

Subject: MESSAGE FROM MARK: Coronavirus Update



PLEASE PRINT AND POST FOR ALL EMPLOYEES

As each day brings more major events and announcements, we continue to adapt our plans to minimize the risk of spreading COVID -19 while providing the critical supply of electricity to customers throughout the province.

We are taking decisive action based on the latest updates from public health authorities and all levels of government. I also want to thank employees for the concerns that were raised on Tuesday's all-employee call. To keep you safe we have **escalated our response and will focus our operations on critical work only** until further notice. We consider work as critical if it has a direct impact on system safety, reliability or service to customers.

We briefed senior leadership this morning and have asked them to identify and postpone non-critical work. As part of this change, employees may be asked to stay home until further notice. Employees already working from home should continue to do so. All employees should continue to practise good hygiene and social distancing as you may be required to return to the workplace. You will be learning more about what all of this means from your leadership team in the coming days.

Some examples of **non-critical** work will include:

- Tower coating
- Non-urgent wood pole replacements
- PCB sampling
- Non-essential training

We also heard the concern regarding time off and financial assistance for people who need to self-isolate.

I am pleased to announce that **we will be providing financial support for employees**. If as a result of COVID-19, we direct you to be out of the workplace and do not give you the ability to work from home, you will continue to receive your regular base pay. This applies regardless of

your representation or employment status; regardless if it is self-isolation, COVID-19 illness, or a work slowdown; and will be in effect until April 5, 2020.

The Prime Minister has announced financial aid for Canadians and industry, including changes to financial support programs such as employment insurance. We are providing this financial assistance on an interim basis until April 5 to allow time for these measures to be put in place.

Thank you all for your continued dedication during these unprecedented and challenging times. I want to assure you that our two top priorities are always the safety of our employees and providing service to families, businesses and, importantly, health care institutions.

Stay safe,
Mark

FOR MORE INFORMATION

Visit the COVID-19 resource page on [HydroNet](#) to learn more about steps you can take to protect yourself, your family and co-workers.