



Emergency Compensation Policy

Scope: This policy applies to all LSU and A&M employees during emergency incidents on or near the LSU Baton Rouge campus. This policy is intended to cover all emergency incidents as declared by the LSU President and Chancellor. The provisions of this policy shall become effective upon declaration of an emergency incident that results in a partial (less than one day) or full closure of the University and shall apply until normal operations are resumed. A delayed opening is not considered a partial closure.

Effective: January 1, 2020

Purpose: This policy establishes guidelines for the compensation of LSU and A&M employees during an emergency incident that results in a partial or full suspension of normal operations. The policy
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In the event of an emergency incident that results in a **full closure** of the University, the following employee compensation plan will be implemented:

Employee Classification	Compensation
Classified Emergency Non-essential (Exempt or Non-exempt)	Placed on Special Leave; receives Regular Pay for scheduled work hours
Classified Emergency Essential (Exempt or Non-exempt)	1.5 times regular rate of pay for all hours worked during suspended operations
Unclassified Emergency Non-essential	Placed on Special Leave; receives Regular Pay for scheduled work hours
Unclassified Emergency Essential	Receives Regular Pay
Student & Contingent Employees	Receives pay at regular rate for hours actually worked; overtime as applicable under FLSA
Graduate Assistants	Receives Regular Pay