPOSE

This document sets forth the University of South Carolina policy on hazardous weather and emergency leave for all employees including temporary and student employees, pursuant to regulations of the South Carolina Division of State Human Resources.

DEFINITIONS

Emergency Conditions – Circumstances that would expose employees to harmful or unsafe conditions as determined by the university campus location.

POLICY STATEMENT

Authorization for Emergency Leave

- A. The Governor has sole authority to excuse employees of State government, including university employees, from reporting to work during hazardous weather or other emergency conditions. The Office of the Governor and the Emergency Management Division will make a determination that state offices will close based on the determination of the county government officials where the campus offices are located.

- B. Each university campus and their non-essential employees will follow the same weather hazard/emergency leave decisions made by the county government offices where the campus is located. If an employee is a non-essential employee and state and county offices close or delay opening because of bad weather, campus offices in that county will also close or delay opening accordingly. Those non-essential employees who live or work within the regions specified will not be expected to report to work and compensation will be determined in accordance with this policy.
- C. All essential and direct care services will remain operational during hazardous weather or other emergency conditions. The president, provost, vice presidents, chancellors and regional campus deans will identify and notify essential employees by position, classification or internal title and a list will be maintained. To the extent possible, no change of the essential employee roster should be made after the notification of a closing.
- D. No provision of the Hazardous Weather and Emergency Leave policy will preclude the necessary, immediate evacuation of a facility by an authorized supervisor in the interest of personal safety.

Compensation During Emergency Leave

Notwithstanding any other provision of law, when the Governor declares a state of emergency for the State or any portion of the State, the governor can provide State employees leave with pay for absences from work for up to five days for each declaration of a state of emergency. If the governor does not authorize leave with pay for employees, those employees who do not report to work or who report late will use annual or compensatory leave to make up hours scheduled but not worked, take leave without pay, or be allowed to make up hours at a time to be scheduled by the department. The employee must be given the option of making up the hours if the employee so desires.

Compensation during emergency leave does not apply to non-leave earning employees including student employees, temporary employees and research grant and time limited employees who earn neither annual leave nor sick leave.

PROCEDURES

Notification of Hazardous Weather Delays/Closings

As a State agency, the university must follow the delay and closing determinations made by the county government officials where the university and its campuses are located. For example, if Richland County Government delays the opening or closing of government offices, the Columbia campus will follow the same schedule.

Any closings or delayed opening of state government offices are posted on the **South Carolina Emergency Management Division's website**.

Notification to Departments/Employees

The university will send notifications using the **Carolina Alert system** which includes text messages, emails, social media and the sc.edu gateways. The university will also notify local news outlets to communicate delays and closings. USC Columbia employees may register for Carolina Alert and update contact information via Self Service Carolina.

RELATED UNIVERSITY, STATE AND FEDERAL POLICIES

[SC Code of Laws Section 8-11-57](#)

[State Human Resources Regulation 19-712.01, section K](#)

[HR 1.03 Annual Leave](#)

[HR 1.09 Other Leave with Pay](#)

HISTORY OF REVISIONS

DATE OF REVISION	REASON FOR REVISION
June 15, 2021	Updated to new format. Clarified limitation of Emergency Leave compensation to include only leave earning employees. Updated information about the Carolina Alert System.