

## **Your Workers' Compensation legal rights:**

PG&E provides benefits to injured workers mandated by state Workers' Compensation laws and additional non-mandated benefits to its injured workers.

### **State Mandated Workers' Compensation Benefits**

#### **MEDICAL CARE**

All medical care reasonably required to cure or relieve from the effects of the industrial injury which can include doctor visits, physical therapy, hospitalization/surgery, orthopedic supplies, prescriptions, transportation costs, etc.

#### **TEMPORARY DISABILITY**

Provide non-taxable monetary compensation in lieu of salary while the employee is temporarily totally disabled. State law mandates the rate of these payments.

#### **PERMANENT DISABILITY**

Employees who do not fully recover from the effects of an industrial injury may be entitled to non-taxable permanent disability payments. The amount of permanent disability will be determined by Workers' Compensation in accordance with workers' compensation laws and subject to approval of the Workers' Compensation Appeals Board.

A physician determines when the employee has reached the maximum level of recovery, the nature and extent of the remaining disability, the need for further medical treatment and if/when the employee is able to return to usual and customary job duties.

#### **SUPPLEMENTAL JOB DISPLACEMENT BENEFIT**

Employees injured on or after Jan. 1, 2004, who are permanently unable to do their usual job, and whose employer does not offer other work, may qualify for the supplemental job displacement benefit (SJDB). The benefit comes in the form of a non-transferable voucher that can be used to pay for educational retraining or skill enhancement, or both, at state-approved or state-accredited schools. The voucher covers school tuition, fees, books and expenses required by the school for training.

#### **DEATH BENEFITS**

If an industrial injury results in death, the employee's surviving dependents may be entitled to death benefits in an amount determined by the number of dependents and date of injury.

## **Additional Benefits provided by PG&E**

### LIGHT DUTY/TRANSITIONAL WORK

Work assigned to an injured worker on a temporary basis in compliance with the work restrictions or work modifications, imposed by the treating physician. The work assigned can either be a modification of the usual and customary job duties, or alternative work.

### SUPPLEMENTAL BENEFITS

Employees who lose time from work because of an industrial injury may be entitled to Supplemental Benefits. When combined with temporary disability or vocational rehabilitation indemnity, supplemental benefits can increase an injured employee's disability income up to 75% of regular weekly wage. Hiring Hall employees are excluded from this benefit.

All injured employees will be mailed a Request And Application For Permanent Disability Advances Paid As Supplemental Benefits Form. In order to participate, employee must submit this paperwork back to Workers' Compensation.

Supplemental Benefits are considered a permanent disability advance and will be taken as a credit against any resulting permanent disability. For injuries occurring on or after January 1, 1991, the credit will be taken for the first 182 days of absence.

### RETURN TO WORK PROGRAMS

It is PG&E policy to provide cost-effective light duty/transitional work and internal rehabilitation programs to help partially and permanently industrially disabled employees return to productive work.

#### INTERNAL JOB SEARCH

In the event an employee is unable to continue in his usual and customary occupation, the employer is required to perform an internal search of potential employment opportunities for the employee. The state mandates a 30-day internal search wherein the employer determines whether there are bona fide alternative or modified duty positions available. Hiring Hall employees are excluded from this benefit. PG&E has extended the internal search to a 60-day period.

#### JOB RETENTION PROGRAM

The Job Retention Program (JRP) is a placement program designed to return industrially injured employees to meaningful employment within PG&E. This program provides incentives to help return permanently disabled employees to regular positions.

Benefits:

- Injured employees return to regular meaningful work within the Company.
- Supervisors and Managers bring back knowledgeable, experienced, and dedicated employees to meet their departmental needs.
- The Company captures savings through the reduction of Long Term Disability payments and vocational rehabilitation costs.

In order to qualify for this program, an industrially injured employee must be:

- Medically eligible (permanently precluded from returning to his/her usual and customary position or the position held at the time of injury)
- Currently on WC payroll, light duty payroll or modified active duty
- Vocationally feasible

The JRP provides uncharged headcount for up to two years. Workers' Compensation pays two-thirds of the employee's regular salary for the first year. For more information, call your Workers' Compensation Claims Representative .

### OTHER BENEFITS

Contact your Human Resources Representative to determine an injured employee's entitlement to other PG&E benefits.

**If an injured worker is not receiving wages or Workers' Compensation benefits, they may be entitled to wage loss benefits through the Employment Development Department (EDD). For additional information regarding EDD benefits call: (8) 223-BENE.**

### Employee Notification

State law requires that every new employee be provided, either at the time of hire or no later than the end of the first pay period, information concerning the rights, benefits, and obligations under the workers' compensation law. The notice provided shall be in writing, in non-technical terms, and shall include the following information:

1. An explanation of the extent and scope of coverage provided by the workers' compensation law.
2. An explanation of an injured employee's right to medical care and to select and change the treating physician.
3. An explanation of an injured employee's right to indemnity payments for disability or death, and the availability of vocational rehabilitation services.
4. The procedures for reporting accidents and injuries to the employer.

State law requires that notices containing this information be posted at conspicuous locations throughout the company informing employees of their rights and benefits under the law. Information can also be obtained in the Summary of Benefits Handbook issued by the Human Resources Department. Please contact the Workers' Compensation Helpline at company number 223-8700, Option 2, or outside line (415) 973-8700, Option 2 if you have any additional questions.