

## **Snow Days and Unplanned Office Closings**

You've heard the joke, right? Wisconsin has two seasons: winter, and construction.

It's kind of true, and winters here can be pretty wild sometimes. Unless you just moved here from Florida, you probably know how much fun it is to white-knuckle it on the roadways during a snowstorm, dodging yetis and the cursed "black ice." Of course, severe weather is to be expected during certain months of the year. Although driving may at times be difficult, when caution is exercised the roads are usually passable.

Except in cases of severe weather that makes travel too dangerous or otherwise gets in the way of the business staying open, employees are expected to work their regular hours. Time taken off due to poor weather conditions while the business remains open is unpaid. Exempt employees may be provided time off with pay when necessary to comply with state and federal wage and hour laws.

That said, many APC employees are required to drive for work, so we take this into consideration when making decisions about office closings. Any time there is severe weather predicted, especially during the winter, our website is your best resource for determining whether to come in to the office; all unplanned office closings will be posted there at <https://altlig.com/employees/office-closings/>.