



Together, Building
a Better California

CURRENT VS. NEW

Time off policies

Management, Administrative & Technical and ESC represented employees are eligible. PG&E Corporation employees are eligible for Paid Family Leave.

Vacation (Accrues Monthly)

	CURRENT	AS OF JAN 1 2017
Vacation Accrual Rate	<p>Management and A&T 0-3 years: up to 10 days 4-8 years: 15 days 9-18 years: 20 days 19-28 years: 25 days 29+ years: 30 days</p> <p>ESC-represented 0-5 years: up to 10 days 6-15 years: 15 days 16-21 years: 20 days 22-29 years: 25 days 30+ years: 30 days</p>	<p>Management, A&T, ESC-represented 0-8 years: 15 days (120 hours) 9-18 years: 20 days (160 hours) 19-28 years: 25 days (200 hours) 29+ years: 30 days (240 hours)</p>

Sick Time

	CURRENT	AS OF JAN 1 2017
Current Sick Time Accrual	80 hours awarded at beginning of year Plus sick bonus up to 320 hours awarded annually (if eligible after 20+ years of service)	<p>Incidental Sick Time: Accrue 8 hours per month One-time award of 96 hours on Jan. 1, 2017 (for active employees)</p>
Maximum Accrual	1040 hours equals to: 640 hours (8 years' full-time accrual) Plus 320 hours annual sick bonus, if eligible Plus 80 hours annual award	96 hours
Maximum Conversion		<p>Capped Sick Time: Sick time accrued as of Dec. 31, 2016 (including sick bonus awarded on Jan. 1, 2017) to a maximum of 1040 hours will be converted to Capped Sick time. Retirement Capped Sick time Carry-Over (retiree medical eligible employees, retiring on or after Feb 1 2017): 25% of remaining sick time will be valued at retirement and converted to a Retiree Health Reimbursement Account (RHRA)</p>

Paid Family Leave (PFL)

	CURRENT	AS OF JAN 1 2017
Wage Replacement	California State benefit: 55% of wages; federal taxable; cap of \$1129/week	California State benefit Plus PG&E wage replacement up to 100% of base wage (taxable) No cap
Waiting Period	7 days	None
Term	6 weeks per 12 month rolling period	8 weeks per 12 month rolling period

Short-term Disability (STD)

	CURRENT	AS OF JAN 1 2017
Wage Replacement	Sick time used first; California State benefit: up to 55% of wages; not taxable; capped at \$1,129/week	Capped Sick time used first; Then California State benefit Plus PG&E wage replacement up to 70% of your after-tax base wage No cap
Term	52 weeks	52 weeks
Waiting Period	7 calendar days	7 calendar days; waived in certain circumstances Use Capped Sick time first; Then Incidental Sick time; If no sick time available, can use other paid time or be unpaid during waiting period

Long-term Disability (LTD)

	CURRENT	AS OF JAN 1 2017
Wage Replacement	66 2/3% taxable	70% taxable
Elimination Period	5 months	52 weeks
Term	2 years unless social security qualified, then until normal retirement age (if still qualified under LTD plan)	2 years unless social security qualified, then until normal retirement (if still qualified under LTD plan)
Definition of Disability	Unable to perform duties of regular (base classification) and company is unable to place employee in alternative position	Unable to perform duties of regular (base classification) and PG&E is unable to place you in any position (union or non-union represented) for which you're qualified
Work Incentive Benefit		If, upon return to work, you are placed in position where wage is less than 100% of your pre-disability wage rate, PG&E will pay the difference for up to 5 years

To find out more about your time off benefits programs, go to:

PG&E: mypgbenefits.com

California State benefits: edd.ca.gov