

Employees' Workplace Return Date Extended to No Sooner Than June 1, 2021

Nov 19, 2020



FIRSTENERGY
WORKPLACE RETURN
GUIDE



KEEPING EMPLOYEES HEALTHY AND SAFE

Due to the increasing cases of COVID-19 across our service territory, as well as other related factors, the Workplace Return date has been extended to no sooner than June 1, 2021.

"This extension will allow time for case counts to decrease – and maybe even time for a vaccine to be approved and distributed," said **Dave Winston**, director of Labor, Employee Relations and Corporate Safety.

Other considerations that factored into extending the workplace return date include:

- Mandatory mask requirements in all states we serve
- Restrictions on large gatherings and travel
- State recommendations to work from home where possible
- Ongoing family obligations such as school schedules, daycare and elder care
- Uncertainty around family care needs (nursing homes, childcare, school schedules)
- A majority of our peer utilities are not planning to return employees until June
- A vaccine is not yet available
- Feedback from employees and leadership indicates that employees are continuing to work from home effectively.

From an operations perspective, our workforce is safe and productive under current work arrangements. For example, OSHA year-to-date incidents are significantly lower than historical results, training programs are ongoing, FirstEnergy reliability results are near targets and regulatory work remains on schedule.

When employees do begin the systematic return to the workplace, work has been underway since March to ensure a safe environment in facilities across our service territory. "We've installed vertical partitions, safety signage and sanitation stations in all work locations," said **Bob Gibson**, manager of

Facility Operations. Sanitation stations include masks, gloves and hand sanitizer for all employees to use as needed. Future updates on the Workplace Return Team's progress will be shared on the *FirstEnergy Today* portal, the [Corporate Health & Safety SharePoint](#) site and [MyFirstRewards.com](#). Please print and post important information for employees who do not have access to the portal routinely.