

Vapor House Distro

Inclement Weather Policy

In general, Vapor House Distro's operations are not usually affected by environmental factors such as inclement weather. Consequently, our stores may normally remain fully open and operational on all scheduled workdays, so that Vapor House Distro can offer our employees the opportunity to work a full schedule on a regular basis.

At times, emergencies such as severe weather can disrupt Vapor House Distros operations. In such instances, Warehouse Managers/Supreet will decide when to close the Vapor House Distros Warehouse and an official notification will be given to all employees as soon as possible. To minimize travel risk, in the event of inclement weather, please check the company Group Me to determine if Vapor House Distros Warehouse will be closed for the day. If weather conditions are uncertain, the Warehouse Managers/Supreet will monitor the situation to evaluate whether a closing will be warranted and will provide notice to employees as soon as possible. Management and employees should use discretion during severe weather to ensure employee safety is always maintained.

All employees should always have reliable transportation because here at VHD we require consistency and want to ensure that all employees have a safe and consistent means to get to work. Reliable and safe transportation means improved health and well-being for everyone in daily commutes.

- If the Warehouse is closed NO penalties will be given to employees
- There is NO pay for Inclement Weather and extra shifts to cover hours missed will not be offered
- PTO can be used to make up hours
- When the Warehouse re-opens and days are still missed employees will be penalized