

Employees Working from Home will not be Required to Return to Workplace Before June 29

May 04, 2020



One constant throughout the COVID-19 public health emergency has been our commitment to keeping employees safe while providing the power our customers need. As state governments lay out plans for reopening businesses, our prudent and deliberate approach will not change.

While businesses slowly begin to reopen, we will take a measured approach to returning to the workplace those employees who have been working remotely. We will continue to monitor conditions, evaluate directives from state leaders, and consult with medical experts including the Centers for Disease Control and Prevention (CDC) and the World Health Organization (WHO).

In his most recent video message to employees, President and CEO **Chuck Jones** said, “I want to again say that you and your families remain our number one priority. Keeping you safe is more important than a return to normalcy. So, while stay at home orders in some of our states may soon be lifted, we are going to be much more cautious at FirstEnergy.”

In light of this, our Workplace Return Plan team is developing a smooth and orderly return-to-work process, enabling business operations to continue in a safe, healthy and productive manner. But because our employees, whether working remotely or not, have effectively managed our operations and continued to perform well throughout this ever-evolving situation, there is no urgent need for employees who work remotely to immediately return to the workplace.

As a result, employees who have been working from home will not be required to return to the workplace any sooner than June 29. “We are communicating all of this now so that you know what’s coming – or what’s not coming,” said Chuck. “We want you to be able to stay focused on your families and doing the best you can with your remote work without worrying about being forced to return to the workplace too quickly.”

Instead, the team will take this time to assess the lessons learned from companies returning to work sooner to ensure our plan implements best practices. The extra time will also allow us to make some modifications to the workplace to support social distancing, conduct training and build up an inventory of items like masks and hand sanitizer to ensure our ongoing health and safety.

It’s important to note that a return to work will be gradual and will most likely be rolled out in a staged process, with a great deal of flexibility during the roll-out process to accommodate employees with health conditions, family obligations or concerns about personal health and safety.

By June 15, we will notify employees if the start of our return to the workplace will occur on June 29 or if that date will be extended. “If we believe in mid-June we can move safely toward bringing people back to the workplace at the end of the month, we will be able to give you two weeks’ advanced notice,” Chuck said. “If we think it makes sense to extend in mid-June, then we will tell you that at that time.” Employees and supervisors will continue to be updated on the progress of the Workplace Return Plan team.

Information 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.