



PG&E's Short-Term Disability and Paid Family Leave Benefits

Utility Management, Administrative & Technical and ESC-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. **If you're a California Utility employee and you opt out of the Voluntary Plan, you are not eligible to receive PG&E STD and PFL wage continuation benefits. See page 3 for California State benefits for which you may be eligible.**

For more information on Voluntary Plan 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.

Short-Term Disability: Voluntary Disability and PG&E Wage Continuation benefits—eff. Jan 1, 2018

PG&E's STD wage continuation benefits supplement Voluntary Plan Disability Insurance (VDI) benefits for non-work related illnesses or injuries that make you unable to work for more than 7 consecutive calendar days.

- *Absences more than 7 consecutive calendar days:* Must with apply with Sedgwick for STD leave, otherwise you cannot continue to use available capped sick time after 7 days. Capped sick time beyond 7 days is part of the STD benefit and follows the same certification process as STD wage continuation and VDI benefits.
- Capped sick time must be exhausted prior to being eligible for VDI + STD wage continuation benefits.
- During the 7 consecutive calendar day waiting period, if you do not have Incidental or Capped Sick time, you may elect to use vacation pay, floating holidays, or in-lieu of days or you may be unpaid.
- VPFL provides approximately 60%¹ of your pre-leave basic wage rate.
- After satisfying the waiting period and exhausting Capped Sick time, whichever occurs later, **PG&E's STD wage continuation supplements VDI benefits to provide you with an after-tax equivalent of 70% of your basic wage rate on the day prior to your first day of disability.**



- There is no cap to the 60% VDI or 70% STD wage continuation benefit.
- VDI benefits are not taxable; wage continuation benefits are taxable at the same rate as regular pay.
- Apply with Sedgwick for VDI, PG&E's STD benefits and your leave of absence.
- You cannot use vacation pay in conjunction with your VDI and PG&E's STD benefits.
- You will receive two separate transactions (VDI benefits and STD wage continuation benefits) on the same payday through your normal pay cycle from PG&E (via direct deposit or live paychecks).
- VDI and STD 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).
- In order for you to receive the pre-disability, after-tax equivalent of 70%, the wage continuation will be "grossed up". Example of this is on the next page.
- If you return to work and are working part-time or intermittently and still suffering a wage loss during an eligible disability benefit period, you may be eligible for VDI and STD wage continuation benefits.
 - Amount of STD wage continuation is reduced by VDI benefits and together with VDI will not exceed 70% net of pre-disability wage rate. There is a wage loss calculation to determine both VDI and wage continuation benefits, which means partial-day absences are generally counted as full-day absences.
- *Absences 7 consecutive calendar days or less:* Must use capped or incidental sick time for intermittent absences. After exhausting all sick time, you may elect to use any available paid time off (vacation, floating holiday), if approved by supervisor in advance.

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 [mypgebenefits.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.

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Short-Term Disability: Example of Benefit Calculation

Example:

You have been certified and approved for VDI and STD wage continuation benefits for 6 weeks (after the one week waiting period was fulfilled and you have no capped sick time). Your pre-disability basic wage rate is \$8,333.00 per month (or \$1,923.00 per week). Under the STD policy, you are eligible for 70% after-tax (net) of your pre-disability weekly basic wage rate of \$1,923.00, or \$1,346.10 per week, in combination with VDI and wage continuation benefits. Since you are eligible to receive \$1,153.80 per week in VPDI benefits (60% of your weekly basic wage rate), your weekly wage continuation benefit amount will be calculated as follows:

70% of Basic Weekly Wage Rate	VDI per week	STD wage continuation per week
70% of \$1,923.00 = \$1,346.10	\$1,153.80	\$1,346.10 – \$1,153.80 = \$192.30

6 weeks of STD wage continuation benefits of \$192.30 is \$1,153.80. In this example, your tax rate is 30% and you pay this 30% on your 6 weeks of wage continuation benefit, which is approximately \$494.50 in taxes. The \$1,153.80 will be grossed up to \$1,648.30 so that after taxes, you will receive the estimated \$1,153.80, less any applicable deductions (e.g. benefit premiums, union dues, etc.).

STD wage continuation payments	
6 weeks of wage continuation grossed-up =	Gross \$1,648.30
30% tax =	– \$ 494.50
\$192.30 x 6 weeks =	After-tax/Net \$1,153.80

Below represents your total of 6 weeks of VDI and STD wage continuation benefits.

STD estimated benefit		
VPDI payments (60% no tax weekly benefit) of \$1,153.80	x 6 weeks =	\$6,922.80
STD Wage Continuation (70% after tax weekly benefit) of \$192.30	x 6 weeks =	+ \$1,153.80
Total <i>estimated</i> after-tax STD benefits for 6 weeks		\$8,076.60

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

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 or to care for a family member with a serious health condition.

- There is no waiting period for VPFL and PG&E PFL wage continuation benefits.
- 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.
- 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.



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.

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

- 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. For example, if you take four (4) separate leave periods of two (2) weeks each, your benefit amount will be based on your basic wage on your first date of leave.
- 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

- *Absences more than 7 consecutive calendar days:* Must with apply with Sedgwick for STD leave, otherwise you cannot continue to use available capped sick time after 7 days.
 - Apply directly with the EDD for CA SDI benefits, if you don't have enough capped sick time to cover the absences.
- There is a 7 consecutive calendar day unpaid waiting period (not waived).
 - During the 7 day unpaid waiting period for SDI, capped sick time must be used first, unless you've requested to use incidental sick time. After sick time exhausts, you can request to use vacation pay, floating holidays, or in-lieu of days, or you may be unpaid during the waiting period.
 - After waiting period, you must use all remaining capped sick time before receiving any CA SDI benefits.
- After the waiting period, or after all your available capped sick time ends, whichever occurs later, CA SDI provides approximately 60%¹ of eligible earnings up to 52 weeks.
 - CA SDI benefits are non-taxable.
- *Absences 7 consecutive calendar days or less:* Must use capped or incidental sick time for intermittent absences. After exhausting all sick time, you may elect to use any available paid time off (vacation, floating holiday), if approved by supervisor in advance.



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 8 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.