



Fund

American Federation
of Musicians &
Employers' Pension Fund

One Penn Plaza - Suite 3115
New York, NY 10119
(212) 284-1200
Fax (212) 284-1300

M E M O R A N D U M

TO: Contributing Employers That Employ Fund Participants on a Long-Term Basis

FROM: Maureen Kilkelly, Executive Director

DATE: May 3, 2004

RE: Contributions on Disability Pay (Including Sick Leave Pay)

As you may know, under the terms of the American Federation of Musicians and Employers' Pension Plan (the "Plan"), contributions to the American Federation of Musicians and Employers' Pension Fund (the "Fund") are permissible only if they are based on scale wages for "covered employment." Please be advised that the Fund has adopted the following rules concerning when it will accept contributions made with respect to wages paid to a participant during a period of disability – either short-term disability, including periods of sick leave, or long-term disability:

1. *Short-Term Disability/Sick Leave.* The Fund will accept contributions on wage payments made to a Participant under a short-term disability policy (e.g., sick leave payments) for **up to 90 consecutive days**. Contributions on short-term disability payments will be accepted whether those payments are made by the participant's employer or by an insurance carrier.
2. *Long-Term Disability.* The Fund will not accept contributions on any payments made to a participant under a long-term disability policy. Contributions on long-term disability payments will not be accepted whether they are made by the Participant's employer or directly by an insurance carrier.

Please note that, if contributions are made on wages paid under a short-term disability policy, the effective date of any disability pension benefit will be the first day of the month coincident with or next following the date those wage payments cease (rather than the first day of the month coincident with or next following the date that the total disability commenced).

If you have any questions, please contact Gary Lubliner, Pension Claims Manager, at the Fund office, 212-284-1289.

cc: Board of Trustees
Fund Co-counsel
Fund Actuary