

PG&E Voluntary Paid Family Leave (VPFL) vs. State of California Paid Family Leave (CA-PFL)	The PG&E Voluntary Paid Family Leave plan	California Paid Family Leave
What triggers a PFL claim	An individual's PFL claim begins on the date he/she first began to care for a seriously ill family member or to bond with a new child. You will need to submit a medical certification from your family member's physician/practitioner or documentation showing the relationship between you and your new child.	
Qualifying Reasons	A <b>serious health condition</b> means an illness, injury, impairment, or physical or mental condition of a patient that involves inpatient care in a hospital, hospice, or residential medical care facility. This includes any period of incapacity (e.g., inability to work, attend school, or perform other regular daily activities) or any subsequent treatment in connection with such inpatient care; or continuing treatment by a physician or practitioner. Unless complications arise, cosmetic treatments, the common cold, influenza, earaches, upset stomach, minor ulcers, and headaches other than migraine, are examples of conditions that do not meet the definition of a serious health condition for purposes of PFL. <u>OR</u> To <b>bond</b> with a child within the first year of the child's birth, adoption, or foster care placement.	
Eligibility	Eligible from date of hire	Must have earned at least \$300 from which SDI deductions were held approximately 5 to 18 months (base period) before the disability began.
Waiting Period	No waiting period	7 calendar days, unpaid
Weekly benefit amount (WBA)	70% of base earnings, no maximum	55% of earnings during base period, to a maximum of \$1,104.
Retirement Savings (401K)	YES	NO
Earned Vacation Hours For up to 480 cumulative hours for full time employees and for up to 400 cumulative hours for part time employees	YES	NO
Earned in-lieu Holiday Hours During the first 480 cumulative hours for full time employees and the first 400 cumulative hours for part time employees	YES	NO
Length of wage replacement	8 weeks per rolling 12-month period	6 weeks per rolling 12-month period
Part-Time, Intermittent or Reduced Work Schedules	If you suffer a wage loss due to being unable to perform your regular or customary work, you may receive benefits equal to your wage loss but not more than your weekly benefit rate (WBA).	
Taxation	Not subject to State income taxes or FICA (Social Security and Medicare). Your benefits are taxable and reportable on your federal return only.	
Employee contributions	0.9% of earnings up to \$104,378. Maximum contributions per year will not exceed \$939.40. Contribution rate changes yearly and is set by State of California.	
How do I receive payment?	On your PG&E paycheck	On a Debit Card issued by the State