

Weather and the Workplace

In Canada, the topic of conversation circulating workplace cubicles and the water cooler invariably turns to a familiar topic: the weather. Weather calamities have a direct impact on how Canadians go about their daily lives. Given that Canada is a country characterized by extreme weather conditions, all employers should consider how the weather can impact its workplace.

Whether it's a snowstorm, an ice storm, extreme heat or heavy rain, radical weather can affect a company's operations, employee attendance, and employee health and safety. Establishing an inclement weather policy may be useful to inform employees about workplace procedures and expectations as they relate to situations of extreme weather conditions. Employers should consider the following when contemplating the implementation of an inclement weather policy:

- Will employees be paid in the event of a weather related workplace closure or absence? Although employers are not required to pay employees when they are unable to attend work due to weather, allowing a limited number of paid days off per year is worth considering since it can have a positive impact on employee morale and will ensure that employees do not risk their personal safety to attend work in extreme weather conditions.
- How will employees be notified of operational changes?
- Are restrictions placed on employees that drive company vehicles in adverse weather?
- How will employees notify the company in the event of a weather related absence or lateness?
- Does the company have a flexible work arrangement in place to facilitate an employee's ability to work from home?

Please contact e2r Solutions® if you would like to discuss the possibility of implementing this type of policy in your workplace or have any questions regarding the foregoing.