

From: [Commissioner, DOT \(DOT sponsored\)](#)
To: [DOT All Staff](#)
Cc: [Pannone, Dom M \(GOV\)](#)
Subject: Department Telework Update
Date: Tuesday, June 30, 2020 12:13:33 PM
Importance: High

Dear DOT&PF Team:

As we move into warmer weather, many of you may have had spring or summer plans altered due to Covid-19, and it's been a long three months since many department employees began teleworking. Some of you may be frustrated that getting back to 'normal' is taking longer than expected. Or you may be dealing with stress and anxiety over what the new 'normal' will be. I hear your concerns and encourage you to look for the good. Thanks to incredibly dedicated and hardworking employees, in spite of all the challenges, we've been able to do our important work for the people of Alaska.

In my communication to all of you last month, I said we would be reviewing all telework agreements again in late June – and here we are. While we are seeing the state re-open for business in a measured approach and travel restrictions modified or lifted, the virus is still very much with us. We're all being called upon to do our part to help prevent the spread of Covid-19 and keep Alaskans safe. As an employer, the State of Alaska continues to encourage employees to work from home if possible. **That message has not changed.**

To that end, the department will continue to extend the situational telework agreements for those who are successful at it and want to continue telecommuting. This option does not work for all situations and is not a defined employee benefit or right. At this time, there is no defined timeline for staff to return to the office; however, there are a number of issues that your leadership team must take into consideration, including the establishment of building protocols, staff who want to return to the office either full or part time, and how to accommodate that in a safe manner. Please work directly with your supervisor to establish what works best for you and your individual team.

The department's Covid-19 Operating Plan for Offices is still in effect and can be found on the intranet at the following link: <https://web.dot.state.ak.us/comm/covid-office-operating-plan.shtml>. Please review and follow the plan to keep yourself and your co-workers safe and healthy, and *look for newly updated information to be posted in the next few days.*

The transition to working from home happened fast, and while I know there were countless details that went into that process I'm impressed at the work that went into making a fairly drastic change happen so efficiently. I'm encouraged by how well teleworking is going for our employees – for the most part it's been a great success. To the 700 plus employees able to transition to telecommuting without a loss of productivity, congratulations! To everyone else who continue working from our many office locations and duty stations, I salute you. Your commitment to success, regardless of work location, is what makes our department thrive in challenging situations.

Thank you for all you do. Your patience and flexibility helps set the tone for how we continue to move forward and *Keep Alaska Moving through service and infrastructure.*

Please stay safe and healthy.

John MacKinnon

Commissioner