



CHARGE



CORONAVIRUS UPDATE

MARCH 24, 2020

- Thinking back to 2019
- Current virus status
- Work status
- Staffing path forward
- EPSL
- What we need from everyone
- Other corporate initiatives
- Questions and answers



A blue-tinted photograph of four construction workers in hard hats and safety vests. One worker in the foreground is holding and pointing to a set of plans. In the background, there is a Bobcat excavator and a traffic cone. The text "THINKING BACK TO 2019" is overlaid in white.

THINKING BACK TO 2019

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- PG&E Bankruptcy
- What did we learn?
- Similarities between this current challenge and last year's challenge



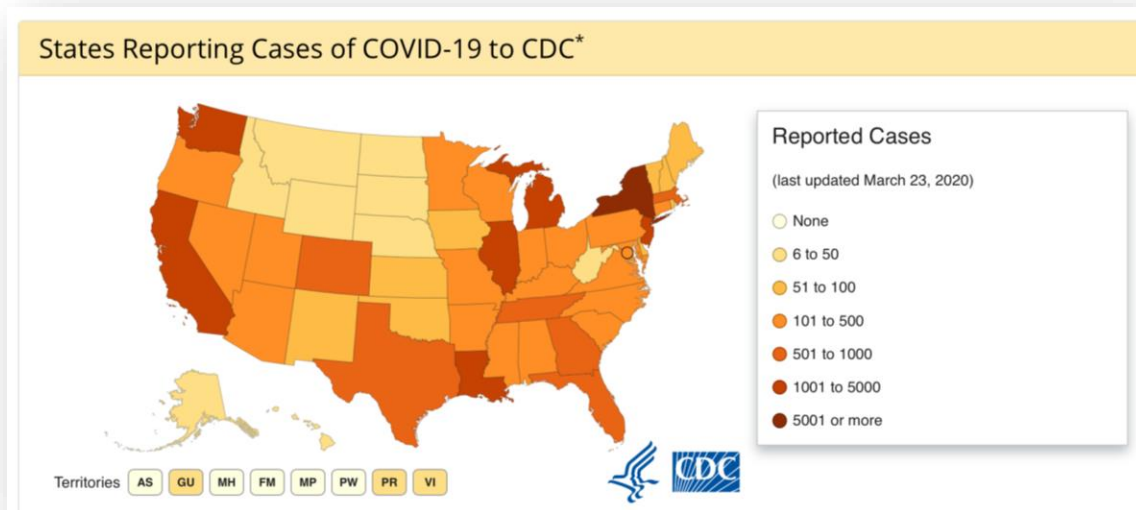
A blue-tinted photograph of a construction site. In the center, a large, square concrete manhole cover is being lowered into a deep trench by a crane. Two workers in hard hats and safety vests are guiding the cover. To the left, another worker stands near a pile of pipes. To the right, a worker is visible near a wooden frame. The background shows a residential street with houses and trees.

CURRENT STATUS

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Coronavirus Update

- This is a threat we take seriously and we are doing our part to flatten the curve:
 - Working from home
 - Adjusted project meetings
 - Safety meetings
- Governor's order to stay-at-home
 - Issued 3/20/20
 - "essential" jobs included those in energy



Project/Program Updates

- Latest information indicates the following work will continue:
 - VPI – High Speed Rail, Fire Hardening, Tags, Emergency work and Woodland
 - VPC North – Aldyl-A (though potentially in a reduced manner) and Risers
 - Bore – internal and external support
 - Engineering – Copper and Butte County
- Work to be deferred:
 - Mobile Home Park
- On the horizon:
 - Butte County rebuild
 - Southern CA Gas



STAFFING PATH FORWARD



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Benefit Explanation

- Field and support roles
- Families First Coronavirus Response Act signed on March 18 allows for:
 - Emergency Paid Sick Leave
 - Extension of Family Medical Leave
- Questions you might be asking
 - Is this a lay-off?
 - How will I know if I am affected?
 - When will work resume at a normal level?



Emergency Paid Sick Leave Pay Dates

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
15	16	17	18	19	20	21
	WORK WEEK 1					
22	23	24	25	26	27	28
					Pay Date 1	
	WORK WEEK 2					
29	30	31	1	2	3	4
					Pay Date 2	
	PTO – 24 Hrs			EPSL – 16 Hrs		
5	6	7	8	9	10	11
					Pay Date 3	
	EPSL – 40 Hrs					
12	13	14	15	16	17	18
	EPSL – 24 Hrs				Pay Date 4	
19	20	21	22	23	24	25
					Pay Date 5	
26	27	28	29	30	1	2
	Question – what if this goes longer?					

Emergency Paid Sick Leave

- Created a website that has information posted www.chargeepc.com/covid19
- Created a document that describes in more detail the 2 benefits and posted to this site
- If you are using the emergency paid sick leave, complete the form and submit to Summer

CHARGE ABOUT US CAPABILITIES PROJECTS CAREERS CONTACT

COVID-19 RESOURCES

During this unprecedented time for our company and our communities, we want you to know we are here to offer our full support.

Submit Your Covid-19 Questions

Fill out the form below to submit any questions or concerns related to the Covid-19 pandemic, and how we at Charge are monitoring and handling the situation.

Please respond to my question or concern:

☐ Anonymously via company-wide emails

☐ Directly via email or phone

Subject:

Enter your question or comment:

Submit

Related Resources

We have assembled this collection of documents in a central location for your convenience. Click the link to view and download the PDF resource.

03/24/20 [Coronavirus Update and Benefit Explanation](#)

03/24/20 [Coronavirus Update and Benefit Explanation \(Spanish\)](#)

03/23/20 [Safety Newsletter](#)

[Request Form - Time Off](#)

[CDC - Coronavirus Information](#)

[CA EDD - Coronavirus & Employment Information](#)

TIME OFF REQUEST FORM

EMPLOYEE INFORMATION

NAME: _____

TODAY'S DATE: _____ DEPARTMENT: Office

VACATION DAYS AVAILABLE: _____ AS OF (DATE): _____

NUMBER OF DAYS REQUESTED: _____

STARTING ON: _____ ENDING ON: _____

I WILL RETURN TO WORK ON: _____

TYPE OF REQUEST

☐ VACATION ☐ MILITARY LEAVE

☐ PERSONAL LEAVE ☐ FAMILY/MEDICAL LEAVE

☐ BEREAVEMENT ☐ SICK TIME

☐ LEAVE JURY DUTY ☐ FLOATING HOLIDAY

☒ **EMERGENCY PAID SICK LEAVE (EPSL)**

EMPLOYEE CERTIFICATION

I understand that time away from work is subject to management approval and company policies.

Employee Signature: _____ Date: _____

Please leave the phone number and email where you want us to contact you. We will be sending out messages regularly so everyone is informed.

Phone: _____ Email: _____

What we need from everyone

- Patience
- Optimism
- Continue to over-communicate
- Stay healthy & follow federal and state guidelines
- Focus on our mental health



After a disaster, it is important to take care of your emotional health. Pay attention to how you and your family members are feeling and acting.

Taking care of your emotional health will help you think clearly and react to urgent needs to protect yourself and your loved ones.

Follow these tips to help you and your family recover or find support.

Steps to Care for Yourself

- Take Care of Your Body
 - » Try to eat healthy, exercise regularly, get plenty of sleep, and avoid alcohol and other drugs.
- Connect
 - » Share your feelings with a friend or family member. Maintain relationships and rely on your support system.
- Take Breaks
 - » Make time to unwind. Try to return to activities that you enjoy.
- Stay Informed
 - » Watch for news updates from reliable officials.
- Avoid
 - » Avoid excessive exposure to media coverage of the event.
- Ask for Help
 - » Talk to a clergy member, counselor, or doctor or contact the SAMHSA helpline helpline at 1-800-985-5990 or text TalkWithUs to 66746.

How to Help Your Children

- Talk with them.
 - » Share age-appropriate information.
 - » Reassure them.
 - » Address rumors.
 - » Answer questions.
- Set a good example by taking care of yourself.
- Limit exposure to media and social media coverage of the event.

Common Signs of Distress

- Feelings of shock, numbness, or disbelief
- Change in energy or activity levels
- Difficulty concentrating
- Changes in appetite
- Sleeping problems or nightmares
- Feeling anxious, fearful, or angry
- Headaches, body pain, or skin rashes
- Chronic health problems get worse
- Increased use of alcohol, tobacco, or other drugs

Seek help from your healthcare provider if these stress reactions interfere with your daily activities for several days in a row.

Substance Abuse and Mental Health Services Administration's (SAMHSA's) Disaster Distress Hotline: 1-800-985-5990 or text TalkWithUs to 66746.



People with deafness or hearing loss can use their preferred relay service to call 1-800-985-5990.

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CORPORATE INITIATIVES

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Corporate Initiatives

- Robocall system
 - Support the local economy
 - Donation of N95 masks
 - Equipment acquisition
 - Scholarship announcement
 - Newsletter
-
- And.... Some other good news.



CHARGE EMPPOWER SCHOLARSHIP PROGRAM

ARE YOU A CHARGE EMPLOYEE WITH FAMILY MEMBERS CURRENTLY IN COLLEGE, OR PLANNING TO ATTEND COLLEGE?

Charge is rolling out a new scholarship award program available to direct and extended family members of Charge companies, including Accu-Bore Directional [ABD], Veteran Power Infrastructure [VPI] and Veteran Pipeline Construction [VPC].

Scholarships are open to high school seniors and those currently in their freshman, sophomore or junior year of college. Spouses, children, siblings, parents, aunts, uncles, cousins, etc. are all encouraged to apply.

The deadline for 2020 awards is April 15, 2020. Winners will be notified by April 30, 2020.

Download an application from ChargeEPC.com/scholarship

Submit completed applications and essays via email to careers@chargeEPC.com


Application forms are also available by visiting the main office at 511 E Channel Road in Benicia and requesting a copy from the Human Resources Department.

DEADLINE TO APPLY
APRIL 15, 2020

REQUIRED ITEMS

- High school/college information
- GPA
- Extracurricular activities
- Course of study
- 250-word essay describing your future plans

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A blue-tinted photograph of a construction site. In the foreground, a large, striped traffic cone is partially visible. A group of about ten construction workers, wearing hard hats and safety vests, are standing in a line across the middle ground, looking towards the right. In the background, there are trees, a utility pole, and some construction materials. The overall scene is dimly lit, suggesting an overcast day or early morning/late afternoon.

QUESTIONS?

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