

# MEMORANDUM

# State of Alaska

Department of Transportation & Public Facilities  
Office of the Commissioner

**TO:** Angie Spear, Acting AIAS Director  
Jason Jacobs, Division Ops Manager, FAI

**DATE:** October 19, 2024

**PHONE NO:** 465-3900

**FROM:** Ryan Anderson, P.E.   
Commissioner

**SUBJECT:** Compulsory Overtime and NWS  
Winter Weather Events

As we enter the winter season, it is crucial to remind staff of our obligations under the Labor, Trades, and Crafts (LTC) Unit Agreement, particularly regarding **compulsory overtime** during significant weather events.

## Compulsory Overtime Requirements

Per **Article 13.06(A)** of the LTC Unit Agreement, employees may be required to work **compulsory overtime** in cases where the employer determines it is in the public's best interest. This specifically includes **natural disasters or weather-related emergencies**. Given the critical nature of operations at Fairbanks International Airport, maintaining operational safety and continuity during severe weather is a top priority and in the State's best interest.

## National Weather Service (NWS) Winter Weather Events

To ensure clarity on when compulsory overtime may be invoked, we will tie this requirement to the issuance of **winter storm watches, warnings, and advisories** by the National Weather Service. These events include but are not limited to:

- **Winter Storm Watch:** Conditions are favorable for significant snow, sleet, or ice accumulations that could affect travel and operations. Preparations should begin at this stage.
- **Winter Storm Warning:** A storm with severe winter weather conditions (such as heavy snow, freezing rain, or sleet) is imminent or already occurring. This typically results in immediate action and may require extended work hours.
- **Blizzard Warning:** Extreme winter conditions, including heavy snow and strong winds, severely reducing visibility and posing dangers to public safety and operations.
- **Ice Storm Warning:** Ice accumulation that can cause hazardous conditions, such as power outages or unsafe travel, is expected.
- **Snow Advisory/Wind Chill Advisory:** While less severe, these conditions still warrant heightened operational readiness to ensure safety and continuity of services.

## Expectations During NWS Events

When the NWS issues any of the above alerts for our region, **compulsory overtime** will be enforced as needed to ensure that we maintain safe operations at the airport. You will be notified of your schedule and duties as these events approach or escalate.

*"Keeping Alaska Moving."*

All staff are required to be available for overtime assignments during these weather events unless a prior exemption or leave has been formally approved. Failing to report for compulsory overtime when requested during a weather-related emergency may result in **disciplinary action**, as outlined in **Article 8.01 – Discipline** of the LTC Agreement.

## **Operational Readiness**

To ensure we are prepared for such events:

- **Please ensure your contact information** is up to date with your supervisor to receive timely notifications regarding overtime assignments.
- Make personal preparations to be available for work during major storm events, including ensuring safe travel to and from the airport.

We appreciate your continued commitment to maintaining safe, efficient operations during Alaska's challenging winter months. If you have any questions regarding this policy, please do not hesitate to contact me directly.

Thank you for your attention and cooperation.

Cc: Jordan Adams, Business Manager, Public Employees Local 71