

## More COVID-19 Tests Available to Help Keep Employees Safe

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**FROM:** Exelon Nuclear Communications

As previously communicated, OHS has been performing diagnostic COVID-19 testing to mitigate virus spread and maintain a safe working environment. Exelon developed OHS diagnostic testing capabilities to improve safety in the workplace and address the impact external factors can have on test availability. External testing facilities also will continue to support the overall response to COVID-19 cases.

OHS testing will primarily fall into three general categories: reactive testing, sequester testing and proactive testing, as well as some additional limited circumstances determined by OHS.

- Reactive testing will be used in cases where individuals become symptomatic at work and for those who have come into close contact with them in the workplace. It may also be used to return-to-work individuals who have outside-of-work close contacts.
  - The testing approach will be consistent with CDC and OHS guidance to mitigate virus spread to other employees and the individuals' families. Testing will typically be conducted in the OHS office or at a company location set up for testing. OHS will provide the necessary guidance and instructions.
- Sequestration testing will be used if there is a need to sequester individuals. **There is currently no need to sequester individuals** based on everyone doing their part to minimize COVID-19 virus spread at work and while away from work.
  - Sequestration testing will be used to ensure individuals entering and exiting the sequester pool do not carry the virus to their families or the sequestration pool. If there is a need to conduct sequestration and sequestration testing, the details and logistics of the testing will be communicated at that time.
- Proactive testing in general will be used for situations where there is a higher risk to introduce and spread the virus. Initiation of proactive testing will be dependent on many factors, including the current pandemic situation and work environment. It will be tailored to support each Operating Company and Business Unit.
  - An example where proactive testing may be initiated for Nuclear is a refueling outage where more people than usual, some external to the station, are working together in circumstances vulnerable to virus spread. As you know, we were very successful mitigating COVID-19 spread during the spring outage season, and the mitigating actions taken then will continue.
  - Proactive testing will be another mitigating action available to be used depending on the pandemic circumstances. When a situation warrants proactive testing, the plan and logistics will be communicated to the affected work groups.

At this time, antibody testing is not being used by Exelon, based on accuracy of the testing. OHS will use a nares (nasal) or saliva diagnostic test. Unlike the other diagnostic tests used at the beginning of the pandemic, these nares and saliva tests are more available, accurate and comfortable. They are also safer because they do not prompt sneezing or coughing-causing conditions that could potentially lead to virus spread.

If OHS asks you to be tested, you need to be tested in order to either be released to continue working or be eligible for COVID-19 pay continuation. This includes employees who are on quarantine due to their own confirmed or suspected exposure. Your eligibility to be paid during quarantine will be conditioned on getting tested and providing any documentation required by OHS. OHS will provide you with the necessary testing details and has arranged to make it convenient for employees to be tested either by OHS or a third-party service.

**See below for a general Q&A about COVID-19 diagnostic testing. If you have additional questions, please contact your OHS or HR representative.**

#### **What if I get sick while I'm not at a work location?**

Employees who become sick outside of work, or have been in close contact with a family member or another individual with a suspected or positive case of COVID-19, should go to a location or healthcare provider of their choosing, or OHS can help identify testing options and locations.

As with all paid leave benefits, COVID-19 pay continuation may be conditional on medical support and documentation, including required diagnostic testing. OHS will provide you with the necessary testing details. In the absence of symptoms, if the test comes back negative, you would be released to return to work. If it is positive, you would be quarantined and continue with COVID-19 pay continuation.

#### **Do I have to get tested?**

Yes, if OHS directs you to get diagnostic testing, you are required to do so to be eligible for COVID-19 pay continuation and/or to be released to return to work.

#### **What if I refuse?**

You will not be released to return to work until cleared by OHS, which may include required diagnostic testing. You would not be eligible for COVID-19 related pay continuation during your quarantine period, which may be unpaid time off work.

#### **Can I get tested at my doctor's office or somewhere else?**

You can go to a location or healthcare provider of your choosing, or OHS can help identify testing locations. OHS will provide you with the necessary testing details. You will be required to provide documentation of your testing and the results from the test facility (or your physician), whether you get tested on your own or if OHS assists with setting up the testing.

#### **Don't the tests have high false results?**

The test kits Exelon has chosen for OHS administration have a very high sensitivity and specificity rate allowing for more accurate results. Additionally, OHS will send the test specimen directly to a lab for processing over several hours, which decreases the chance of a false result.

#### **Who will have access to my test results if OHS administers the test?**

Test results will be treated as confidential medical information, as required by applicable law. OHS and the lab conducting the diagnostic testing will have access to the test results and will share

your results with you. Positive tests may be communicated with your consent or on a business need-to-know for close contact tracing, cleaning and other safety protocols.

**What kind of documentation is required to prove I was tested?**

OHS will advise what medical documentation is required for diagnostic testing results.

**Will I still get COVID-19 pay continuation if I'm taking care of a COVID-19-positive family member in my household?**

To be eligible for COVID-19 pay continuation, you will need to provide documentation of your family member's COVID-19 positive diagnostic test results and continued documentation to substantiate the family member's status, as required by OHS.

**Will I need to get tested more than once?**

Yes, that may be the case. OHS may require diagnostic testing on a repeating basis, if needed, to ensure the health and safety of employees and customers.

**How quickly do test results come back?**

The laboratories Exelon is using have guaranteed us results within 24-48 hours.

**If I'm quarantined and get tested as required by OHS, but the results don't come back for two more days, do I have to use my sick time?**

You will be eligible for COVID-19 pay continuation while diagnostic test results are pending, if you get tested and provide the results to OHS within the time period specified by OHS.