



Modified Temporary Benevolent Disaster Relief Benefit **COVID-19 WAGE REPLACEMENT**

When COVID-19 first began devastating our communities the Trustees immediately implemented a Benevolent Disaster Relief Benefit for the 2020A Stabilization Period that provided up to one week of wages a month for participants unable to work because of COVID. This included individuals who were diagnosed with COVID and those who needed to quarantine because of a possible exposure or a state Stay-at-Home order or a closing down of a worksite.

After the Trustees implemented that benefit, the Federal and State governments enacted legislation including the stimulus pay, the Emergency Paid Sick Leave and Extended FMLA in the Families First Coronavirus Relief Act (FFCRA), state mandated paid time off, additional unemployment benefits through the CARES Act, and other actions. In addition, beginning in June 2020 all 50 states and the District of Columbia began reopening or put in place plans for reopening. Based on these actions the Trustees suspended the Temporary Benevolent Disaster Relief Benefit after the end of the 2020A Stabilization Period (June 2020) but continued to monitor both the Coronavirus and the impact on employment in the industry.

As we get into winter the cases of the virus are continuing and even increasing. The Trustees see a need for reinstating the COVID-19 Wage Replacement Temporary Benevolent Disaster Relief Benefit. However, more is known about the virus and testing has become more available so that it is possible to accurately identify positive cases. Accordingly, the Trustees have modified the Benefit to reflect the current situation.

This updated benefit is available for those who test positive for COVID themselves, or for a family member who resided with them that tests positive and have a need to quarantine. This benefit is only available if you were/are not being compensated for those day in quarantine by any Employer or Trust Fund under any Federal, State or Locality law (some due to expire prior to the end of the year) or special resolution.

Applications need to be submitted online, via the member portal and will require documentation be uploaded in order to be considered. Documentation include: 1) A copy of the test confirming you or a family member tested positive, and 2) A copy of a canceled check (this benefit will be paid via ACH).

Below are the requirements for eligibility for the reinstated Temporary Benevolent Disaster Relief Benefit effective November 1, 2020. The Trustees will continue to monitor both the Coronavirus and the impact on employment in the industry as well as implementation and utilization so that if appropriate the benefit can be further modified, suspended or terminated.

SASMI Trustees

Modified Temporary Benevolent Disaster Relief Benefit

Eligibility

A Participant is eligible for the Modified Temporary Benevolent Disaster Relief Benefit if, on or after November 1, 2020,

- the Participant meets the general eligibility rules (in other words, if the Participant did not work the industry average hours for the Stabilization period, they would be eligible for a Supplemental Unemployment or Underemployment Benefit);
- the participant or a member of their household tests positive for COVID-19;
- a member of your household is someone with whom you reside (live in the same house) on a regular day to day basis;
- the Participant complies with the requirement that those who test positive or are in close contact with someone who tests positive quarantine in response to that positive test;
- the Participant provides a copy of the positive test result; and
- if the person tested is a family member, the participant provides something to prove that the person resides at the same address as the Participant.

Benefit

Starting November 2020 and continuing until the Trustees modify or terminate the benefit, in each calendar month, a Participant is eligible for up to two (2) work weeks (10 work days) of wages at eight (8) times the Average Hourly Wage on which Contributions were remitted in the Employee's Home Local for each day of quarantine.

- The days on which this COVID-19 Benevolent benefit are paid will not impact qualification or eligibility for Supplemental Unemployment or Underemployment benefits and will not be counted against those benefits.
- The benefit, however, will count as a benefit received in determining, in the future, whether a Participant has met the 200% rule and in determining Severance and Retiree HCRA benefits.

Limitations on the Benefit

- If a Participant quarantines for less than ten (10) workdays (for example, if the Participant returns to work within the 10 workday benefit period) then the benefit for any days not in quarantine will be considered an overpayment.
- Benefits will not be paid for more than 10 workdays (80 hours) in any one calendar month. For example, if a Participant's spouse tests positive on the first of the month and the Participant tests positive on the 15th of the month, the Participant is only entitled to 10 workdays of benefits.
- Only one set of benefits will be paid for any workday even if the Participant and a family member both test positive and the quarantines overlap.
- Benefits must be applied for within eight (8) weeks of the positive test.

To submit an application for this benefit, click the link below and log into the SASMI portal.

<https://www.sasmi.org/member-portal-login/>