



PG&E's Medical Leave and Paid Family Leave Benefits

Utility IBEW and SEIU-represented employees

Voluntary Disability and Paid Family Leave Benefit Plan (Voluntary Plan)

Eligible California Pacific Gas and Electric (Utility) employees are automatically covered under the Voluntary Plan unless they opt out/reject coverage and are covered under the State Disability and Paid Family Leave Plan.

For more information about Voluntary Plan eligibility and benefits, click [here](#).

Note: The receipt of any paid time runs concurrently with FMLA/CFRA/PDL and does not extend the 12-week FMLA/CFRA entitlement or 4-month PDL entitlement. Voluntary Plan and Wage Continuation benefits also run concurrently with company leaves and do not extend the maximum length of leave.

Medical Leave and Voluntary Plan Disability Insurance (VPDI) benefits—eff. Jan 1, 2018

- You must exhaust your available sick pay prior to being eligible for VDI benefits.
- There is a 7 consecutive calendar day waiting period (waived under certain circumstances).
 - If you do not have sick pay you may elect to use vacation pay, floating holidays, or in-lieu of days or you may be unpaid during the waiting period. You cannot use vacation pay or any other company paid time after your sick pay ends and in conjunction with your VDI benefits.
- After the waiting period, or after all your available sick pay ends, whichever occurs later, VPDI provides 60%¹ of your pre-disability weekly wage rate for up to 52 weeks.
 - **VDI benefits are not capped (no weekly maximum).**
 - VDI benefits are non-taxable.
- Apply with Sedgwick for VDI benefits and your leave of absence.
- You cannot use vacation pay after your sick pay ends and in conjunction with your VDI benefits.
- VDI benefits will be issued on the same day as your normal payroll cycle via a separate transaction from any other pay type and issued according to your current pay designation (direct deposit or live paycheck).
- VDI benefits are weekly benefits. Your monthly pay will be converted to a weekly amount in order to calculate your VDI continuation benefits (monthly pay x 12 / 52 = weekly base pay amount).



Paid Family Leave (PFL): Leave to Bond with a New Child or Family Care—eff. Jan 1, 2018

If you're a California Utility employee and you opt out of the Voluntary Plan, you are not eligible to receive PG&E PFL wage continuation benefits.

- There is no waiting period.
- VPFL provides approximately 60%¹ of your pre-leave basic wage rate.
- PFL wage continuation supplements VPFL benefits up to an equivalent of 100%¹ of your basic wage rate on the day prior to your first day of family care leave or bonding leave.
 - There is no cap to the 60% VPFL or 100% PFL wage continuation benefits.
 - VPFL benefits are federally taxable; PFL wage continuation benefits are taxable at the same rate as regular pay.
- Apply with Sedgwick for VPFL and PFL wage continuations benefits and your leave of absence.
- You cannot use vacation pay in conjunction with your VPFL and PFL wage continuation benefits.
- If you are eligible for PFL benefits when your bonding leave starts, you must receive these first. You're required to take leave under the FMLA, CFRA and the Company Bonding leave (CBL) at the same time you are receiving VPFL and PG&E PFL wage continuation benefits.



¹ 55% with no weekly cap for hiring hall, outage, temporary additional, probationary intermittent, interns and summer hire employees; not eligible for wage continuation benefits. If eligible for benefits, at no time will your weekly benefit amount under the Voluntary Plan be less than what the state would have otherwise provided. State benefits are 60% for individuals who earned 1/3 or more of the state's average quarterly wage during the base period or 70% for individuals who earned 1/3 or less than the state's average quarterly wage, divided by 13 for a weekly amount, up to a maximum of \$1,216/week, whichever is less. Amounts are for periods of disability commencing on or after January 1, 2018, but before January 1, 2022.

Voluntary Plan benefits are wage replacement benefits only and are not a type of leave of absence. Information about your eligibility for Voluntary Plan benefits and types of leaves of absence you may be eligible for can be found on [mypgbenefits.com](#).

This document provides a summary of certain benefits available to you. In the event of any conflict between the terms of this document and any formal plan or policy document governing the benefits, the terms of the formal plan or policy document will control.

PFL: Leave to Bond with a New Child or Family Care, continued

- You will receive two separate transactions (VPFL benefits and PFL wage continuation benefits) on the same payday through your normal pay cycle from PG&E (via direct deposit or live paychecks).
- VPFL and PFL wage continuation benefits are weekly benefits. Your monthly pay will be converted to a weekly amount in order to calculate your benefits (monthly pay x 12 / 52 = weekly base pay amount).
- There is a wage loss calculation to determine both VPFL and wage continuation benefits, which means when taking intermittent leave, partial-day absences are generally counted as full-day absences.
- If you take subsequent leave periods for the same reason, your benefit amount will not change; it's based on your basic wage rate on the date prior to your first date of leave during your PFL benefit period.
- If you are a birth parent taking both pregnancy leave and bonding leave, your pregnancy disability leave and PFL for bonding are considered one benefit period. Therefore, your PFL benefits will be based on your basic wage rate prior to your pregnancy/disability leave and your VPFL benefits and VDI benefits will be the same weekly amount.

If PFL benefits exhaust and you remain out under a FMLA/CFRA leave:

- **Bonding Leave:** You may request to use available vacation/floating holidays at the end of your leave or you can choose to be unpaid. If you are using vacation/floating holidays after FMLA/CFRA exhausts, you will no longer be on a leave.
- **Family Care Leave:** you may request to use family sick leave or vacation/floating holidays at the end of your leave or you can choose to be unpaid. If you are using vacation/floating holidays after FMLA/CFRA exhausts, you will no longer be on a leave.
- You must return immediately following the use of paid time.

California State Disability and Paid Family Leave Insurance Plan (State Plan)

Employees who opted out of the Voluntary Plan and are covered under the State Plan

- Apply with Sedgwick for your leave of absence.
- Apply with the [California Employment Development Department \(EDD\)](#) for CA SDI/PFL benefits; CA SDI/PFL benefit payments are made through a debit card.
- CA SDI/PFL uses a base period (prior 12-18 months of quarterly pay) to determine your eligible earnings.
- **CA SDI/PFL has a weekly cap of up to \$1,216 (2018 benefit amount).**

Medical Leave and California State Disability Insurance (CA SDI) benefits

- You must exhaust your available sick pay prior to being eligible for CA SDI benefits. After sick pay exhausts, you may request to use vacation pay, floating holidays, or in-lieu of days, if approved by supervisor in advance.
- Apply directly with the EDD if you don't have enough sick pay to cover the absences.
- There is a 7 consecutive calendar day unpaid waiting period (not waived). After sick pay, you may request to use vacation pay, floating holidays, or in-lieu of days or you may be unpaid during the waiting period.
- After the waiting period, or after all your available sick pay ends, whichever occurs later, CA SDI provides approximately 60%¹ of eligible earnings up to 52 weeks.
 - CA SDI benefits are non-taxable.
- When on a pregnancy leave, you have the option of using a combination of your sick, vacation, and/or floating holidays. If using paid time, it must be used at the beginning of your leave.



Family Care or Bonding Leave and California Paid Family Leave Insurance (CA PFL) benefits

- There is no waiting period for CA PFL benefits for events beginning in 2018.
- CA PFL provides approximately 60%¹ of eligible earnings up to 6 weeks within a 12-month period.
 - CA PFL benefits are federally taxable.
- **Bonding Leave:** You may request to use available vacation/floating holidays at the end of your leave or you can choose to be unpaid. If you are using vacation/floating holidays after FMLA/CFRA exhausts, you will no longer be on a leave.
- **Family Care Leave:** See the Family Care Pay Designation form on mypgbenefits.com for more information.



¹ State benefits are 60% for individuals who earned 1/3 or more of the state's average quarterly wage during the base period or 70% for individuals who earned 1/3 or less than the state's average quarterly wage, divided by 13 for a weekly amount, up to a maximum of \$1,216/week, whichever is less. Amounts are for periods of disability commencing on or after January 1, 2018, but before January 1, 2022.