

Time Off for Voting on Nov. 3

Sep 29, 2020



FirstEnergy encourages all employees to vote and is taking steps to support employees' participation in the upcoming election – including paid time off for voting for non-bargaining employees on Nov. 3, 2020. Providing paid time for voting is one way FirstEnergy can support social justice efforts and ensure employees have the opportunity to participate in our country's electoral process. *For bargaining unit employees, FirstEnergy will work with union leadership to discuss this paid time off option for voting on Nov. 3.*

The following modifications are in place to support employees' availability to vote in the election on Nov. 3, 2020:

- Non-bargaining employees may take up to four hours of paid time off to vote on election day.
 - Employees should request time off to vote from their supervisor. Advanced notice is required so that department scheduling may be determined. While every effort will be made to accommodate employee requests, it may not be possible in every situation due to the complexity of our operations. **Time code VOTE should be used for the time needed to vote.**
 - Employees should vote in the method that they prefer – whether that's mail-in ballots or in person, based on what is supported in the state in which they live. If an employee votes during a time that is outside of their normal work schedule, participates in early voting or votes by absentee ballot, paid time for voting would not apply.
- Where possible, meetings should not be scheduled across the company on election day, Nov. 3, and flexibility in scheduling should be encouraged to allow greater availability for employees to go to the polls. This does not include safety-related meetings or pre-job briefings.

Contact your supervisor or local Human Resource representative with any questions.