

**ARTICLE XVII**  
**ADVERSE WEATHER CONDITIONS**

1. SECTION 1. This Article only applies to adverse weather  
2. situations where all or part of the activities at the  
3. Agency (to include tenant activities) may be suspended by  
4. management due to adverse weather conditions or work  
5. conditions altered due to extreme heat or cold weather.  
6. Managers and supervisors will be informed of the  
7. implementation of this condition through command channels.  
8. Once the Commander has made the decision to release  
9. employees no person in the command will delay implementing  
10. release of

11. Adverse Weather Emergency Employees, [who may be referred  
12. to by the Office of Personnel Management (OPM) and/or other  
13. Government Agencies/Activities by other terms], are those  
14. employees who perform essential duties which insure the  
15. continually of vital medical functions, public and Agency  
16. safety functions, national defense functions or other  
17. critical operations/functions that are required to continue  
18. regardless of weather conditions.

19. Adverse Weather Emergency Employees include but is not  
20. necessarily limited to the following: all medical  
21. professionals, Licensed Practical Nurses, emergency medical  
22. and/or ambulance personnel, and/or ancillary employees  
23. required to maintain the operation of the medical center,  
24. all employees required to provide services to insure the  
25. safety of the Agency's personnel and on post dependents  
26. such as heat/chiller plant, water plant, sewer plant  
27. operations, roads and grounds and electrical distribution,  
28. essential communications, on post fire protection personnel  
29. and national security personnel. Adverse Weather Emergency  
30. Employees may be required to work at different work sites  
31. during adverse weather operations. Employees who have been  
32. determined as Adverse Weather Emergency Employees will be  
33. notified in writing. Employees will be required to provide  
34. written directions to their residence along with a strip  
35. map which includes the street address (post offices box  
36. addresses are unacceptable) and telephone number. Adverse  
37. Weather Emergency Employees will be required to keep the  
38. strip map, address and telephone number current. Adverse  
39. Weather Emergency Employees will be required to report to  
40. or remain at work during adverse weather conditions.  
41. Employees will acknowledge by signing receipt of the  
42. notification of this requirement and will have seven (7)  
43. calendar days to provide the required information to their  
44. supervisor.

45. SECTION 2. In the event the Employer determines that it is  
46. necessary to close all or part of the Installation or  
47. release non-adverse weather emergency employees from duty  
48. for reasons of adverse weather conditions, the following

49. will apply:

50. Release from duty will not result in a loss of pay or  
51. charge to leave, except for employees not in a duty status  
52. during the time a release announcement is made, employees  
53. who are paid on an hourly, daily or piecework basis with  
54. temporary appointment of 90 days or less or who have been  
55. employed for a continuous period of less than 90 days under  
56. one or more appointments without a break in service.

57. **CONDITION 1. Adverse Weather Conditions Developing**  
58. **During Duty Hours:** When due to adverse weather  
59. conditions, the Employer determines the conditions of  
60. streets and highways in the Fort Bragg area, including  
61. outlying areas, are or will probably be hazardous, and  
62. cause driving dangers, eligible employees, other than  
63. those determined adverse weather emergency employees,  
64. will be released from duty.

65. **CONDITION 2. Adverse Weather Conditions Developing**  
66. **During Non-Duty Hours Causing the Closing of Activities**  
67. **at Fort Bragg for All or Part of a Day:** When the  
68. Employer determines that it is necessary to close  
69. activities at Fort Bragg because of hazardous driving  
70. conditions, an appropriate announcement will be made  
71. through the media advising the employees of the  
72. Employer's determination.

73. Adverse weather emergency employees who cannot report  
74. because of driving conditions, will make every attempt  
75. to contact their supervisor or other management  
76. official so that Agency transportation may be dispatched  
77. When Agency transportation is provided, or offered and  
78. refused by the employee, the employee will be in an Absent  
79. Without Official Leave status and administrative excused  
80. time can not be granted and appropriate disciplinary action  
81. will be considered. Adverse weather emergency personnel  
82. who did not make contact as required will be required to  
83. submit proof of telephone outage, within fifteen (15)  
84. calendar days of return to duty, to avoid being placed in  
85. an Absent Without Official Leave status and consideration  
86. of disciplinary action. Further, employees who provide  
87. proof of telephone outage will be allowed to sign for  
88. Annual Leave if they wish to be paid for the time of  
89. post closure.

90. **CONDITION 3. Conditions of Extreme Heat Developing**  
91. **During Duty Hours:** During periods of extreme heat  
92. which could possibly affect the health of employees,  
93. the Employer will be especially attentive to the  
94. physical condition of employees. The follow actions  
95. will be taken during these conditions:

96. (1) The Employer will determine and announce through  
97. channels heat index warnings. Category III and IV  
98. heat index warnings will be immediately acted upon by  
99. the Employer by issuing the warning and directing  
100. appropriate relief for employees.

101. (2) Heat index warnings will be as follows:

102. (a) Category III-----Work as usual, but with  
103. caution.

104. (b) Category IV-----Outside work - only essential  
105. outdoor work should be performed. The Employer will  
106. provide employees engaged in essential outdoor work  
107. necessary rest periods to prevent heat related  
108. injuries. Under this category, necessary rest periods  
109. will be given each hour. Employees who normally  
110. perform outside work but whose duties do not fall in  
111. the essential outside work category will be assigned to  
112. other work for the remainder of the time Category IV is  
113. in effect.

114. Inside Work - The Employer will provide appropriate  
115. relief to employees who are working indoors in poorly  
116. ventilated and uninsulated tin roof warehouses and  
117. other such structures, where inside temperatures may  
118. rise 10 to 15F degrees above outside temperatures.  
119. Appropriate relief will be given to employees, as the  
120. situation merits on an individual need basis to include  
121. temporary relocation to an area where the condition  
122. does not exist, or by granting of annual leave. Under  
123. this category, necessary rest periods will be given  
124. each hour.

125. Heat conditions are determined by Wet Bulb Globe  
126. Temperature (WBGT) test which is conducted by the  
127. Environmental Health Section, Womack Army Medical  
128. Center and the 82<sup>nd</sup> Airborne Division's Preventative  
129. Medicine Section.

130. **CONDITION 4 Cold Weather Working Conditions.** During  
131. periods of cold weather, employees whose duties require  
132. outside activity will be given relief from the cold  
133. under the following conditions:

134. a. When the wind chill index is forecast, or actually  
135. reaches the very cold level, the employer will allow  
136. employees wide latitude in working periods. Individual  
137. needs will be considered in allowing employees access  
138. to warm areas for relief from the cold.

139. b. When the wind chill index reaches the bitter cold  
140. level, outside activities will be curtailed, except for

141. emergencies. Employees will be allowed sufficient rest  
142. periods to prevent frostbite or injury. Work, such as  
143. maintenance of tools and equipment, which can be  
144. performed indoors will be carried on during period(s)  
145. of bitter cold.

146. c. When the wind chill reaches the extreme cold level,  
147. all outside activities, except emergencies, will be  
148. halted and employees who cannot be gainfully employed  
149. at other duties will be released on administrative  
150. excused time.

151. d. During periods of cold weather, employees who work  
152. in improperly heated buildings will be permitted access  
153. to warm areas with sufficient frequency to prevent  
154. suffering from the cold. This will, of necessity, be  
155. on an individual need basis as individuals react  
156. differently to cold temperatures. See dry bulb chart  
157. on next page.

158. SECTION 3. Group dismissal of employees, under conditions  
159. three (3) and four (4) will be made only when working  
160. conditions are considered intolerable and endanger the  
161. health of all members of the group and they cannot be  
162. assigned to other work where these conditions do not exist.  
163. Only the XVIII Airborne Corps Commander has the Authority  
164. to grant group dismissals.

165. SECTION 4. When circumstances require employees to work in  
166. temperatures in excess of 95F degrees, or 35F degrees and  
167. below, the Employer will take whatever action is  
168. appropriate under the provisions of this Article to arrange  
169. better working conditions for employees.(For example  
170. provide fans for extreme heat or additional heaters for  
171. extreme cold or move to another work location) These  
172. provisions will not apply in work areas which habitually  
173. involve exposure to extreme temperatures and for which  
174. protective clothing, equipment, or other devices are  
175. provided by the Employer.

176. SECTION 5. The Employer will make reasonable efforts to  
177. notify the Union of condition(s) necessitating closing all  
178. or part of the activity or release of employees, as soon as  
179. practicable after a decision is reached.

180. SECTION 6. All other emergency situations (other than  
181. adverse weather) will be accomplished in accordance with  
182. law, rule(s) and/or regulations.