



## PRODUCTION SICK PAY POLICY (NON-UNION) – U.S. AND CANADA

The Production provides paid sick time to eligible cast and crew members. In addition to using this benefit for their own illness or injury, cast and crew members may use paid sick time to care for a family member, bereavement, or in other specified circumstances.

**ELIGIBILITY:** With a few exceptions\*, cast and crew members not subject to a collective bargaining agreement (and others if required by law) are eligible for sick time benefits. Union covered crew members should consult with their union representatives to determine sick time eligibility under the terms of the relevant collective bargaining agreement.

**RULES FOR ALL ELIGIBLE CREW:** Cast and crew members paid on a weekly/flat rate basis and those who are paid hourly, will receive up to five (5) days or 40 hours of sick time per show, upon hire. Unused sick time does not accrue from show to show, or year to year (unless required by applicable local law) and will not be paid out upon termination.

**LOCATIONS WITH SPECIFIC SICK PAY RULES:** The Production also follows the specific sick pay rules of certain regions, states, and municipalities, including those prohibiting retaliation in connection with sick time requests and use, and those allowing civil actions to enforce sick time benefits. Crew members who are interested in more information regarding their local sick pay rules should contact their Payroll Company.

Cast and crew members must accurately report their use of sick time to their Supervisor/Head of Department. Inappropriate use of sick pay may result in disciplinary action, up to and including termination of employment. Questions regarding the policy can be directed to Human Resources or Employee Relations.