

## WORKERS' COMPENSATION & AEA SUPPLEMENTAL BENEFITS IN DETAIL

|  | <b>Workers' Compensation</b>  | <b>AEA Supplemental Benefit</b>  |
|--|---|--|
|  | <i>Administered by Liberty Mutual</i>   | <i>Administered by AEA</i>   |
| <b>Waiting Period</b>  | Seven day waiting period.<br>If you lose more than 14 days of work, lost wage benefits start from the <b>first</b> day you missed work. | No waiting period.<br>Members can receive the benefit for as little as one full day missed in which you are docked complete pay.         |
| <b>Rate</b>  | 2/3 of Average Weekly Wage up to the NY maximum weekly rate (currently \$1,171.46 per week)   | 75% of Production Minimum <b>MINUS</b> any benefits paid by Workers' Comp  |
| <b>Taxation</b>  | Tax-free benefit  | Taxable  |
| <b>Contact Person</b>  | Adjuster assigned to your WC claim through the insurance company  | <b>John Lynes</b><br><i>Workers' Comp/Unemployment Bus. Rep.</i><br><a href="mailto:jlynes@actorsequity.org">jlynes@actorsequity.org</a> |
| <p style="text-align: center;">Both benefits are on a <b>per day</b> NOT per show basis.<br/>In order to be eligible for a given day, you must not receive any compensation for that day.</p> <p style="text-align: center;"><b>EXAMPLES</b></p> <ul style="list-style-type: none"> <li>• If you attend rehearsal but are out for a performance that same day, you are docked for only half a performance and are NOT eligible for either benefit that day.</li> <li>• If you are out for only one show on a two-show day, you receive pay for one performance and are NOT eligible for either benefit that day.</li> </ul> <p style="text-align: center;">In both of these circumstances, Company Management will pay out accrued sick days to help make up for docked pay.</p> |   |  |

### To qualify for the AEA Supplemental Benefit, an AEA member must:

- Have an open/approved Workers' Comp claim through WICKED's Workers' Compensation insurance policy
- Miss at least one full day of work, in which they have been docked pay for the entire day
- Visit an **MD doctor**, using said claim, and have the doctor provide a note attesting that each missed work day was due to the work-related injury referenced in the claim

### **Non-Consecutive Days Missed**

If you miss non-consecutive days of work due to a work-related injury (i.e. you're out on a Workers' Compensation claim, return to work, and then are out again due to your pre-existing injury), you may be eligible for Workers' Compensation and/or the AEA Supplemental Benefit for each day missed.

In order to be eligible for either benefit, your doctor would need to write a letter attesting that each missed work day was due to a work-related injury covered by a Workers' Compensation claim. If you are unable to provide a doctor's note for a particular missed performance, you may use accrued sick days to help make up for docked pay by contacting Company Management.