

PG&E Voluntary Short-term Disability Plan vs. State of California State Disability Insurance	The PG&E Voluntary Short-term Disability Plan	California State Disability Insurance
Definition of Disability	<p>You must be unable to do your regular or customary work for at least eight consecutive days or have been hospitalized.</p> <p>You suffer a loss of wages when you are unable to work due to a non-work-related illness, injury, or pregnancy.</p>	
Qualifying Reasons	<p>You must be under the care and treatment of a licensed physician/practitioner within the first eight days of your disability.</p> <p>You must remain under the care and treatment to continue receiving disability benefits.</p>	
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	7 calendar days	
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	52 weeks (40 Hour workweek = 2080 Hours)	
Part-Time, Intermittent or Reduced Work Schedules	If you suffer a wage loss due to being unable to perform your regular or customary work for at least eight consecutive calendar days due to your disability, you may receive benefits equal to your wage loss but not more than your weekly benefit rate (WBA).	
Taxation	Not subject to State or Federal income taxes or FICA (Social Security and Medicare)	
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