

Supervisory Brief

Information for nuclear &
embedded supervisors



Nuclear Re-Entry Task Force Update: Return-To-Work Preparations

DATE: August 5, 2020

FROM: Dave Rhoades, COO, Fleet Operations

INSTRUCTIONS: *Please share the following information with your employees.*

Earlier this week, Bridget Reidy, COO, Exelon BSC, and leader of the Responsible Re-entry Task Force, provided an update on the responsible re-entry process, which included a postponement of the Phase 1 re-entry for remote workers to at least Jan. 1, 2021. A decision will be made in November confirming the re-entry date to ensure employees have a minimum of five weeks' notice.

Nuclear continues to move forward with responsible re-entry for business needs, including outages, as well as the responsible remote worker re-entry that will now begin in 2021. There has been significant work completed in preparation for the re-entry of remote workers to traditional work locations. As discussed in [last week's communication](#), surveys of remote and on-site workers helped guide our progress in this effort.

- First, managers conducted discussions with about 4,700 remote workers in nuclear to understand the business impacts from being remote and what functions would improve business performance and should be prioritized to return first.
- The intent of limiting Phase I return to approximately 25% capacity of the office area is to limit risk to staff and monitor for any consequences.
- We have learned that many functions can be conducted remotely with minimal disruption to the business unit or employees, and we want to maintain that option going forward during the pandemic, as long as there are no adverse impacts to co-workers or the business.

Phase I includes any employees who will return full time or in any combination of part work facility/part remote work. Our preliminary review identified approximately 1,500 people across the fleet who will return to a company facility at some frequency during Phase I. About 40 actions to prepare our facilities for the reintroduction of remote workers based on the CDC guidelines and external benchmarking will be complete by mid-August. These actions include continuing to limit capacity of meeting rooms and office areas, common kitchen controls, and standard signage.

While it is recognized that social distancing and face mask/shield use are the most important factors limiting the spread of the virus, we will need to be very diligent with these controls as the population at our facilities increases. For months now our essential workers on site have adapted to these new protocols, and they will be our key ambassadors to assist those returning to the work sites, who will again adjust to a new work environment.

We will continue to call remote workers back to facilities to support business needs. Facilities continue to be safe for access and now benefit from standard governance.

The company is establishing a playbook to help guide our efforts in returning to a new norm at our stations, which will be shared with supervisors in the coming weeks.