

**CONGRESS/AFSCME NEGOTIATIONS
2007 – 2010 CONTRACTS**

AGREED UPON LANGUAGE

**ARTICLE X
WORKING CONDITIONS AND WORK LOAD**

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Section 6. General Provisions

G. Inclement weather or other emergency condition

a. Pursuant to Board policy, when the President determines that classes or other college services should be cancelled due to inclement weather or other emergency condition, the college shall be closed and only essential employees are expected to report to work. In such a situation, no non-essential employee will be required to use accrued leave. However, academic requirements must be made up in a manner approved by the President or his/her designee.

b. Administrators, counselors and librarians who are at work when a decision to close the college is made may leave at the effective time of closing. Such employees may also choose to leave before the effective time of closing, but in such case they shall be required to use accrued leave to cover the period between the time of their departure and the time that the college closes.

c. Administrators, counselors and librarians who are not at work when the decision to close the college is made are expected to report unless the scheduled beginning of their work day coincides with or is later than the time that the college will close.. Such employees may choose not to report to work but in such case they shall be required to use accrued leave to cover any period between the scheduled beginning of their work day and the time that the college closes.

d. When the college opening is delayed due to inclement weather or other emergency condition, administrators, counselors and librarians who do not come to work, or who come to work after the time of the delayed opening, will be required to use accrued leave to cover any portion of their scheduled work day following the delayed opening when they are not at work.

e. If the Governor directs that non-essential employees delay their arrival, leave early or otherwise modify their work hours, no non-essential employee will be required to use accrued leave.

Essential employees may be required to report to work as scheduled and/or to remain at work until the college is closed. It is understood that the late arrival (up to 2 ½ hours) of essential personnel, due to the severity of the conditions, will not be charged to the unit member's leave balances. For purposes of this provision, essential employees are bargaining unit supervisors of employees in maintenance and security positions.

The parties recognize the desirability of providing timely notice of class cancellation and college closing due to inclement weather or other emergency condition to clinical nursing instructors. Every effort will be made to inform the Directors of Nursing of cancellation by 6:00 a.m. or as soon thereafter as reasonably possible.

Decisions reserved to the President or his/her designee under this section shall be final.