

COVID-19 Time Coding Updates and Anthem Health Plan Enhancement

Apr 13, 2020



The health and safety of our employees and their families remain FirstEnergy's top priority. To help ensure this, we continue to emphasize that sick employees should stay at home to minimize the spread of illness. Given the evolution of this public health emergency, time coding guidance for COVID-19 that was previously issued is being updated.

Summary of COVID-19-time coding [updates](#)*:

- Use code CV19 for any illness with COVID-19 related symptoms. This code was recently created and provides employees with straight time, regular pay
- Employees experiencing COVID-19-like symptoms should stay on CV19 – even after a negative COVID-19 test result – until they are able to return to work, in order to encourage sick employees to stay home
- No validation will be required from a healthcare provider of an absence for a respiratory /flu-like illness to help minimize the spread of illness and the fact that healthcare providers may not be able to provide documentation in a timely manner given the current volume of illness
- Employees with COVID-19 symptoms will need to follow the Corporate Health and Safety COVID-19 process before returning to work. All other return to work situations should follow the normal process.

How Will I Know When it's Time to Return to the Office?

For employees who have been working remotely in response to COVID-19, we're committed to keeping you informed about when it's time to return to your normal work location. To help you plan, we'll provide at least one-week's notice prior to work locations reopening. We anticipate there will be many factors that will need to be taken into consideration at that time, including state mandates and the continued need for flexibility due to family obligations.

Non-bargaining employees who need to make any timesheet adjustments as a result of this updated guidance can do so retroactive to March 16, 2020. Any adjustments should be discussed with your supervisor since they are responsible for reviewing and approving time for employees within their work groups. Please contact your local Human Resource representative with any questions.

Anthem Health Plan

Additional changes have been made to the FirstEnergy Anthem health plan to remove the burden of costs related to COVID-19 from FirstEnergy families and provide greater access to care. The following changes will be in place until June 30:

- **Treatment for COVID-19**

Treatment after being diagnosed for COVID-19 will be covered with no member cost sharing. Treatment for COVID-19 continues to evolve and includes services such as inpatient and outpatient services, respiratory services, durable medical equipment, and skilled care needs at both in and out-of-network providers.

- **Telehealth services**

Cost sharing will be waived for all covered services appropriate for telehealth when using Anthem's telemedicine service, [LiveHealth Online](#), or other telehealth providers delivering virtual care. Visits through LiveHealth typically cost \$59 if a member has not yet met their deductible. This cost will be fully covered by the plan. Register for an account at livehealthonline.com or through the LiveHealth Online mobile app.

The waiver of cost sharing for COVID-19 treatment and for telehealth means these services will not be subject to deductibles or coinsurance under FirstEnergy's self-insured health plan during this time. As previously announced, the plan also covers testing for COVID-19 in full, with member out-of-pocket costs waived.

**Bargaining employees should refer to their respective collective bargaining agreement and recently signed Memorandums of Agreement on this topic.*