

**Message from Brigham Health SVP of Human Resources Paula Squires, MBA, SHRM-SCP, SPHR: Severe Weather Policy**

Dear Colleagues,

With winter and its attendant weather approaching, please take a moment to review the hospital's [Severe Weather and Emergency Policy](#). Every day, no matter the weather, our number one priority is to provide care for our patients 24 hours a day, seven days a week while keeping our employees safe.

All Brigham Health employees are expected to report to work in severe weather, and decisions for sites, practices, departments, programs and units to remain open or to close are determined by Brigham Health leadership. If it is determined that a practice site or department delays its opening, closes early or closes entirely, personnel scheduled to work that day will be paid regular pay for the time the department or site is closed.

Employees who choose not to come to work or choose to leave during their shift will have the time they are absent from work deducted from their paid-time-off bank.

Please share this message with your colleagues who may not have regular access to email.

Thank you all you do each day for our patients, their families and each other.

Paula Squires, MBA, SHRM-SCP, SPHR  
Senior Vice President  
Brigham Health Human Resources