

# CHANGES TO PAID FAMILY LEAVE UNDER 2016 TENTATIVE AGREEMENT

## CURRENTLY, UNDER STATE PFL...

- Can be used for care of family member (family as defined by State of CA) or to bond with a new child after birth, adoption or foster placement
- Paid through State of CA debit card at 55% of subject wages (includes OT) up to 2016 cap of \$1129 week
- Up to 6 weeks
- 7 calendar day waiting period
- Federally taxable
- Can be taken intermittently if there is wage loss
- Administered through State of CA. A separate application for leave of absence needed with PG&E
- PFL claims begin on the date you first begin to care for a seriously ill family member or to bond with a new child. Would require medical certification from family member's physician or documentation of the birth, adoption or foster placement (such as a birth certificate) that also shows the relationship between you and new child.

## PG&E PFL (would go into effect 1/1/18)

- Can be used for care of family member (family as defined by State of CA) or to bond with a new child after birth, adoption or foster placement
- Paid through PG&E paycheck at 100% during normal pay cycle
- Up to 8 weeks
- NO waiting period
- 60% is federally taxable through VP benefits/40% fully taxable through Wage Continuation benefits
- Can be taken intermittently
- Administered through PG&E's Administrator. Same criteria for certification as through state of CA.
- PFL claims begin on the date you first begin to care for a seriously ill family member or to bond with a new child. Would require medical certification from family member's physician or documentation of the birth, adoption or foster placement (such as a birth certificate) that also shows the relationship between you and new child.
- Members have the option to opt out and go to the State of CA plan.

# CHANGES TO SHORT TERM DISABILITY UNDER 2016 TENTATIVE AGREEMENT

## CURRENTLY, UNDER STATE SDI...

- Pays 55% of subject wages (includes OT) up to 2016. Cap of \$1129/week.
- Must use sick leave prior to receiving
- Can receive up to 52 weeks
- 7-day waiting period
- Certification and administration by state of CA
- Paid via State of CA debit card
- Non-taxable
- Requires separation application and leave of absence approval from PG&E
- Follows state of CA guidelines

## PG&E VDIP (would go into effect 1/1/18)

- Pays 60% of base wage with no cap, OR 55% of subject wages (includes OT) with 2016 cap of \$1129/week; whichever is greater.
- Must use sick leave prior to receiving
- Can receive up to 52 weeks
- 7-day waiting period; waived under certain circumstances
- Application through PG&E only. Certification and administration by PG&E's administrator
- Paid via PG&E paycheck during normal pay cycle
- Non-taxable
- No separate application for leave of absence. Certification based on state of CA guidelines
- Members have the option to opt out and go to the State of CA plan

# CHANGES TO LONG TERM DISABILITY UNDER 2016 TENTATIVE AGREEMENT

## LTD PLAN III

(current plan, in place since 2003)

- Minimum 5 month waiting period before you can apply. Sick leave and/or SDI or WC Temporary Disability benefits (EE is not eligible for LTD until WC payments end) used until waiting period is met.
- Pays 66 2/3% of base wage of classification at onset of disability. Offset by SDI and SSDI.
- To remain on LTD beyond 2 years must be SSDI qualified or currently appealing SSDI denial with PG&E's 3rd Party Administrator. Appeals process can extend LTD up to an additional 36 months on a month to month basis or if approved for SSDI until retirement or return to work.
- Can stay on LTD until age 65 (in some cases past age 65 if employee has time remaining in their two-year eligibility period based on age at time of disability).
- PG&E deducts (offsets) any Family Social Security disability benefit amount from your LTD payment.
- Accrues pension service credits while on LTD.
- Continues to pay 7.5% of medical premium.
- Continues to receive vision and dental coverage at no cost.
- Definition: can't perform duties of pre-disability classification and PG&E is unable to place the employee in new position within with the employee's skills, qualifications and reduced work capabilities.

## LTD PLAN IV

(for onset of disabilities on or after 1/1/2018)

- Minimum 52 week waiting period. Sick leave, VDIP, or WC Temporary Disability benefits (EE is not eligible for LTD until WC payments end) used until waiting period met.
- Pays 70% of base wage of classification at onset of disability. Offset by SSDI.
- To remain on LTD beyond 2 years must be SSDI qualified or currently appealing SSDI denial with PG&E's 3rd Party Administrator. Appeals process can extend LTD up to an additional 36 months on a month to month basis or if approved for SSDI until retirement or return to work.
- Can stay on LTD until age 65 (in some cases past age 65 if employee has time remaining in their 2-year eligibility period based on age at time of disability).
- No deduction (offset) from your LTD check for any Family member receiving Social Security disability benefit.
- Pension service credits do not accrue for time period spent on LTD.
- Continues to pay 7.5% of medical premium.
- Continues to receive vision and dental coverage at no cost.
- Definition: can't perform duties of pre-leave classification and PG&E is unable to place the employee in new position within with the employee's skills, qualifications and reduced work capabilities.
- Work Incentive Benefit: In the event the employee returns to a different classification that is lower than their pre-disability rate of pay, employee will receive full wage protection for up to five (5) years but will receive no General Wage Increases (GWIs), unless & until such time as the new wage rate for the new position exceeds the prior position's wage protected rate.