

COVID-19 Response: Purchased Vacation

If you chose to purchase vacation for 2020, you may elect to stop doing so during the special mid-year open enrolment period from Tuesday, May 26 through Friday, June 5, 2020. This is the only change you may make; you cannot reduce the number of hours purchased, or sell purchased vacation hours back to Chemours. If you opt to continue to purchase vacation for the remainder of 2020, the payroll deduction will not be adjusted to reflect changes to your base salary.

Plan to use your purchased vacation

Taking time away from work is important for maintaining your physical and mental well-being. This is especially true now with the uncertainties and stress brought about by the COVID-19 pandemic.

When you use your purchased vacation, we will use your reduced salary to calculate your vacation pay. To compensate you for reduced work schedule or the discrepancy between your regular pay rate when you purchased the vacation and your reduced rate, we will grant you additional vacation hours to help offset the difference, calculated based on 10% of your purchased vacation hours. For example, if you purchased 40 hours, you will receive an additional 4 hours of purchased vacation and this represents 10% of your 40 purchased vacation hours.

Terminations: If an employee's employment with Chemours ends and the employee has unused purchased vacation at the time of termination, the employee will be reimbursed the amount that was paid for the unused purchased vacation. An employee who has not paid for all purchased vacation that has been used before the date of termination, will be expected to pay for the used purchase vacation in a lump-sum reduction from the employee's final paycheck.

If you have questions, please contact GlobalRewards@chemours.com.