

## 1000 POLICY ON INCLEMENT WEATHER & EMERGENCIES

1000.1 Due to the severe weather conditions of the Upper Peninsula, the Tribe may designate inclement weather days when weather patterns may harm or potentially harm employees of the Tribe while traveling to and from work, or performing the requirements of their positions.

1. Employees of the Tribe will contact their department manager when any of the following exist:
  - a. Icy and hazardous roads
  - b. Whiteouts due to severe blizzards
  - c. Downed trees across the roads or highways
  - d. Washed-out roads due to flooding
  - e. High winds above 60 miles per hour
2. Governmental Department Managers will contact the Tribal Chairperson or the Tribal Manager in the event of inclement weather. The Tribal Chairperson or Tribal Manager shall be responsible for monitoring email and telephone calls, and will be the primary authority to approve or deny an inclement weather day.
3. Governmental Employees missing work for approved inclement weather days will be reimbursed for their regular wages for that day. The General Manager of the Enterprises may issue waivers for attendance infractions for days he or she deems appropriate.

1000.2 In the event that Brimley Area Schools has an announced school closure due to inclement weather, the Tribal Government will delay the start of the work day until 10:00 AM. ***This section does not apply to emergency service employees (law enforcement and ambulance), and public works & maintenance employees.*** Prior to 9:00 AM, the Tribal Chairperson or Tribal Manager will determine whether to close the Tribal Government for the entire day.

1. In the event of a power outage, all staff will report to work as scheduled. The Tribal Chairperson or Tribal Manager will have the authority to close Tribal Government facilities for the day in the event that power is not likely to be restored.
2. In the event of public emergency, the Tribal Chairperson or Tribal Manager will have the authority to close Tribal Government facilities and operations.

1000.3 The Tribal Chairperson, or the Tribal Manager, will communicate closures and delays to the public by all of the following means:

1. The Facebook Page for the Bay Mills News;
2. The Official Facebook Page for the Tribal Chairperson;
3. Email to "All Users";
4. Telephone call & email to the Tribal Manager, who shall communicate to Department Managers and Directors. Department Managers shall be responsible for ensuring communication of closures and delays to employees (whether through a "call tree," text message chain, email, or other means practical for their department);
5. Where feasible, the official website for the Bay Mills Indian Community; and,
6. Where feasible, local television stations (including 9&10 News and 7&4 News).

Employees are responsible for monitoring these sources for up-to-date information regarding closures and delays.