



Ohio Administrative Code

Rule 123:1-46-01 Weather emergencies.

Effective: [May 29, 2026](#)

- (A) A weather emergency may be declared by the governor or the governor's designee for purposes of limiting a state employee's obligation to travel to and from work for a specific period of time. State employees will be compensated at their regular rate of pay for the number of hours for which they were scheduled to work during the emergency period if they were instructed not to report to work or were sent home.
- (B) Employees not scheduled to work because of scheduled vacation or continuing sick leave will be charged for the leave regardless of the declared emergency. If vacation or sick leave ends prior to the end of the declared emergency, no leave time will be charged for the remainder of the emergency.
- (C) An employee who is absent, tardy or leaves work early on days when weather conditions interfere with travel but when no emergency has been declared by the governor is absent without leave and therefore in no-pay status. The employee may with approval of the appointing authority account for time during which the employee was absent from his or her job due to inclement weather by working such time in addition to the employee's regular schedule or by charging it to vacation leave or compensatory time; otherwise, leave without pay will be charged. Inclement weather is not a valid reason for the use of sick leave.
- (D) During weather emergencies, those agencies required to maintain twenty-four-hour or emergency service may continue to use available personnel beyond regularly scheduled hours. Eligible employees required by their appointing authority to work beyond their regular shift will be paid overtime for such additional hours of work, in accordance with section 124.18 of the Revised Code. Time spent in non-duty status, such as sleep or recreation will not be compensable.
- (E) Appointing authorities with statutory authority to set rates of compensation may establish their own weather emergency policies.