

## **ARTICLE 55: HAZARDOUS GEOLOGICAL/WEATHER CONDITIONS**

**SECTION 1:** Given the essential nature of FAA responsibilities, employees are expected to make a reasonable effort to report for work during hazardous geological/weather conditions between the employee's home and their duty location; however, employees are not expected to disregard their personal safety or that of their family. All employees who are unable to report for duty must notify their manager as soon as possible.

Upon notification of his/her manager, the manager and employee will discuss possible solutions. Solutions are, but not limited to, annual leave, leave without pay, excused absence in accordance with HRPM LWS-8.8, situational telework, or any other arrangement that is authorized by the manager. The approval of excused absence is conditional, and is subject to the review of submitted documents as outlined in Section 4.

**SECTION 2:** Employees are to continue to keep their manager informed of their inability to report to their duty location throughout the hazardous geological/weather conditions.

**SECTION 3:** The Agency may approve an employee's request for situational telework in accordance with HRPM WLB-12.3 and this Agreement during hazardous geological/weather conditions.

Employees who are granted approval to telework only during hazardous geological weather conditions are expected to return to a non-telework status at the end of the approved telework period after the hazardous geological weather conditions cease.

**SECTION 4:** Employees must provide information that supports their request for excused absences as soon as feasible after returning to duty to his/her manager for consideration. Examples of information are:

- a. oral or written statements;
- b. conditions that the employee encountered;
- c. a synopsis of efforts made throughout the day;
- d. other information which provides an explanation of the hazardous geological weather condition that prevented the employee from reporting to the facility or compelled the employee to safeguard his/her family against such phenomena
- e. Photos of the conditions the employee encountered;
- f. Official road reports, news media, civil authorities, current meteorological information, leave approvals, reduced staffing, or closing at other area government facilities, and or any other information demonstrating evidence of the hazardous geological weather condition.

The parties acknowledge that each request for excused absence is based upon a distinct set of facts and circumstances.

**SECTION 5:** The Agency retains the right to determine the opening, closing, and use of its facilities during periods of hazardous geological/weather conditions.

**SECTION 6:** Issues arising from employees who chronically are unable to report to work during these conditions will be addressed utilizing the provisions of Article 57, Problem Solving of this Agreement prior to more formal measures being initiated.