



NOTHING CONTAINED IN THIS POLICY OR IN ANY OTHER POLICY CREATES A CONTRACT RIGHT. CONSISTENT WITH SOUTH CAROLINA LAW, ALL TEAM MEMBERS ARE EMPLOYED "AT WILL," WHICH MEANS THAT THE TEAM MEMBER HAS THE RIGHT TO TERMINATE HIS OR HER EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE OR CAUSE, AND THAT PRISMA HEALTH AND/OR ITS AFFILIATED ENTITIES RETAIN THE SAME RIGHT.

Human Resources - Inclement Conditions

Approved Date: 01/02/2020	Effective Date: 10/1/2019	Review Date: 01/02/2021
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Scope:

Prisma Health-Midlands		Prisma Health-Upstate	
X	Prisma Health Baptist Hospital	X	Prisma Health Greenville Memorial Hospital
X	Prisma Health Baptist Parkridge Hospital	X	Prisma Health Greer Memorial Hospital
X	Prisma Health Richland Hospital	X	Prisma Health Hillcrest Hospital
X	Prisma Health Tuomey Hospital	X	Prisma Health Laurens County Hospital
X	Prisma Health Children’s Hospital-Midlands	X	Prisma Health Oconee Memorial Hospital
X	Prisma Health Heart Hospital	X	Prisma Health North Greenville Hospital
X	PH USC Medical Group	X	Prisma Health Patewood Hospital
X	Provider based facilities associated with Prisma Health-Midlands hospitals	X	Prisma Health Surgery Center - Spartanburg
		X	Prisma Health Marshall I. Pickens Hospital
		X	Prisma Health Children's Hospital-Upstate
		X	Prisma Health Roger C. Peace Hospital
		X	Prisma Health Baptist Easley Hospital
		X	University Medical Group UMG/PIH
		X	Provider based facilities associated with Prisma Health-Upstate hospitals

Policy Statement:

Prisma Health maintains all essential services during periods of inclement conditions. Prisma Health expects each team member to make every effort to report to work during inclement conditions unless the team member’s department has been closed. Department directors must obtain approval from senior leadership before an office or department is closed.

Associated Policies and Procedures:

[Human Resources - Paid Time Off \(PTO\)](#)

Associated Lippincott Procedures: (as applicable)

N/A

Definitions:

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

Inclement conditions are defined as snow, ice, hurricanes, earthquakes, tornadoes, or any other unusual weather occurrence.

Responsible Positions:

N/A

Equipment Needed:

N/A

Procedural Steps:

1. Guidelines
 - 1.1. Paid Time Off (PTO) – refer to the Paid Time Off (PTO) policy.
 - 1.2. Team members are expected to provide their own transportation during inclement conditions. If the team member is unable to come to work due to inclement conditions, the leader should be notified and it will count as an unexcused absence. Leaders should adhere to the attendance policy when determining whether a corrective action should be given.
 - 1.3. The following will be used to determine pay when team members are required to work a shift(s) during a period of inclement weather and the team member remains at their facility:
 - 1.3.1. If the team member could be interrupted and asked to start work at any time, the team member is engaged to wait and the time waiting is compensable work time.
 - 1.3.2. If there is no clear delineation between where the team member is staying versus working and time is interrupted with company business so as not to completely relieve the team member of work, the time is compensable work time.
 - 1.3.3. If there is clear delineation between where the team member is staying versus working and the team member's time is uninterrupted where they can effectively use the time for their own purposes, and the team member will not be called to work at any time other than their regularly scheduled shift, the time is considered waiting to engage and is not compensable work time.

References:

N/A

Appendices:

N/A