

In light of the current global health emergency, the following guidelines for Compensation and Fringe Benefits During Periods Resulting from Natural Disasters or Other Emergencies are effective March 19, 2020. These guidelines will remain in effect until the official policy is adopted by the University.

Reason for Guidelines

Natural disasters and other emergencies (e.g., pandemics) may cause the need for alternative work and compensation practices to deal with emergent challenges associated with the incident (e.g., requirement for remote work, financial pressures). These guidelines were developed to outline the university's approach to the payment of compensation during such emergency periods.

Guidelines and Definitions

- During declared natural disasters and other emergencies, the University may continue compensation to personnel whether work is performed remotely or whether work is not able to continue due to emergency conditions, regardless of source of funds.
- This may include the payment of fringe benefits during furlough periods when no salary/wages are paid by the University.
- These guidelines apply to all forms of compensation and/or fringe benefits paid under normal conditions by the University.
- The amount, form, and duration of compensation paid in accordance with this policy statement shall be paid from the employee's scheduled funding source or one determined by the university, which may be amended at any time.
- **Natural disaster:** A natural event such as a flood, earthquake, or tornado that causes great damage or loss of life.
- **Other emergency:** Includes a declared public health emergency, Commonwealth of Kentucky state of emergency, U.S. national state of emergency, or other situations that significantly impact normal operations of the university.

Any questions about these guidelines should be directed to the Office of Sponsored Programs Administration at OSPA@louisville.edu or the Office of the Vice President for Finance and Chief Financial Officer at 502-852-5074.