



ASOA Friday Focus Surveys™

Focusing on the BUSINESS of Ophthalmology

Survey Information
Topic – Inclement
Weather
February 2010
508 Respondents

1. If you close your office due to inclement weather do you pay your employees for the day?

Response	%
Yes	28%
No	40%
Other	32%

Other

- We are struggling with this. We have decided not to pay our employees, but I am very interested in what others do.
- Only if they have sick or vacation days to use.
- Full time employees get paid for the 8 hour day, part time staff do not.
- We live in a snowbelt area and never close for the day - even with a foot or more of snow. We're just used to it and our roads are generally drivable with little problem.
- Our company pays for 4 hours of paid time a year for inclement weather.
- Australian member - this is never likely to happen in Western Australia.
- Very rare that we close. If staff makes it in to work and we close early, staff paid for full day. If they don't come in, they use PTO or if no PTO, time taken without pay.
- We have never closed the office for inclement weather.
- We pay them only if we send them home. If we close for the day prior to work hours - we do not pay them.
- They can use their paid time off benefits if they choose to; otherwise they do not get paid.
- We have never completely closed the office. It seems that someone is always able to make it in. We offer our employees 6 sick/personal days a year and would have them use one of those days

Friday Focus Surveys™ are a member benefit of the American Society of Ophthalmic Administrators.

For membership information contact asoa@asoa.org or 703-591-2220.

ASOA, 4000 Legato Road, Suite 700, Fairfax, VA 22033. www.asoa.org.

if they couldn't make it in.

- From our handbook: When operations are officially closed due to emergency conditions, the time off from work will be paid at the discretion of Dr. _____.
- Level III snow emergency will pay employees if declared in the county, city, state where they live or work. Level I or II They must use sick or personal time
- One day - yes more extended outage - no
- 1/2 salary.
- Depends on the severity and how long we have worked the day. If we close with no patients, we allow PTO to be offered. If people arrive late and leave early, we follow the clock hours worked, allow PTO for differences up to 40hrs. If very severe weather and they attempted to come in, arrived and left when we closed, we may pay a large portion of the day...as administrative discretion.
- It never happened - except when we had the earthquake - and I wasn't working there. AND, the doctor doesn't remember. Good question. Thanks for this extra box to explain.
- We did this last time on a Friday because we decided ahead of time to so and it was only 4 hours. Normally, they take vacation or personal day pay for closed due to weather.
- No, if office closed for next day. Yes, if employees showed for work, then office closed later in day.
- We don't close. If the employees take off they use vacation.
- It's never come up. We don't have a policy.
- Not sure.
- We don't close
- Living in California we have been lucky as we have never had such bad weather conditions!
- We do not close unless the officials actually close the roads due to a state of emergency, in which case we would pay employees and send them home.
- We pay the employee if he/she comes to work prior to our closing the clinic; otherwise it is considered a no pay day.
- We have never closed the office due to inclement weather.

Friday Focus Surveys™ are a member benefit of the American Society of Ophthalmic Administrators.

For membership information contact asoa@asoa.org or 703-591-2220.

ASOA, 4000 Legato Road, Suite 700, Fairfax, VA 22033. www.asoa.org.

- We don't have inclement weather, but if we did we would probably work something out like scheduling a Saturday to accommodate potential rescheduled appointments
- We are in Los Angeles. This has never happened. We do not have a policy.
- They use their accumulated vacation or personal time.
- We are in Michigan and have never closed our office due to weather.
- We allow them to use PTO, if they are out of time we allow them to "borrow" from their PTO bank until it is accrued.
- We allow them to use their benefit time - like sick time or personal days to make up for the missing hours. They can also take the time off with no pay.
- Staff can elect to use PTO or unpaid hours.
- If we close during the day or employees have arrived before the decision to close the office was made they get paid -- if we contact employees prior to their start time they do not get paid.
- Sometimes. If it is just one day we will. After that we will allow them to take time off if needed.
- We don't pay regular wages for the day. We allow the employees to take PTO or time off without pay.
- They can use Vacation or Personal Time.
- Salaried employees get paid. Hourly employees get 48 hours personal time per year they may use for these types of situations.
- We pay for 2 catastrophic days a yr. Snow, hurricane, tornado, gas leak, anything closing office where employees can't work.
- Being a physician owned practice they generally opt to pay the employees either their salary or a percentage of it. We were out 5 weeks following Katrina and they paid the staff 75% of their pay, and fortunately lost few employees to moving to another location.
- Yes but doesn't really apply in California where the weather is always good.
- We never close for inclement weather.
- We have never had to close for a full day. We have had to close early due to snow, but employees have always used PTO. If the weather was bad enough to close we would pay them.

Friday Focus Surveys™ are a member benefit of the American Society of Ophthalmic Administrators.

For membership information contact asoa@asoa.org or 703-591-2220.

ASOA, 4000 Legato Road, Suite 700, Fairfax, VA 22033. www.asoa.org.