

## Wage loss benefits setting

### **1. What earnings are considered when determining my compensation rate?**

Your compensation rate is based on the amount of money you were earning at the time of your accident. This is usually determined by considering your taxable employment earnings.

### **2. What percentage of my earnings will I receive for my compensation benefits?**

Your compensation rate is based on 90% of your estimated net earnings based on a maximum of \$50,100 in gross earnings (2001 figure - maximum amount is subject to a periodic review).

### **3. What are net earnings?**

Net earnings are calculated by deducting probable income tax, employment insurance premiums and Canada Pension Plan contributions from your gross earnings.

### **4. Are my employment insurance benefits considered earnings?**

No. Only taxable employment income is considered when determining your compensation rate.

### **5. Are overtime pay and statutory holidays included when determining compensation rates?**

Overtime can be included if it is worked on a consistent basis. Statutory holidays are included if they are part of your regularly scheduled work week.

### **6. Is my holiday pay included when determining my compensation rate?**

Holiday pay is included if you are subject to lack of work or seasonal layoffs.

### **7. What if I miss time from work on another job?**

Earnings from second jobs are considered when setting your rate of compensation.

### **8. Do I claim workers' compensation benefits on my income tax?**

Revenue Canada requires you to report WCB benefits as income, but they are not taxed. The WCB will mail a T5007 form to you for income tax purposes. This form will provide the total disability compensation money you received up to the 31st day of December in that calendar year.

### **9. What is permanent status and non-permanent status?**

Your employer is asked to confirm whether your job would have lasted for one year or more, without interruption. If so, you have permanent employment. If your job was subject to seasonal breaks, job shutdowns or lack of work layoffs, you would be considered a non-permanent employee. As a non-permanent employee, your compensation rate may change on the date your job would have ended.

**10. What happens to my vacation time?**

There is no need to take vacation time when you are disabled from work due to a work-related accident or illness. If this happens, you should talk to your employer.

**11. What is total temporary disability (TTD) benefits?**

While you are unable to work, you may be entitled to TTD benefits. TTD replaces the income you would normally earn while working. Depending on the degree of your recovery and the nature of your work duties, you may be able to return to modified duties. If you are earning less than you were before your injury/illness, you may be eligible for partial benefits.

**12. I'm off work again. Will my compensation rate be the same as it was before?**

If you become disabled under the same claim, your compensation rate cannot be lower than it was at the time of your initial injury/illness. Under certain conditions, your rate may be increased to reflect higher earnings. You should contact your case manager to see if you qualify.

**13. I have a permanent partial disability (PPD) award. What does that do to my compensation rate?**

You cannot receive more than 100% disability on any claim. If you become totally disabled again on the same claim, the PPD will be deducted for the period covered by each cheque. This happens even if you have taken a lump sum pension. However, in most cases, your PPD amount will not affect the rate on a different claim. Non Economic Loss Payment (NELP) awards, recognizing a permanent clinical impairment, will not affect your rate.