



COVID-19 Topic: Policies and Procedures Frequently Asked Questions

Last Updated: August 5, 2022

Contents

HR HELP LINE (415-973-4357, Option 4, Option 1 M-F 7 a.m. – 4:30 p.m.)	1
CLOSE CONTACT.....	2
FACE COVERINGS	2
TESTING.....	3
ISOLATION	5
LIVESAFE	7
INFORMATION PRIVACY AND HIPAA	8
TIME OFF AND ACCOMMODATIONS POLICY INFORMATION.....	10
ADDITIONAL QUESTIONS.....	12

HR HELP LINE (415-973-4357, Option 4, Option 1 M-F 7 a.m. – 4:30 p.m.)

The HR Help Line is in place for PG&E coworkers and leaders to contact to report confirmed COVID positive results.

How you can help and available resources:

In an effort to reduce call volume and to allow the Help Line to focus on the highest priority needs, we are providing answers below to some of the most frequently asked questions and offering some updated processes. Please be sure that you are making use of the COVID-19 website as an alternative to placing a call to the Help Line.

Going forward, coworkers who are isolated by the HR Help Line will be directed to immediately convey their return-to-work dates and pay guidance to their leader. This will assist with timely information dissemination.

When should you call the Help Line and stay on the line to wait for a staff member?

- If you are a positive coworker and have worked at a PG&E facility within the last 24 hours OR you have had close contact with your coworkers/contractors or customers.
- For all other circumstances, we are asking that you call one time, do not wait to speak to an HR Help Line staff member but instead, leave a single voice message. An HR Help Line staff member will contact you directly within 72 hours. Please do not call back repeatedly, as this will create a backlog and increase response times.

Examples of these types of calls are:

- Non-field/remote coworkers who are confirmed positive and who have NOT been on property within the last 24 hours and have not had close contact with coworkers/contractors or customers within the last 48 hours.

Issues that no longer require coworkers to call the HR Help Line:

- **Emergency Paid Leave (EPL-2048)** to attend an appointment to receive a vaccine or a booster or to recover from symptoms from a vaccine or booster that prevent them from being able to work.
- Inquiries about return-to-work dates – work with your leader
- Inquiries about time off to take care of sick family members or children who are unable to attend school – work with your supervisor
- Contractors inquiring about guidance should call their employers directly.

For additional COVID-19 information, please visit pge.com/covid19employee



COVID-19 Topic: Policies and Procedures

Frequently Asked Questions

Last Updated: August 5, 2022

CLOSE CONTACT

What is the definition of close contact?

California Department of Public Health has defined close contact as someone sharing the same indoor airspace for a cumulative total of 15 minutes or more over a 24-hour period. In Large indoor airspace, proximity can be considered for determining close contact.

- **Small Space:** (conference room, breakroom, etc.) anyone sharing that space with someone who has tested positive for a COVID-19 for 15 cumulative minutes or more within a 24-hour period, regardless of how close
- **Large Space:** (warehouses, lobby, open floor plan area) anyone sharing space within 20-feet of a COVID-19 positive person for 15 cumulative minutes in a 24-hour period.

FACE COVERINGS

Is there a change to the face covering requirement?

NOTE: Effective March 4, 2022 - In light of recent announcements by the government of California, PG&E is aligning its requirements with this new guidance for face coverings. Coworkers are no longer required to wear face coverings indoors or outdoors, except in specific circumstances listed below. This applies to both vaccinated and unvaccinated coworkers. Wearing a face covering is still recommended, especially when working in close proximity to others.

Exceptions to New Face Covering Standard

Despite the updated masking standard, there are still a few specific circumstances where face coverings remain required by Cal/OSHA or PG&E policy. These include:

- **Shared Vehicles:** Coworkers must still wear face coverings when riding together in company vehicles. Contractors riding with PG&E coworkers in PG&E vehicles must wear face coverings; all other times, contractors should follow their employers' guidelines/rules.
- **Isolation:** Coworkers who have returned to work early from isolation based on a negative COVID test must still temporarily wear face coverings in the workplace. The HR Help Line will advise these coworkers how long they must continue to wear face coverings—usually 10 days following exposure or 10 days after either testing positive or developing symptoms. Contractors should follow the guidance provided by their employer.
- **Outbreak Locations:** Coworkers and contractors at facilities where an OSHA outbreak has been declared must wear a face covering, regardless of vaccination status until the outbreak is determined to be over. Coworkers and contractors (via their employers) at outbreak facilities will receive email messages during the outbreak period advising them of this and other requirements.
- **At Customer Request:** Wherever a customer requires or requests, coworkers and contractors entering a customer's property must continue to wear face coverings.
- **High-risk Settings:** Coworkers and contractors who are performing work in [high-risk indoor settings, as defined by the CDPH](#), must wear a face covering. Leaders will inform coworkers and contract workers when these requirements apply.
- **County Health Orders with Stricter Requirements:** We'll continue to monitor and keep you apprised of any changes. As a reminder, PG&E is bound to follow any/all local regulations if they are more stringent than statewide orders.



COVID-19 Topic: Policies and Procedures Frequently Asked Questions

Last Updated: August 5, 2022

What are examples of high-risk settings where Leaders should inform coworkers and contractors that face coverings are required?

The high-risk indoor settings as defined by the California Department of Public Health ([CDPH](#)) order are:

- Emergency shelters, cooling and heating centers (includes PG&E indoor CRCs)
- All healthcare settings (includes hospitals, clinics, pharmacies, dental offices, skilled nursing facilities, elderly care medical facilities, mental health and substance use treatment facilities, etc.)
- Correctional facilities and detention centers (jails, prisons, juvenile justice facilities, etc.)
- Homeless shelters
- Long term care settings including adult and senior care facilities

Wearing face coverings is still **recommended** in the following settings:

- Indoors in K-12 schools, childcare
- Public transit, including airplanes, ships, trains and subways, buses, taxis, ride-shares, airports, bus terminals, marinas, train and subway stations, and seaports.

Is it OK to still wear a face covering even though I've been vaccinated?

Yes, any coworker may wear a face covering regardless of vaccination status.

What kinds of face covering should be worn?

Cal/OSHA continues to define a face covering as a surgical mask, medical procedure mask, a respirator worn voluntarily, or a tightly woven fabric or non-woven material at least two layers thick, with no visible holes or openings. They have recently clarified that fabric face coverings must not let light pass through them when held up to a light source.

Face coverings must completely cover the nose, mouth, and chin and be secured to the head with ties, ear loops, or elastic bands that go behind the head. Face coverings with exhalation valves are not permitted. If gaiters are worn, they must have at least two layers of fabric or be folded to make two layers. Cal/OSHA explicitly prohibits the use of scarves, ski masks, balaclavas, bandanas, turtleneck collars or single-layer masks. Coworkers may request an N95 disposable respirator for voluntary use. The process for requesting N95 respirators is described in a Five-Minute Meeting on the PG&E COVID-19 website. Note that PG&E will provide N95 respirators for voluntary use to all coworkers at no cost, as required by Cal/OSHA. For more information, refer to PG&E's [Bulletin on Face Covering Use](#).

What if a coworker removes their face covering when riding in a shared vehicle?

Please remind the coworker of the requirement that face coverings are required when sharing a vehicle. If they continue to go without a mask when one is required, please bring the situation to the attention of the nearest leader.

TESTING

Under what conditions should I seek a COVID Test?

You should seek a test for any of the following:

- If someone in your household has tested positive
- If you or someone in your household has had close contact with someone who has tested positive for a cumulative total of 15 minutes or more in a 24-hour period.
- If you exhibit any of the symptoms covered in the [LiveSafe](#) daily health check
- If you have been notified that you work at a facility that has received enough cases to be deemed a Cal/OSHA outbreak (3 or more positive cases within a 14-day period).
- If you are currently in isolation, you may return to the workplace after day 5 if symptoms are not present or are resolving, a COVID test collected on day 5 or later tests negative, and you share that test result with PG&E
- If you have any other reason to suspect you may be at risk from exposure

For additional COVID-19 information, please visit pge.com/covid19employee



COVID-19 Topic: Policies and Procedures

Frequently Asked Questions

Last Updated: August 5, 2022

What should I do if my test comes back negative?

You do not need to inform the HR Help Line. However, if you believe you have been exposed to COVID-19, please consider taking another test after a few days. Rapid tests represent a single point in time, and detectable antibodies may not show up for a few days. The optimal time to test is 3-5 days AFTER exposure.

What should I do if my test comes back positive?

For the health and safety of all coworkers and customers, coworkers whose job requires them to report to a PG&E office, field or other location where they interact with customers, coworkers, or the public, are required to immediately inform your leader if test comes back positive. DO NOT report to work. Contact your health care provider, then call the HR Help Line at 415-973-4357, Option 4, Option 1 and follow the instructions above.

Those working remotely and who DO NOT interact in-person with other coworkers or customers must immediately inform your leader, then call the HR Help Line to leave a message reporting you are confirmed positive, then follow the [ISOLATION](#) guidelines below. The Help Line will provide direction on remaining off work and other measures that need to be taken.

Where should I get tested?

Where you get tested may depend on the exposure:

- If you work at a facility that is currently experiencing an outbreak (see above), contact your PG&E HAP/Medical Provider.
- If you suspect exposure at another location, contact your health care provider, or you may purchase a home testing kit. PG&E covers the cost of COVID-19 testing. You may submit for reimbursement through your HAP/Medical Provider. You can also go to your local county's website to look for other appropriate testing sites. To order free at home tests refer to <https://www.covid.gov/tests>

If there is an outbreak at my facility, will PG&E come to my site to administer COVID tests?

We are not providing on-site testing for outbreaks at this time. PG&E covers the cost of COVID-19 testing and the time to take the test. PG&E coworkers may obtain a test by contacting their healthcare provider.

When talking about a Cal/OSHA outbreak at a facility (3 or more cases within 14 days), can you confirm all at the facility must be tested or encouraged to test?

When an outbreak occurs at a facility, PG&E will provide COVID-19 testing weekly to all coworkers who were present during the exposure period. COVID-19 testing is provided at no cost to coworkers during coworkers' working hours through their health care provider. A second test will be provided one week later, and PG&E will continue to provide weekly COVID-19 testing of coworkers who remain at the affected workplace until the outbreak is declared terminated by PG&E following Cal/OSHA rules, or by the local health department.

Are close contacts at a Cal/OSHA outbreak at a facility (3 or more cases within 14 days) required to test?

If you are deemed to be in close contact in a COVID Outbreak location, you may continue to work with a face covering for days 1-3 after the exposure. On day 4, you are prevented from working onsite unless you test negative and provide a photo of the test showing a time and date to the HR Helpline. If you choose not to test on day 4 you are prohibited from entering a company worksite and you must use sick or vacation time for days 4-10 since refusing to test makes you ineligible for COVID Supplemental Paid Sick Leave. An antigen test is recommended over a PCR test which can still show a positive result long after you are not infectious. An at-home antigen test is acceptable.



COVID-19 Topic: Policies and Procedures Frequently Asked Questions

Last Updated: August 5, 2022

How do I provide proof of the negative test to the HR Helpline?

You have two options.

- 1) You can send a photo of your negative COVID19 test results with the time and date of test written on a piece of paper to HRCOVID19Team@pge.com

OR

- 2) You can send a copy of your negative PCR results to the HRCOVID19Team@pge.com

Once you send your negative results you do not need to wait for a call from the COVID19 phone team, you are free to return to work.

ISOLATION

When do I need to isolate myself?

Isolating means you have symptoms of COVID or have tested positive and are separating yourself from people who are not sick to prevent spread.

All coworkers need to isolate under one of two conditions:

1. If you have tested positive for COVID-19, regardless of vaccination status.
2. If you have COVID symptoms, regardless of vaccination status.

NOTE: If you have been in close contact with someone who has tested positive for COVID, you do not need to quarantine if you have no COVID symptoms. However, you must follow specific rules regarding face coverings and social distancing when at a worksite. If you do have symptoms, isolation is required as described below.

For how long do I need to isolate/quarantine?

The rules for isolation have changed several times already during this pandemic. Prior guidance had required at least 10 days of isolation in most instances. But the Cal/OSHA rules changed in January 2022 to permit coworkers to return to work sooner under certain circumstances. Cal/OSHA no longer requires quarantine for close contact who do not have symptoms. On February 7, 2022, PG&E changed its policies to take advantage of those shorter isolation and quarantine periods if they qualified based on negative COVID testing.

What are the key changes to quarantine policy that were implemented on August 8, 2022?

On June 8, California Department of Public Health removed the requirement to quarantine individuals who have been in close contact with a COVID positive case. Effective August 8, PG&E is aligning with the CDPH and removing quarantine requirements for close contacts. If you are currently quarantining or have been asked to quarantine, please call the HR Help Line at 415-973-HELP, Option 4, Option 1 to receive additional guidance on returning to work.

What are the key changes to isolation policy that were implemented on February 7, 2022?

Coworkers who test positive for COVID-19 must isolate for 10 days, unless they take a COVID-19 test on day 5 of their isolation (or later) that is negative, AND they have been fever free for at least 24 hours, without the use of fever reducing medication, AND all of their other symptoms are improving.

If you are currently isolating or have been asked to isolate, please call the HR Help Line at 415-973-HELP, Option 4, Option 1 to receive additional guidance on completing the testing process associated with this update. If you are working remotely and test positive, please call the HR Help Line and leave a message.



COVID-19 Topic: Policies and Procedures

Frequently Asked Questions

Last Updated: August 5, 2022

Am I required to test on day 5 or later of my isolation?

No. If you choose not to test and you have no symptoms or your symptoms are resolving, you may return to the workplace after day 10.

If you continue to have a fever on day 10, isolation must continue, and you may not return to work until 24 hours after the fever resolves without the use of fever-reducing medication.

If after Day 5 or later, test result is still showing positive, do coworkers need to submit the positive results?

No, coworkers do not need to submit positive results. Coworker must remain isolated for the full 10 days. Coworker may return to the workplace after day 10 if they have been fever free for at least 24 hours, without the use of fever-reducing medication, AND all of their other symptoms are improving.

Is vaccination mandatory at PG&E?

No. At this time, vaccination remains your personal decision and is not mandatory at PG&E.

LIVESAFE

Is completing LiveSafe required?

Yes. Cal/OSHA requires that you complete a health check daily before coming to work. LiveSafe is the method PG&E uses for our coworkers to document that this compliance requirement has been met. LiveSafe must be completed by all coworkers who are not working at home.

Do I have to show my LiveSafe results to my coworker or supervisor?

You must show your LiveSafe results to supervisors and other authorized personnel (such as safety investigators, instructors at PG&E Training Centers, and Human Resources personnel) upon request to demonstrate that you have completed the LiveSafe questionnaire. You may share your LiveSafe status with your coworkers, but you are not required to do so.

Are there instructions on how to install the LiveSafe app?

Yes. We have provided a 5MM that describes how to install the LiveSafe app on your company cell phone, as well as options for your personal phone or computer. You can find the 5MM at the following link: [5MM LiveSafe \(pge.com\)](#)

Will LiveSafe advise me on whether to report to work or not?

Yes. The app will provide a message, as well as an email, that will advise you on whether you are OK to report to work or whether you should not report. Your supervisor will also receive the message. It's important to conduct the screening questions before you arrive at a work location. You should not wait to perform the screening until after you arrive at work.

If I'm a Supervisor, is it adequate to meet with my team after they report to work and ask if they have COVID symptoms?

No. All coworkers must complete their screening before reporting to work. This is critical in helping us limit the spread of COVID at the workplace. Of course, you may talk with your team members and ask how they are doing and advise them to go home if they start feeling ill.

What if I don't have a company cell phone? Do I still use LiveSafe?

Yes. As noted in the 5MM ([5MM LiveSafe \(pge.com\)](#)), you can also install LiveSafe on your personal phone, or you can use it from your computer. In cases where coworkers don't have those options, the supervisor will provide a hard copy document with the screening questions, and the coworker will be required to review and answer those questions prior to reporting to work. If any of the responses are "Disagree", then the coworker needs to contact the supervisor and HR Helpline to report and get instructions.

For additional COVID-19 information, please visit pge.com/covid19employee



COVID-19 Topic: Policies and Procedures Frequently Asked Questions

Last Updated: August 5, 2022

What if LiveSafe is not working? Do I still need to do screening?

Yes. Remember that screening for COVID symptoms or close contacts is a key part of our exposure control mitigation and helps us reduce potential spread of the virus at the workplace. Additionally, screening is required by Cal/OSHA regulation. If LiveSafe is not working, you will be provided with the list of screening questions and you will need to go over those prior to reporting to work. If you answer disagree to any of the questions, you'll need to call your supervisor and HR Helpline for instructions.

Do we provide our LiveSafe app to contractors?

No. We should not give contractors access to our LiveSafe app, even those contractors who have Lan ID's. It's the responsibility of the contractor's employer to conduct screening and to exclude employees with COVID symptoms from the workplace. That's a Cal/OSHA requirement, and all employers with operations in California must have their own plan to comply with the regulation. We should be advising all contractor representatives that they are required to comply with Cal/OSHA COVID regulations, as well as various County and State Health Department orders. This is especially important for contractors from out-of-state.

Can we request daily screening results for individual contractors?

No. We should not request to see the screening results for individual contractors. We can contact the contractor's employer representative and confirm with them generally that they are conducting screening, that they are reviewing screening results daily, and that they are excluding employees with COVID symptoms or close contacts from the workplace.

INFORMATION PRIVACY AND HIPAA

Isn't medical information protected by HIPAA? How is it legal for PG&E to collect this information?

PG&E is not subject to Health Insurance Portability and Accountability (HIPAA) regulations, which apply to health care entities such as hospitals and medical insurance providers. State and federal privacy laws applicable to the workplace do permit employers to ask coworkers about their vaccination status. Nevertheless, we are sensitive to the privacy concerns that documenting this information raises. PG&E is taking all appropriate measures to maintain the confidentiality of the information provided, but some disclosure within the Company is necessary in order to ensure compliance with the Cal/OSHA regulation. You have a choice of whether you wish to submit information about your vaccination status, but if you do not, PG&E is required to consider you as if you are unvaccinated.

TIME OFF AND ACCOMMODATIONS POLICY INFORMATION

How do I code my time for COVID-19-related Time Off?

If you need time off due to the current Public Health Emergency, the type of pay and/or leave benefits you may be eligible for is dependent on your reason for absence. Refer to the [How Do I Take Time Off for COVID-19](#) decision tree to help guide you.

Who to contact with questions and for guidance?

- HR Help Line at 415-973-4357, Option 4, Option 1: If you have been diagnosed or test positive and need to isolate
- PG&E Leave Team at PGELeaveteam@pge.com: City and local paid time off ordinances
- Sedgwick, at 1-855-732-8217 Mon-Fri, 5 a.m.-5 p.m.: medical and family care leaves



COVID-19 Topic: Policies and Procedures

Frequently Asked Questions

Last Updated: August 5, 2022

What is the new Supplemental Paid Sick Leave (SPSL) law effective February 19, 2022?

Governor Newsom signed legislation approving SPSL to September 30, 2022, covering the period retroactively back to January 1, 2022.

This version of SPSL provides up to 80 hours of paid leave for persons who cannot work in-person or remotely due to quarantine or isolation or when they are taking care of a family member doing the same. It also covers time off for getting vaccines and boosters, recovering from side-effects of vaccines or boosters, and school and daycare closures due to COVID.

For more detailed information about what absences are covered by the new SPSL law, please review the [2022-COVID19-SPSL](#). If you have reviewed the covered reasons and still have questions about whether you are eligible for SPSL, call the HR Help Line at 415-973-4357, Option 4, Option1.

Who is covered under SPSL, and how much time off can we use?

This new version of SPSL permits employers to require additional documentation, including documentation of COVID-19 test results, in order to provide the full 80 hours of SPSL. However, PG&E is simplifying its implementation to match how we previously used SPSL and to make it easier for all our coworkers who need time off due to the covered reasons to utilize that time. Coworkers can record their time utilizing time code Emergency Paid Leave (EPL-2048); it is the same time code PG&E has been using for SPSL.

This includes allowing coworkers to update their own time records without prior approval from the HR Help Line.

When can we use SPSL? Is it retroactive?

The law is in effect retroactive to January 1, 2022, through September 30, 2022.

If I already used my vacation or sick time for SPSL-covered reasons this year, 2022, will I get that time back?

Yes. Coworkers who have already used sick or vacation time for a covered absence in 2022 should update their own prior time entries utilizing time code for **Emergency Paid Leave (EPL-2048)**; no approval from the HR Help Line needed.

Can I use SPSL before I use of my own sick or vacation time?

Yes. If your absence is covered by SPSL, you are not required to use any other paid or unpaid leave, paid time off, or vacation time before using SPSL or in lieu of SPSL.

Can I use SPSL if I need to isolate?

If you are unable to work in-person or work remotely because you are subject to an isolation period related to COVID-19 (as defined by an order or guidance of the State Department of Public Health, the federal Centers for Disease Control and Prevention, or a local public health officer who has jurisdiction over the workplace), you are permitted to use SPSL. If you are subject to more than one of the foregoing, you are permitted to use SPSL for the minimum isolation period under the order (or guidance that provides for the longest such minimum period).

If I work from home, can I use SPSL when I am in isolation and too sick to work?

Yes. If you work remote, but you are too sick with COVID-19 to perform work, you may utilize SPSL. If you are experiencing symptoms of COVID-19 but have not tested positive or been diagnosed with COVID-19, your time spent seeking a diagnosis (going to the doctor or getting tested for COVID-19) is also covered by SPSL.

Can I use SPSL to get vaccinated or recover from vaccination symptoms, even if I work from home?

Yes, all coworkers may use SPSL to attend an appointment to receive a vaccine or a booster or to recover from symptoms from a vaccine or booster that prevent them from being able to work.



COVID-19 Topic: Policies and Procedures

Frequently Asked Questions

Last Updated: August 5, 2022

Can I use SPSL for my family member even if I work from home?

Yes, SPSL applies if you are unable to work remotely because you are caring for a family member who is in isolation or quarantine, getting a vaccination or booster, recovering from a vaccination or booster, or staying home because their school or daycare is closed due to COVID-19.

Who is considered a family member as it relates to SPSL?

Same as SPSL 2021, “family member” means any of the following:

- (1) A child, which includes biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis. This definition of a child is applicable regardless of age or dependency status.
- (2) A biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee’s spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.
- (3) A spouse.
- (4) A registered domestic partner.
- (5) A grandparent
- (6) A grandchild.
- (7) A sibling.

How do I request an Accommodation for a COVID related matter due to my own medical condition?

If you have a disability and you are requesting a reasonable accommodation to perform the essential functions of your job, please send your request form to the Accommodations team via email to Accommodations-Req@pge.com.

ADDITIONAL QUESTIONS

If I’m vaccinated, can I work from a PG&E office or have in person meetings again?

Your vaccination status is not a condition for working in a PG&E office or participating in in-person meetings at this time. The process for returning remote workers to PG&E offices and the opportunity to collaborate at in-person meetings are both being developed as part of PG&E’s Future of Work program. More details on in person meetings are available on the PG&E COVID-19 website.

Do I still need to keep six (6) feet from others?

Physical distancing is a good practice to increase safety, but Cal/OSHA has eliminated the physical distancing requirement both indoors and outdoors. When you are eating or drinking, it is particularly important to remain six (6) feet of separation from others.

How should I protect myself against the Omicron variant?

We continue to strongly encourage all coworkers and our contractors to get vaccinated if they are able, for their own health and safety, as well as that of all coworkers, our families, our customers, and our communities. If you have been vaccinated, the Centers for Disease Control and Prevention (CDC) is urging adults over 18 to [schedule an appointment](#) to get their booster. Booster shots are recommended five months after the second Pfizer or Moderna immunization, or two months after the Johnson & Johnson/Janssen immunization. All coworkers must also:

- Complete the [LiveSafe](#) app every workday unless they are working from home. Performing this daily at-home health screening before arriving at a PG&E facility or worksite is a Cal/OSHA requirement.
- Wear a mask in shared vehicles if anyone in the vehicle is unvaccinated.

Will PG&E’s travel policy change due to the Omicron variant?

At this time, there are no changes to our company policies regarding business travel. However, international travel requirements are changing rapidly as a result of the identification of the Omicron variant. If you plan to travel in the coming weeks, particularly internationally, be sure to stay up to date on the [latest travel restrictions](#) and vaccination and testing rules, both for traveling to your destination and returning to the United States. It is also important to note that the CDC is clear that you should not travel internationally unless you are up to date on your vaccination status and advises that you wear a well-fitting face covering (preferably an N95, KN95 or a KF94 mask).

For additional COVID-19 information, please visit pge.com/covid19employee



COVID-19 Topic: Policies and Procedures

Frequently Asked Questions

Last Updated: August 5, 2022

What's the latest with the proposed vaccine mandate?

The company still has not made any changes to its policies. Both the federal vaccine mandate proposed for federal contractors and OSHA vaccination or testing proposal have faced legal challenges and, as such, there is no implementation deadline as of yet. We will continue to share more information related to COVID-19, including the continued evolution of testing and vaccine compliance rules at the federal, state and local levels. And we commit to providing advanced communication regarding compliance with a vaccination verification or testing requirements.

In the meantime, all coworkers should continue to follow the COVID-19 work rules in place currently. We strongly encourage all coworkers and our contractors to get vaccinated and boosted if they are able, for their own health and safety, as well as that of all coworkers, our families, our customers and our communities.

Where do conversations stand with the unions currently?

We've scheduled regular meetings with our union partners when there are updates to discuss and are committed to working together to plan out our next steps. We will keep you apprised of our progress.

Has the Company ended the School/Daycare Closure Time Off policy?

The Company's school/daycare closure time-off policy which enabled coworkers to take up to 2 days off (using available vacation or time off without pay) to manage their child(ren)'s school closure or impacts from COVID-19 ended on March 1, 2022. Coworkers may use SPSL time code Emergency Paid Leave (EPL-2048) for up to 80 hours of paid leave for persons who cannot work in-person or remotely due to quarantine or isolation or when they are taking care of a family member doing the same. It also covers time off for getting vaccines and boosters, recovering from side-effects of vaccines or boosters, and school and daycare closures due to COVID.