



# Voluntary Disability and Paid Family Leave Benefit Plan (“Voluntary Plan”)...What’s next:

**PG&E reached 85 percent enrollment, which means that the Voluntary Plan is the default plan (automatic coverage for all eligible employees) beginning Jan. 1, 2018.**

## Management and Administrative & Technical (MA&T) Utility Employees

### **I Opted In to the Voluntary Plan during the election process**

#### **What happens?**

You will be covered under the Voluntary Plan, effective January 1, 2018.\*

#### **What will I see during the annual Benefits Open Enrollment this year?**

You will see in Mercer BenefitsCentral you are covered under the Voluntary Plan, effective January 1, 2018. There is no action for you to take to remain covered under the Voluntary Plan.

### **I Opted Out of the Voluntary Plan during the election process**

#### **What happens?**

Although you opted out of coverage, you will be automatically covered under the Voluntary Plan effective January 1, 2018.

#### **What will I see during the annual Benefits Open Enrollment this year?**

You will see in Mercer BenefitsCentral you are covered under the Voluntary Plan, effective January 1, 2018. However, during Open Enrollment, you can choose to reject/opt-out of Voluntary Plan coverage and remain covered under the State Plan beginning January 1, 2018.\*

### **I abstained from the Voluntary Plan election process**

#### **What happens?**

You will be covered under the Voluntary Plan, effective January 1, 2018.\*

#### **What will I see during the annual Benefits Open Enrollment this year?**

You will see in Mercer BenefitsCentral you are covered under the Voluntary Plan effective January 1, 2018. There is no action for you to take unless you would like to reject/opt-out of Voluntary Plan coverage during Open Enrollment.\*

## Union-Represented Employees

#### **What happens?**

Union-represented employees submitted their choice to be covered under the Voluntary Plan beginning January 1, 2018 through their respective bargaining agreements. All eligible union-represented employees will be covered under the Voluntary Plan, effective January 1, 2018.\*

#### **What will I see during the annual Benefits Open Enrollment this year?**

You will see in Mercer BenefitsCentral you are covered under the Voluntary Plan effective January 1, 2018. There is no action for you to take in 2017 unless you would like to reject/opt-out of Voluntary Plan coverage during Open Enrollment and remain covered under the State Plan beginning January 1, 2018.\*

\* In accordance with the California Unemployment Insurance Code, all eligible California employees will automatically be covered by this new Plan as of the effective date unless they complete and submit their rejection for coverage.

If you do not want to be covered under PG&E’s Voluntary Plan on its January 1, 2018 effective date and you would like to remain covered under the State Disability Insurance and Paid Family Leave plan (the “State Plan”), you must make this selection during the annual two-week Open Enrollment period, which runs Nov. 7- 21, 2017.

Anyone who opts out of the PG&E Voluntary Plan is required by State law to continue participation in the State Plan, which includes paying State Plan contributions and submitting claims through the State. A leave of absence will need to be submitted separately through Sedgwick, even for those who remain covered under the State Plan.

If you are on an unpaid leave of absence (are not receiving wage continuation, capped sick time, regular sick, etc.) beginning in 2017 that continues into 2018, coverage under the Voluntary Plan will become effective upon your return to work.

**Important! Wage continuation benefits only supplement Voluntary Plan benefit payments for events beginning 2018. Click [here](#) for more information on coordination of other short-term disability and paid family leave benefits.**