



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

Utility Management, Administrative & Technical and ESC-represented

## 2017 and 2018 Paid Family Leave & Short-Term Disability Benefits Overview

With the implementation of the Voluntary Plan in 2018, the STD and PFL wage continuation benefits will be a supplement to the Voluntary Plan benefits only. For qualifying events effective January 1, 2018, employees must be covered under the PG&E Voluntary Disability & Paid Family Leave Benefit Plan (VP) to be eligible for wage continuation benefits.

Employees who opt-out of VP coverage will remain eligible for the California State Plan benefits. PG&E pays the full cost of supplemental wage continuation benefits. You pay for the cost of coverage for the Voluntary Plan through payroll deductions (same cost as State Plan).

**PG&E PFL Wage Continuation** provides supplemental income replacement up to 100%\* (pre-tax) of your basic wage rate (the wage as of the date prior to your first date of leave) for eligible employees who take approved time away from work to care for a seriously ill family member or to bond with a new child. You may be eligible for up to eight (8) weeks of PFL wage continuation benefits/leave.

**PG&E STD Wage Continuation** provides supplemental income replacement up to 70%\* (after-tax) of your basic wage rate prior to disability and Capped Sick time provides full income replacement if you are an eligible employee and have a non-work related illness or injury that makes you unable to work for more than seven (7) consecutive days. You may be eligible for up to 52 weeks of STD benefits/leave.

Additional details about all benefits can be found in the charts and high-level policy overview contained within. Visit the [Wage Continuation Policy documents](#) (to be updated in the coming weeks and found in the Guidance Library under Employee Wellness-2100) for more policy details and definitions or the [FAQ's](#) for information about leaves that begin in 2017 and 2018. (Note: you'll need PG&E network access to view this information.)

### Topics—Select the hyperlinks below:

### Frequently Ask Questions

You can review the Frequently Asked Questions for more details. Note that you must be logged into the PG&E network in order to view the Comprehensive FAQ's.

- [VP FAQ's](#)
- [Comprehensive STD and PFL FAQ's](#)

If you have questions regarding your new STD and PFL benefits beginning in 2018, please send an email to the leave team at [PGELeaveTeam@pge.com](mailto:PGELeaveTeam@pge.com).

### Voluntary Plan and State Plan

For a detailed comparison of PG&E's Voluntary Plan and State benefits, please see [overview and comparison chart](#).

Employees who elect to remain covered under the State Plan can learn more about the state benefits by visiting [EDD's website](#).

Paid Family Leave Benefits	Short-Term Disability Benefits
<ul style="list-style-type: none"> <li>▪ Who is eligible</li> <li>▪ How it works</li> <li>▪ Notice and Claim processing</li> <li>▪ Benefits and Payments</li> <li>▪ Other benefits</li> <li>▪ Scenarios</li> </ul>	<ul style="list-style-type: none"> <li>▪ Who is eligible</li> <li>▪ How it works</li> <li>▪ Notice and Claim processing</li> <li>▪ Benefits and Payments</li> <li>▪ Waiting Period</li> <li>▪ Other benefits</li> <li>▪ Scenarios</li> </ul>

\* Hiring hall, outage, temporary additional, probationary intermittent, interns and summer hire employees are not eligible for the supplemental (wage continuation) benefits.

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.

## 2017 and 2018—PG&E Paid Family Leave and Short-term Disability Benefit Chart

Time off	Management, Administrative and Technical, Security and ESC-represented	
<b>Paid family leave</b>	<b>January 1, 2017 through December 31, 2017:</b> <ul style="list-style-type: none"> <li>▪ Contribute to State Plan via payroll deductions (California employees).</li> <li>▪ <b>Weekly benefit of 100%<sup>1</sup></b> (before-tax) pre-leave basic wage rate, no cap.                             <ul style="list-style-type: none"> <li>○ 55% weekly California Paid Family Leave (CA PFL), up to max; federally taxable (up to 6 weeks, after 7 day waiting period, per 12-month period).</li> <li>○ PG&amp;E Wage Continuation<sup>1</sup> (fully taxable) supplements CA PFL benefits to 100%.</li> </ul> </li> <li>▪ Eligible for PG&amp;E benefits on first day of leave to care for an eligible family member or bond with a new child.</li> <li>▪ PFL leave/benefits for up to 8 weeks per 12-month period (runs concurrently with federal/state/company leaves)</li> </ul>	
	CA Utility employees who are eligible for and have PG&E Voluntary Plan coverage + Wage Continuation	CA Utility employees who remain covered under the State Plan
<b>Short-Term Disability</b>	<b>Effective January 1, 2018:</b> <ul style="list-style-type: none"> <li>▪ Contribute to Voluntary Plan via payroll deductions (California employees, same cost as State Plan).</li> <li>▪ <b>Weekly benefit of 100%<sup>2</sup></b> (pre-tax) of pre-leave basic wage rate, <b>no cap</b>.                             <ul style="list-style-type: none"> <li>○ 60%<sup>2</sup> weekly VPFL benefits (federally taxable), no cap.</li> <li>○ PG&amp;E Wage Continuation (fully taxable) supplements VPFL to 100%.</li> </ul> </li> <li>▪ Eligible for benefits on first day of leave to care for an eligible family member or bond with a new child.</li> <li>▪ PFL Leave/benefits for up to 8 weeks per 12-month period (runs concurrently with federal/state/company leaves).</li> </ul>	<b>Effective January 1, 2018:</b> <ul style="list-style-type: none"> <li>▪ Contribute to State Plan via payroll deductions (California employees).</li> <li>▪ 60% weekly CA PFL benefits, up to max of \$1216/week; federally taxable.</li> <li>▪ State Plan eligibility rules apply.</li> <li>▪ Eligible for benefits to care for an eligible family member or bond with a new child (no waiting period).</li> <li>▪ Benefits up to 6 weeks per 12-month period; receipt of CA PFL is not an approval of leave.</li> <li>▪ Runs concurrently with federal/state/company leaves, apply for leave separately with Sedgwick.</li> </ul>
	<b>January 1, 2017 through December 31, 2017:</b> <ul style="list-style-type: none"> <li>• Contribute to State Plan via payroll deductions (California employees).</li> <li>• 7 consecutive calendar day waiting period (may be waived).</li> <li>• After waiting period or after all capped sick time ends, whichever is later, weekly benefit<sup>1</sup> of 70% (after tax) of pre-disability basic wage rate, no cap.                             <ul style="list-style-type: none"> <li>○ 55% weekly CA State Disability Insurance (CA SDI) benefits, up to max (non- taxable).</li> <li>○ PG&amp;E Wage Continuation supplements CA SDI to 70%.</li> </ul> </li> <li>• STD Leave/benefits for up to 52 weeks of disability (runs concurrently with federal/state/company leaves).</li> </ul>	<b>Effective January 1, 2018:</b> <ul style="list-style-type: none"> <li>▪ Contribute to State Plan via payroll deductions (California employees).</li> <li>▪ 7 consecutive calendar day waiting period.</li> <li>▪ After waiting period, or after all capped sick time ends, whichever is later, 60% weekly CA SDI benefits, up to max of \$1216/week (non-taxable).</li> <li>▪ State Plan eligibility rules apply.</li> <li>▪ Benefits up to 52 weeks; receipt of CA SDI is not an approval of leave.</li> <li>▪ Runs concurrently with federal/state/company leaves, apply for leave separately with Sedgwick.</li> </ul>
CA Utility employees who are eligible for and have PG&E Voluntary Plan coverage + Wage Continuation	CA Utility employees who remain covered under the State Plan	
<b>Effective January 1, 2018:</b> <ul style="list-style-type: none"> <li>▪ Contribute to Voluntary Plan via payroll deductions (California employees, same cost as State Plan).</li> <li>▪ 7 consecutive calendar day waiting period (may be waived).</li> <li>▪ After waiting period or after all capped sick time ends, whichever is later, <b>weekly benefit of 70%<sup>2</sup> net</b> (after tax) pre-disability basic wage rate; <b>no cap</b> <ul style="list-style-type: none"> <li>○ 60%<sup>2</sup> weekly VPDI benefits (non-taxable), no cap.</li> <li>○ PG&amp;E Wage Continuation supplements VPDI to 70%</li> </ul> </li> <li>▪ STD Leave/benefits for up to 52 weeks of disability (runs concurrently with federal/state/company leaves).</li> </ul>	<b>Effective January 1, 2018:</b> <ul style="list-style-type: none"> <li>▪ Contribute to State Plan via payroll deductions (California employees).</li> <li>▪ 7 consecutive calendar day waiting period.</li> <li>▪ After waiting period, or after all capped sick time ends, whichever is later, 60% weekly CA SDI benefits, up to max of \$1216/week (non-taxable).</li> <li>▪ State Plan eligibility rules apply.</li> <li>▪ Benefits up to 52 weeks; receipt of CA SDI is not an approval of leave.</li> <li>▪ Runs concurrently with federal/state/company leaves, apply for leave separately with Sedgwick.</li> </ul>	

<sup>1</sup> Hiring hall, outage, temporary additional, probationary intermittent, interns and summer hire employees are eligible for CA PFL and SDI only and no supplemental (wage continuation) benefits.

<sup>2</sup> Hiring hall, outage, temporary additional, probationary intermittent, interns and summer hire employees are eligible for 55% VPFL and VPDI benefit and no supplemental (wage continuation) benefits. At no time will an employee's weekly benefit amount under the Voluntary Plan be less than what the state would have otherwise provided.

## Paid Family Leave

### Who is eligible?

- If you are a Management, Administrative and Technical (A&T), ESC-represented employee, or PG&E Corporation Employees (including PG&E Corporation Support Services, and PG&E Corporation Support Services II, Inc.), you become eligible under the PFL policy upon completion of one day of employment.
- If you are a PG&E Corporation employee, your PG&E PFL wage continuation benefits supplement CA Paid Family Leave benefits versus Voluntary Paid Family Leave (VPFL) benefits.
- If your PFL leave began in 2017, you remain eligible under 2017 PFL/leave of absence policies with respect to such leave.
- If you are an intern, Hiring Hall, temporary or intermittent employee who has not attained regular status, you are eligible for Voluntary PFL benefits (55% benefit) and are not eligible for PG&E PFL wage continuation benefits/leave or PG&E's company leaves. VPFL is a wage replacement benefit only; you may be eligible for a [leave of absence](#) under the FMLA, CFRA, or other similar state or local leave law.
- If you are an eligible employee and work outside of California, PFL Wage Continuation supplements any state disability and paid family leave program for which you may be eligible.

### How it works

- If you will be absent to care for a family member with a Serious Health Condition or to bond with your new child within the first (1st) year of the child's birth, adoption or foster care placement, you must apply for Paid Family Leave by contacting the leave and disability administrator, Sedgwick.
- For absences in which you are also eligible and qualify under the FMLA, CFRA, Company Child Care/Bonding leave or any other similar or local leave law, PFL runs concurrent with and does not extend the maximum period available. See [mypgebenefits.com](http://mypgebenefits.com) for more information on qualifying reasons to take leave under each leave type.

### Notice and Claim processing

- You must provide 30 days advance notice for a planned PFL leave period—one call is needed for VPFL, PG&E PFL wage continuation and any other leave for which you may be eligible and qualified.
- For unforeseeable events, you need to provide notification as soon as the need for leave is known.
- Complete medical certification (for family care events) or documentation to support your bonding leave is required to be submitted to the leave and disability administrator, within the timeframe specified.
- Once complete documentation is received, a decision will be made within 2 business days to determine your eligibility for VPFL and Wage Continuation benefit payments and leave.
- You're required to take leave under the FMLA and CFRA at the same time you are receiving PFL benefits. FMLA, CFRA, other local state/local leave laws or company leave, VPFL and wage continuation benefits all run concurrently with and do not extend leave under federal, state, and local leave laws or company leave policies.
- After your PFL leave period, your family care or bonding leave may be extended under the FMLA, CFRA or Company Child Care leave, if you are eligible.
- If you are a CA employee and you opt out of the VP, you are not eligible for the wage continuation benefits under the PFL policy.
  - You will continue to follow the leave of absence process and apply for the company child care/bonding leave and leaves provided under the FMLA, CFRA, PDL or local leaves, if eligible. Information about leaves of absence you may be eligible for can be found [here](#).
  - You will need to apply for CA PFL through the Employment Development Department (EDD). Payments for CA PFL benefits will be made directly by the EDD and via a debit card.

## Paid Family Leave, continued

- If you are an eligible employee and work outside of California, you must apply for any available state benefits during the same leave period in which you are applying for PG&E PFL benefits/leave in order to be eligible for PFL Wage Continuation.

### Benefits and Payments

- There is no waiting period required for VPFL and PG&E PFL wage continuation benefits.
- VPFL and PFL wage continuation benefit payments will be made according to your normal pay cycle and the method of payment you've elected through PG&E's payroll department (i.e. direct deposit or live check).
- VPFL benefit payments will be issued on a separate paycheck from any other pay type and issued according to your current pay designation (direct deposit or live paycheck).
- PFL Wage Continuation supplements VPFL, or other similar state benefit, up to an equivalent of 100% of your basic wage rate on the day prior to your first day of family or bonding leave.
  - There is no cap to the 60% VPFL or 100% PFL wage continuation benefits.
  - VPFL is federally taxable and wage continuation benefits are taxable.
- If you are an intern, hiring hall, temporary or intermittent employee who has not attained regular status, you are eligible for a weekly VPFL benefit of 55%.
- For each day of an eligible, full-time, continuous PFL period due to caring for a family member with a serious health condition or bonding with a new child which is less than a full week, the amount of daily PFL benefit payable will be one-seventh (1/7) of the amount of the weekly benefit.
- You may be eligible to receive PFL benefits on an intermittent basis for absences in which you are suffering a wage loss during an eligible PFL benefit period.
  - Amount of PFL wage continuation is reduced by VPFL benefits, and together with VPFL, will not exceed 100% of pre-disability wage rate.
  - There is a wage loss calculation to determine both VPDI and wage continuation benefits, which means partial-day absences are generally counted as full-day absences.
- If you're taking leave for bonding purposes, the minimum PFL benefit period in which PFL wage continuation can be received is 2 weeks. However, on 2 occasions, a leave and PFL benefit period of less than 2 weeks can be taken.

### Other Benefits

- When approved for PFL leave/benefits, you continue to receive health care benefits as if you were at work. Payments for these health care premiums costs will be automatically deducted from available wage continuation benefits received.
- If your wage continuation benefits payments are not sufficient to cover the full amount of your benefit premiums, you have the option to request that a portion of certain employee-paid benefit premiums be deducted from your VPDI benefit payments.
- If you are eligible for the Short-Term Incentive Plan (STIP), STIP eligibility will not be impacted during the 8 weeks of PFL per calendar year.
- Eligible employees will continue to accrue vacation, Incidental Sick time and company holidays during the PFL benefit period. (See the vacation and sick time section on [mypgbenefits.com](http://mypgbenefits.com) for details and limitations)
- While approved to receive VPFL and wage continuation benefit payments, 401(k) contributions and company match will continue at your current designation unless you elect otherwise pursuant to normal 401(k) election procedures.

## Paid Family Leave scenarios\*:

### Scenario #1:

Employee who has worked for the company for 2 years and in 2018 earns an annual salary of \$90,125.

- The employee becomes a new dad and requests 8 weeks of leave to bond with his new child.
- Leave starts on May 15, 2018.

2018 State Plan	2018 PG&E Paid Family Leave (PFL) Benefits
<p>Employee is eligible for CA PFL benefits and may also be eligible under federal/state leaves and PG&amp;E's company child care/bonding leave.</p> <p>Beginning the first day of leave, he would receive a weekly wage replacement of approximately <b>60%</b> under CA PFL:</p> <ul style="list-style-type: none"> <li>▪ The state uses a base period to determine benefit; base period is January 1, 2017—December 31, 2017:</li> <li>▪ 2017 annual salary = \$87,500 (\$1,682.69/week)</li> <li>▪ 60% of eligible base period earnings (using highest quarter): approximately \$1,009.61</li> </ul> <p><u>Benefit payments:</u> Week 1–8: \$1,009.61/ week CA PFL <b>Total amount for 8 weeks = \$8,076.88</b></p>	<p>Employee is eligible for VPFL + PG&amp;E PFL Wage Continuation benefits and may also be eligible under federal/state leaves and PG&amp;E's company child care/bonding leave.</p> <p>Beginning the first day of leave, he would receive a weekly wage replacement of <b>100%</b> of his base salary as follows:</p> <ul style="list-style-type: none"> <li>▪ 2018 annual salary (after 3% increase on January 1, 2018 or March 1, 2018) = \$90,125 (\$1,733.17/week)</li> <li>▪ 60% of basic wage rate: \$1,039.90 VPFL benefit, <b>PLUS</b></li> <li>▪ 40% pre-tax PFL Wage Continuation benefit</li> </ul> <p><u>Benefit payments:</u> Week 1–8: \$1,039.90/week VPFL                   +\$ 693.27/week Wage Continuation                   \$1,733.17/ week (approximate before taxes) <b>Total amount for 8 weeks = \$13,865.36</b></p>

### Scenario #2:

Employee who has worked for the company for 4 years and in 2018 earns an annual salary of \$115,360.

- The employee requests 6 weeks of leave to care for an eligible family member with a serious health condition.
- Leave starts on March 20, 2018.

2018 State Plan	2018 PG&E Paid Family Leave (PFL) Benefits
<p>Employee is eligible for CA PFL benefits and may also be eligible under federal/state leaves and PG&amp;E's company child care/bonding leave.</p> <p>Beginning the first day of leave, she would receive a weekly wage replacement of approximately <b>60%</b> under CA PFL:</p> <ul style="list-style-type: none"> <li>▪ The state uses a base period to determine benefit; base period is October, 2016—September 30, 2017:</li> <li>▪ 2017 annual salary = \$112,000 (\$2,153.84/week)</li> <li>▪ 60% of eligible base period earnings (using highest quarter): approximately \$1,292.30, but capped at state max of \$1,216.00</li> </ul> <p><u>Benefit payments:</u> Week 1–6: \$1,216.00/ week CA PFL at max <b>Total amount for 6 weeks = \$7,296.00</b></p>	<p>Employee is eligible for VPFL + PG&amp;E PFL Wage Continuation benefits and may also be eligible under federal/state leaves and PG&amp;E's company child care/bonding leave.</p> <p>Beginning the first day of leave, she would receive a weekly wage replacement of <b>100%</b> of her base salary as follows:</p> <ul style="list-style-type: none"> <li>▪ 2018 annual salary (after 3% increase on January 1, 2018 or March 1, 2018) = \$115,360 (\$2,218.46/week)</li> <li>▪ 60% of basic wage rate: \$1,331.08 VPFL benefit, <b>PLUS</b></li> <li>▪ 40% pre-tax PFL Wage Continuation benefit</li> </ul> <p><u>Benefit payments:</u> Week 1–6: \$1,331.08/week VPFL                   +\$ 887.38/week Wage Continuation                   \$2,218.46/ week (approximate before taxes) <b>Total amount for 6 weeks = \$13,310.76</b></p>

\* Hiring hall, outage, temporary additional, probationary intermittent, interns and summer hire employees are eligible for 55% VPFL and VPDI benefit and no supplemental (wage continuation) benefits.  
At no time will an employee's weekly benefit amount under the Voluntary Plan be less than what the state would have otherwise provided.

## Short-Term Disability

The PG&E STD policy is comprised of three (3) elements: Capped Sick time, Voluntary Plan Disability Insurance (VPDI) and STD Wage Continuation (supplemental) benefits. PG&E STD Wage Continuation benefits supplement VPDI benefits.

### Who is eligible?

- If you are a Utility management, administrative & technical (A&T), or ESC-represented employee, you become eligible under the STD policy upon completion of one day of employment.
- If your STD leave began in 2017, you remain eligible under 2017 STD/leave of absence policies with respect to such leave.
- If you are an intern, hiring hall, temporary or intermittent employee who has not attained regular status, you are eligible for VPDI benefits (55% benefit) and are not eligible for PG&E STD wage continuation benefits/leave or PG&E's company leaves. VPDI is a wage replacement benefit only; you may be eligible for a [leave of absence](#) under the FMLA, CFRA, or other similar state or local leave law.
- If you are an eligible employee and work outside of California, STD Wage Continuation supplements any state disability and paid family leave program for which you may be eligible.

### How it works

- If you will be absent due to your own disability (a physical or mental illness or injury, including any illness or injury resulting from pregnancy, childbirth, or a related medical condition) for more than seven (7) consecutive calendar days (waiting period), you must apply for short-term disability by contacting the leave and disability administrator, Sedgwick. If you will be absent for any length of time that may be covered under FMLA/CFRA/PDL, a leave of absence also needs to be initiated with Sedgwick.
- Capped Sick time, when used for more than 7 consecutive calendar days, is a component of the STD policy and follows the same time frames and processes (i.e. medical certification, etc.). To remain eligible to use Capped Sick time beyond 7 calendar days, you must apply for STD.
- Pregnancy is a covered event and the STD policy provides benefits to prepare for childbirth and recovery from delivery. Generally, you may begin receiving STD benefits up to 4 weeks prior to your expected delivery date to prepare for delivery. For recovery from delivery, you may begin receiving VPDI benefits from the date of birth (regular delivery is covered for 6 weeks; C-section is covered for 8 weeks)..
- For absences for which you are also eligible and qualify under the FMLA, CFRA, PDL, company leave policy or any other similar or local leave law, STD benefits/leave runs concurrent with and does not extend the maximum period available. See the Summary of Benefits Handbook for more information on qualifying reasons to take leave under each leave type.

### Notice and Claim processing

- You must provide 30 days advance notice for a planned STD leave period—one call is needed to request STD benefits (capped sick time, VPDI + PG&E wage continuation) and any other leave for which you may be eligible and qualified..
- For unforeseeable events, you need to provide notification as soon as the need for leave is known.
- Complete medical certification is required to be submitted to the leave and disability administrator, within the timeframe specified.
- Once your complete documentation is received, a decision will be made within 2 business days to determine continued Capped Sick time eligibility or for VPDI + STD Wage Continuation benefit payments.
- You're required to take leave under the FMLA, CFRA and PDL at the same time you are receiving STD benefits. FMLA, CFRA, other local state/local leave laws or company leave, VPDI and wage continuation benefits all run concurrently with and do not extend leave under federal, state, local leave laws or company leave policies.
- If you are a CA employee and you opt out of the VP, you are not eligible for the wage continuation benefits under the STD policy.

## Short-Term Disability, continued

- You will continue to follow the process for using your capped sick time and follow the leave of absence process with Sedgwick to request a company medical and/or leaves provided under the FMLA, CFRA, PDL or local leaves, if eligible. Information about leaves of absence you may be eligible for can be found [here](#).
- You will need to apply for CA SDI through the Employment Development Department (EDD). Payments for CA SDI benefits will be made directly by the EDD and via a debit card.
- If you are an eligible employee and work outside of California, you must apply for any available state benefits during the same leave period in which you are applying for PG&E STD benefits/leave in order to be eligible for STD Wage Continuation.

### Benefits and Payments

- Capped Sick time must be used and exhausted prior to being eligible for VPDI + STD wage continuation benefits.
- Capped Sick time, VPDI and STD Wage continuation benefit payments will be made according to your normal pay cycle and the method of payment you've elected through PG&E's payroll department (i.e. direct deposit or live check).
  - VPDI benefit payments will be issued on a separate paycheck from any other pay type and issued according to your current pay designation (direct deposit or live paycheck).
- After satisfying the waiting period and exhausting Capped Sick Time, STD wage continuation supplements VPDI, or other similar state benefit, 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% VPDI or 70% STD wage continuation benefits.
  - VPDI not taxable and wage continuation benefits are taxable.
- For each day you are unable to work during any eligible period of disability which is less than a full week, the amount of daily VPDI and STD wage continuation benefit will be one-seventh (1/7), of the amount of the weekly benefit.
- 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 VPDI and STD wage continuation benefits.
  - Amount of STD wage continuation is reduced by VPDI benefits and together with VPDI will not exceed 70% net of pre-disability wage rate.
  - There is a wage loss calculation to determine both VPDI and wage continuation benefits, which means partial-day absences are generally counted as full-day absences.

### Waiting Period

There is a seven consecutive calendar day waiting period to be eligible under the STD policy.

- Capped sick time will be used during the waiting period, unless you've already requested to use incidental sick time.
- If you do not have enough capped sick time available, then incidental sick time will be used during any remaining portion of the waiting period.
- Once sick time is exhausted, you can choose to use vacation pay, floating holidays or in- lieu of days or be unpaid during the waiting period.

If no capped sick time is available and if approved for VPDI + STD wage continuation, benefits will begin on the earliest of:

1. The 8<sup>th</sup> consecutive calendar day of disability;
2. The 1<sup>st</sup> day of hospital confinement; or
3. The 1<sup>st</sup> day of treatment in a hospital surgical unit or a surgical clinic, provided you're disabled for a period of at least 8 days as a result of such treatment.

## Short-Term Disability, continued

### Other Benefits

- While approved for STD leave/benefits, you continue to receive health care benefits as if you were at work. Payments for these health care premiums costs will be automatically deducted from available capped sick time (and incidental sick time, if used during the benefit waiting period), and wage continuation benefits received.
- If your capped sick time pay or wage continuation benefits payments are not sufficient to cover the full amount of your benefit premiums, you have the option to request that a portion of certain employee-paid benefit premiums be deducted from your VPDI benefit payments.
- If you are eligible for the Short-Term Incentive Plan (STIP), STIP eligibility will not be impacted during the first six months of STD leave per calendar year. Absences recorded as capped sick time (and incidental sick time, if used during the benefit waiting period), will be considered in the calculation of this 6-month approved STD period.
- You are eligible to continue to accrue vacation, incidental sick time and company holidays during the first 480 cumulative hours of your STD leave period, which begins your first day of absence, including when using capped sick time (or incidental sick time, if used during the benefit waiting period), per calendar year. (See the vacation and sick time section on mypgbenefits.com for details and limitations)
- While approved to receive capped sick time (and incidental sick time, if used during the benefit waiting period) and STD wage continuation benefit payments, 401(k) contributions and company match will continue at your current designation.

## Short-Term Disability scenarios\*:

### Scenario #1:

Employee who has worked for the company for 3 years and in 2018 earns an annual salary of \$113,300.

- The employee has an accident and is unable to return to work for 8 weeks, beginning March 5, 2018.
- The employee does not have any capped sick time or incidental sick time available.

2018 State Plan	2018 PG&E Short-term Disability (STD) Benefits
<p>Employee is eligible for CA SDI benefits after a 7 consecutive day waiting period and may also be eligible under federal/state leaves and PG&amp;E's company medical leave.</p> <p>After the waiting period, she would receive a weekly wage replacement of approximately 60% under CA SDI:</p> <ul style="list-style-type: none"> <li>The state uses a base period to determine benefit; base period is October 1, 2016—September 30, 2017:</li> <li>2017 annual salary = \$110,000 (\$2,115.38/week)</li> <li>60% of eligible base period earnings (using highest quarter): approximately \$1,269.22; however, there is a <b>weekly maximum</b> of \$1,216 CA SDI</li> </ul> <p><u>Benefit payments:</u></p> <ul style="list-style-type: none"> <li>Week 1: Unpaid</li> <li>Weeks 2–8: \$1,216/week (CA SDI at max)</li> </ul> <p><b>Total amount for 8 weeks = \$8,512.00</b></p>	<p>Employee is eligible for STD, which is comprised of capped sick time until exhausted, then VPDI and PG&amp;E STD Wage Continuation benefits after a 7 consecutive day waiting period. She may also be eligible for federal/state leaves.</p> <p>After the waiting period, she would receive a weekly wage replacement of 70% of her base salary as follows:</p> <ul style="list-style-type: none"> <li>2018 annual salary (after 3% increase on January 1, 2018 or March 1, 2018) = \$113,300 (\$2,178.84/week)</li> <li><b>60%</b> of basic wage rate on the date of disability: \$1,307.30 VPDI benefit (NO weekly maximum), <b>PLUS</b></li> <li><b>10%</b> after tax STD Wage Continuation benefit</li> </ul> <p><u>Benefit payments:</u></p> <ul style="list-style-type: none"> <li>Week 1: Unpaid</li> <li>Weeks 2–8: \$1,307.30/week (VPDI) +\$ 217.88/week (Wage Continuation) \$1,525.18/week (approximate after tax)</li> </ul> <p><b>Total amount for 8 weeks = \$10,676.26</b></p>

\* Hiring hall, outage, temporary additional, probationary intermittent, interns and summer hire employees are eligible for 55% VPFL and VPDI benefit and no supplemental (wage continuation) benefits.  
At no time will an employee's weekly benefit amount under the Voluntary Plan be less than what the state would have otherwise provided.



## Short-Term Disability scenarios, continued:

### Scenario #2:

Employee who has worked for the company for 8 years and in 2018 earns an annual salary of \$113,300.

- The employee has an accident and is unable to return to work for 8 weeks, beginning June 15, 2018.
- The employee has 5 weeks/200 hours of capped sick time available; required to be used first.

2018 State Plan	2018 PG&E Short-term Disability (STD) Benefits
<p>Employee is eligible for CA SDI benefits after capped sick time ends. She may also be eligible for federal/state and, once capped sick time ends, PG&amp;E's company medical leave.</p> <p>After capped sick time ends, she would receive a weekly wage replacement of approximately 60% under CA SDI:</p> <ul style="list-style-type: none"> <li>▪ The state uses a base period to determine benefit; base period is January 1, 2017—December 31, 2017:</li> <li>▪ 2017 annual salary = \$110,000 (\$2,115.38/week)</li> <li>▪ 60% of eligible base period earnings (using highest quarter): approximately \$1,269.22; however, there is a <b>weekly maximum</b> of \$1,216 CA SDI</li> </ul> <p><u>Benefit payments:</u></p> <ul style="list-style-type: none"> <li>▪ Week 1–5: \$10,894.20 capped sick time (fully taxable)—based on 2018 salary</li> <li>▪ Weeks 6–8: \$3,648.00 (\$1,216/week CA SDI at max)</li> </ul> <p><b>Total amount for 8 weeks = \$14,542.20</b> (less taxes on capped sick time)</p>	<p>Employee is eligible for STD, which is comprised of capped sick time until exhausted, then VPDI and PG&amp;E STD Wage Continuation benefits. She may also be eligible for federal/state leaves.</p> <p>After capped sick time ends, she would receive a weekly wage replacement of 70% of her base salary as follows:</p> <ul style="list-style-type: none"> <li>▪ 2018 annual salary (after 3% increase on January 1, 2018 or March 1, 2018) = \$113,300 (\$2,178.84/week)</li> <li>▪ <b>60%</b> of basic wage rate on the date of disability: \$1,307.30 VPDI benefit (<b>NO weekly maximum</b>), <b>PLUS</b></li> <li>▪ <b>10%</b> after tax STD Wage Continuation benefit</li> </ul> <p><u>Benefit payments:</u></p> <ul style="list-style-type: none"> <li>▪ Week 1–5: \$10,894.20 capped sick time (fully taxable)—based on 2018 salary</li> <li>▪ Weeks 6–8: \$3,921.90 (\$1,307.30/week VPDI) + \$ 653.64 (\$217.88/week Wage Continuation) \$4,575.54 (\$1,525.18/week approximate after tax)</li> </ul> <p><b>Total amount for 8 weeks = \$15,469.74</b> (less taxes on capped sick time)</p>

### Scenario #3:

Employee who has worked for the company for 8 months and in 2018 earns a weekly salary of \$1,480.00.

- The employee has an illness and is unable to return to work for 4 months, beginning October 1, 2018.
- The employee does not have any capped sick time; however, he does have 50 hours of incidental sick time available.

2018 State Plan	2018 PG&E Short-term Disability (STD) Benefits
<p>Employee is eligible for CA SDI benefits after a 7 consecutive day waiting period. He uses 40 hours of incidental sick time to cover the 7-day waiting period. He may also be eligible for federal/state and PG&amp;E's company medical leave, once capped sick pay ends.</p> <p>After the waiting period, he would receive a weekly wage replacement of approximately 60% under CA SDI.</p> <ul style="list-style-type: none"> <li>▪ The state uses a base period to determine benefit; base period is July 1, 2017—June 30, 2018</li> <li>▪ 60% of eligible base period earnings (using highest quarter): approximately \$888.00 CA SDI</li> </ul> <p><u>Benefit payment:</u></p> <ul style="list-style-type: none"> <li>▪ Week 1: \$1,480 incidental sick time (fully taxable)</li> <li>▪ Weeks 2–16: \$13,320 (\$888/week CA SDI)</li> </ul> <p><b>Total amount for 16 weeks = \$14,800</b> (less taxes on incidental sick time)</p>	<p>Employee is eligible for STD, which is comprised of capped sick time until exhausted, then VPDI and PG&amp;E STD Wage Continuation benefits after a 7 consecutive day waiting period. He uses 40 hours of incidental sick time to cover the 7-day waiting period. He may also be eligible for federal/state leaves.</p> <p>After the waiting period, he would receive a weekly wage replacement of 70% of his base salary as follows:</p> <ul style="list-style-type: none"> <li>▪ <b>60%</b> of basic wage rate on the date of disability: \$888.00 VPDI benefit, <b>PLUS</b></li> <li>▪ <b>10%</b> after tax STD Wage Continuation benefit</li> </ul> <p><u>Benefit payment:</u></p> <ul style="list-style-type: none"> <li>▪ Week 1: \$1,480 incidental sick time (fully taxable)</li> <li>▪ Weeks 2–16: \$13,320 (\$880/week VPDI) + \$ 2,220 (\$148/week Wage Continuation) \$15,540 (\$1,036/week approximate after tax)</li> </ul> <p><b>Total amount for 16 weeks = \$17,020</b> (less taxes on incidental sick time)</p>

\* Hiring hall, outage, temporary additional, probationary intermittent, interns and summer hire employees are eligible for 55% VPFL and VPDI benefit and no supplemental (wage continuation) benefits.

At no time will an employee's weekly benefit amount under the Voluntary Plan be less than what the state would have otherwise provided.