



SPEEDWAY CHAIRMAN'S REPORT #003

August 19, 2010

With the many questions surrounding the newly negotiated attendance procedure, many employees are being caught up in the program without their knowledge, or being disciplined for an occasional absence that is substantiated with a doctor's notice. I feel it is necessary to share with the Members their eligibility requirements when filing for Sickness and Accident Benefits, (S/A).

An employee becomes eligible for S/A benefits when the employee becomes wholly and continuously disabled, due to an injury or sickness which keeps the employee from working. The employee must be seen and treated by a physician, (MD), during the first seven calendar days that the employee is off.

I have listed below just a few examples when an employee's S/A pay would start while on disability.

1. An employee is off work due to surgery and is admitted as an **inpatient** at a hospital and stays overnight. In this case, the employee's S/A benefits would start immediately with no waiting period to be served.
2. An employee is off work due to an accident; S/A benefits would start immediately with no waiting period to serve.
3. An employee is off work due to outpatient surgery. In this case, the employee's S/A benefits would **start the day after the surgery**, with the employee losing one day's pay.
4. An employee is off work due to a sickness / illness; the employee would be required to serve a 7 day waiting period with the S/A benefits starting on the 8th day, providing the employee was treated and seen by a doctor, (MD), the first 7 days of their absence.

It is item number #4 Management is having an issue with. It is every employee's right to request S/A paperwork even if the employee is off for one day due to an illness and under a doctor's care. The purpose for this would be if the illness should recur within the first 3 months of the onset, the employee could satisfy their 7 day waiting period, providing all absences were for the same diagnosis or illness.

Allison Management's position is employees who are absent less than 7 calendar days and don't receive S/A pay for their absence, Management will count this against your attendance percentage and possibly subject the employee to the discipline procedure. **However, if an employee is off in excess of 7 calendar days and is entitled to receive S/A pay, Management will not count this absence against your attendance percentage.**

Any questions you may have regarding your S/A benefits or other requirements that must be met for eligibility, contact your Union Benefit Representative.

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