

From: Torres, Jennifer  
Sent: 7/25/2013 2:12:18 PM  
To: Doll, Laura (/O=PG&E/OU=CORPORATE/CN=RECIPIENTS/CN=LRDD)  
Cc:  
Bcc:  
Subject: RE: Maternity leave policy

No problem, anytime!

*Jennifer Torres*

(415) 703-5134

**From:** Doll, Laura [mailto:LRDD@pge.com]  
**Sent:** Thursday, July 25, 2013 2:12 PM  
**To:** Torres, Jennifer  
**Subject:** Re: Maternity leave policy

Jennifer -- thanks so much for your prompt response!  
We think we need to push for change and so we are benchmarking.  
I really appreciate this.

Laura

**From:** Torres, Jennifer [mailto:jennifer.torres@cpuc.ca.gov]  
**Sent:** Thursday, July 25, 2013 01:56 PM  
**To:** Doll, Laura  
**Subject:** RE: Maternity leave policy

Hi Laura,

The CPUC does not offer paid maternity or paternity leave; however, the State of California does offer Paid Family Leave through EDD which is an account paid into by some of our Rank & File employees. The other type of paid leave (for BU9 and Sups/Mgrs) is through Nonindustrial Disability Insurance in which the employee does not pay into.

Otherwise we offer FMLA (covers employer portion of benefits but does not compensate), use of leave credits and/or leave of absence (unpaid).

Let me know if you have any additional questions.

Thanks,

*Jennifer Torres*

(415) 703-5134

**From:** Doll, Laura [<mailto:LRDD@pge.com>]  
**Sent:** Wednesday, July 24, 2013 3:54 PM  
**To:** Clanon, Paul  
**Cc:** Torres, Jennifer  
**Subject:** RE: Maternity leave policy

I'll get to those next . . .

Also PATERNITY leave please.

**From:** Clanon, Paul [<mailto:paul.clanon@cpuc.ca.gov>]  
**Sent:** Wednesday, July 24, 2013 3:54 PM  
**To:** Doll, Laura  
**Cc:** Torres, Jennifer  
**Subject:** Re: Maternity leave policy

Oh come on, that's too easy for Jennifer even to waste her time answering. Can't you at least make it like maternity leave for employees' pets, or whether the Governor has to approve pregnancies in advance or something?

On Jul 24, 2013, at 3:51 PM, "Doll, Laura" <[LRDD@pge.com](mailto:LRDD@pge.com)> wrote:

Thanks in advance Jennifer!

We are interested in whether the Commission (State, I assume) offers paid maternity leave.

Laura

**From:** Clanon, Paul [<mailto:paul.clanon@cpuc.ca.gov>]  
**Sent:** Wednesday, July 24, 2013 3:49 PM  
**To:** Doll, Laura; Torres, Jennifer  
**Subject:** RE: Maternity leave policy

Jennifer would.

**From:** Doll, Laura [<mailto:LRDD@pge.com>]  
**Sent:** Wednesday, July 24, 2013 3:45 PM  
**To:** Clanon, Paul  
**Subject:** FW: Maternity leave policy

I got an out of office from Michelle – would you know the answer to this, wise one?

**From:** Doll, Laura  
**Sent:** Wednesday, July 24, 2013 3:44 PM  
**To:** Michelle Cooke ([michelle.cooke@cpuc.ca.gov](mailto:michelle.cooke@cpuc.ca.gov))  
**Subject:** Maternity leave policy

Could you point me in the direction of someone who can provide the CPUC's policy on maternity and paternity leave?

Yes, you likely did not expect this question, but it's important.

Thanks in advance!

Laura Doll

Director, Regulatory Relations

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