

Improved Short-Term Disability & Paid Family Leave Benefits

Voluntary Plan Overview

Beginning January 1, 2018, PG&E is introducing a new Voluntary Disability and Paid Family Leave Benefit Plan (the “Voluntary Plan”). This plan provides better benefits and is offered in place of California State Disability Insurance (SDI) and Paid Family Leave plan (the “State Plan”).

With both union-represented employee (via ratification of the negotiated 2016 Table Agreements) and non-union represented employee (via recent Voluntary Plan enrollment process) participation, PG&E reached 85% of its eligible workforce choosing to be covered under the new Voluntary Plan. This allows PG&E to offer it as the automatic/default Plan for all eligible California Utility employees, beginning January 1, 2018.

You have the option during Open Enrollment to opt out of (reject) coverage under the Voluntary Plan prior to its effective date on January 1, 2018. See links under the Voluntary Plan below for details.

PG&E Voluntary Plan Enhanced Benefits

- Provides a financial safety net for employees, regardless of tenure and without increasing the cost.
- Features a simpler application process for leaves and paid benefits for our employees.
- Provides better benefits for both the short-term disability and paid family leave benefits.

[View the Voluntary Plan Information and Resources below:](#)

[Voluntary Plan Overview and State vs. Voluntary Plan Comparison](#)

[Understanding Employee Election to Opt Out](#)

[What's Next—Opt Out Period Prior to Jan 1, 2018](#)

[Voluntary Plan FAQs](#)

[Summary Statement of Coverage](#)

[2018 PG&E Short-Term Disability, Paid Family Leave and Long-Term Disability—Overview of Changes](#)

[At a Glance STD, PFL and LTD Comparison Chart](#)

[Management, A&T and ESC-Represented: 2018 PG&E's STD and PFL Benefits](#)

[IBEW- and SEIU-Represented: 2018 PG&E's disability and PFL Benefits](#)

For additional information, visit the [STD and PFL intranet page](#) (Note, you will need network access to view this page).

* If you are on an unpaid leave of absence (are not receiving wage continuation, capped sick time, regular sick, etc.) as of Dec. 31, 2017 and do not opt out, coverage under the Voluntary Plan becomes effective upon your return to work.

