



# 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

If, at the onset of absence, your leave of absence is eligible for FMLA/CFRA/PDL **and** Voluntary Plan Disability Insurance (VPDI) benefits, you can choose not to use your Sick time for the portion of your leave that is after the VPDI waiting period.

- Your sick pay will be used and exhausted first during your medical leave of absence, unless you affirmatively elect not to use it. If you elect **not** to use your sick time:
  - you will start collecting VPDI benefits after the waiting period has been satisfied. If the waiting period is waived, benefits will be payable beginning day one.
  - your election must be made through Sedgwick no later than 7 calendar days from the date of first absence or date the absence was reported, whichever is later.
  - all elections will be on a moving forward basis. Exceptions to retroactive changes will only apply to employees who were not medically able to make the elections at the onset of absence themselves (i.e. employee was in a coma).
  - if you are covered under PG&E's Long-Term Disability (LTD) Plan and your leave for a non-work-related injury or illness extends beyond the applicable LTD waiting period, there will be a delay in receipt of LTD benefit payments.
- There is a seven (7) consecutive day waiting period for VPDI (waivable). Your Sick Pay will be used during your waiting period.
  - 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.
- VPDI benefits cannot be received until the waiting period is satisfied. In addition, while receiving wages, including sick pay, which provide 100% of wages, you are not suffering a wage loss. If you begin suffering a wage loss, you may be able to receive VPDI, if otherwise eligible.
- VPDI provides 60%<sup>1</sup> of your pre-disability weekly wage rate for up to 52 weeks.
  - VPDI benefits are not capped (no weekly maximum) and are non-taxable.
- Apply with Sedgwick for VPDI benefits and your leave of absence.
- You cannot use vacation pay or any other company paid time after your sick pay ends and in conjunction with your VPDI benefits.
- VPDI 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).
- VPDI benefits are calculated as a weekly rate. Your monthly pay will be converted to a weekly amount in order to calculate your VPDI continuation benefits (monthly pay x 12 / 52 = weekly base pay amount).



<sup>1</sup> Hiring Hall, Temporary Additional and non-regular status intermittent: 55% VPDI/VPFL benefit; not eligible for wage continuation benefits. If the weekly Voluntary Plan benefit amount is lower than the weekly benefit amount using the calculation method under the State Plan, you will receive Voluntary Plan benefits equal to the State Plan rate. 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 those who earned 1/3 or less than the state's average quarterly wage, divided by 13 for a maximum weekly amount.

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.

## Paid Family Leave (PFL): Leave to Bond with a New Child, Family Care, or Military Event

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. PG&E's Paid Family Leave (PFL) Wage Continuation benefits supplement Voluntary Paid Family Leave benefits (VPFL) benefits for eligible employees who take approved time away from work to bond with a new child, to care for a family member with a serious health condition or to participate in a military event (qualifying exigency).

- There is no waiting period.
- VPFL provides approximately 60%<sup>1</sup> of your pre-leave basic wage rate.
- PFL wage continuation supplements VPFL benefits up to an equivalent of 100%<sup>1</sup> of your basic wage rate on the day prior to your first day of family care leave, bonding leave, or leave to participate in a military event.



- 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 continuation 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 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.
- 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 calculated based on a weekly rate. 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 and Military Event 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.

<sup>1</sup> Hiring Hall, Temporary Additional and non-regular status intermittent: 55% VPDI/VPFL benefit; not eligible for wage continuation benefits. If the weekly Voluntary Plan benefit amount is lower than the weekly benefit amount using the calculation method under the State Plan, you will receive Voluntary Plan benefits equal to the State Plan rate. 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 those who earned 1/3 or less than the state's average quarterly wage, divided by 13 for a weekly maximum amount.

## 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 issued 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 provides approximately 60%<sup>1</sup> of eligible earnings.
- CA SDI/PFL has a weekly cap (visit [edd.ca.gov](http://edd.ca.gov) for the current year's weekly maximum benefit).

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

If, at the onset of absence, your leave of absence is eligible for FMLA/CFRA/PDL **and** VDI benefits, you can choose not to use your sick time, for the portion of your leave that is after the CA SDI waiting period.

- Your sick pay will be used and exhausted first during your medical leave of absence, unless you affirmatively elect not to use it. If you elect not to use your sick time:
  - you will start collecting SDI benefits after the waiting period has been satisfied.
  - your election must be made through Sedgwick no later than 7 calendar days from the date of first absence or date the absence was reported; whichever is later.
  - all elections will be on a moving forward basis. Exceptions to retroactive changes will only apply to employees who were not medically able to make the elections at the onset of absence themselves (i.e. employee was in a coma).
  - if you are covered under PG&E's Long-Term Disability (LTD) Plan and your leave for a non-work-related injury or illness extends beyond the applicable LTD waiting period, there will be a delay in receipt of LTD benefit payments.
- Apply directly with the EDD if you don't have enough sick pay or choose not to use your sick pay to cover the entire absence.
- There is a 7 consecutive calendar day unpaid waiting period (not waivable). 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.
- CA SDI benefits cannot be received until the waiting period is satisfied. In addition, while receiving wages, including sick pay, which provide 100% of wages, you are not suffering a wage loss. If you begin suffering a wage loss, you may be able to receive CA SDI, if otherwise eligible.
- CA SDI benefits for 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, Bonding, or Military Event Leave and California Paid Family Leave Insurance (CA PFL) benefits

- There is no waiting period for CA PFL benefits.
- CA PFL benefits for up to 8 weeks within a 12-month period. CA PFL benefits are federally taxable.



#### Bonding and Military Event 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 [mypgebenefits.com](http://mypgebenefits.com) for more information.

<sup>1</sup> 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 \$1,300/week, whichever is less. Amounts are for periods of disability commencing on or after January 1, 2018, but before January 1, 2022.