

## Alliance Eligibility Matrix

Revised 9/15/2011

Program	Union	Net Credited Service	Employee Class	Employee Type	Employee Status	Eligibility
ALLIANCE	CWA/IBEW	Not Required	Regular/Term	Full/Part Time	Active	Eligible
					Laid-off (TERMS <b>Not Eligible</b> )	1 Year + weeks of severance pay
FAD/FAED ***	CWA/IBEW	1 Year or more	Regular	Full/Part Time	Active	No
					Laid-off	2 Years

### EFFECTIVE January 1, 2008

**Active Rate** = up to **\$2,250** per calendar year

**Displaced Rate** = up to **\$3,250** per calendar year

EMPLOYEE CATEGORY/STATUS		RATE	ALLIANCE	PPT	FAD / FAED	TTT*
SLP (Special Leave Program)	Currently on Leave (Alcatel-Lucent/Avaya)	Active	Yes	Yes	No	No
	Currently on Leave (AT&T)	Dislocated	Yes	Yes	No	No
	Laid-off after the SLP	Dislocated	Yes - 1 Year	Yes - 1 Year	Yes - 2 Years	No
	Electing Not to Return to Work	N/A	No	No	No	No
ECO/ Skill Match/Job Match (Extended Compensation Option)	Currently in ECO/Skills Match/Job Match	Active	Yes	Yes	No	No
	Laid-off after the Completion of ECO/ Skills Match/Job Match	Dislocated	Yes - 1 Year	Yes - 1 Year	No	No
TLA (Transitional Leave of Absence)	Currently on Voluntary TLA	N/A	No	No	No	No
	Retired from Voluntary TLA	N/A	No	No	No	No
	Currently on TLA Voluntary as part of VTP associated with a force adjustment program	Active	Yes – only while on TLA	Yes – only while on TLA	No	No
	Currently on Involuntary TLA	Active	Yes	Yes	No	No
	Laid-off upon the expiration of Involuntary TLA	Dislocated	Yes - 1 Year + weeks of severance pay	Yes - 1 Year + weeks of severance pay	Yes - 2 Years	No
OTP	Optional Termination Pay	N/A	No	No	No	Yes**
VTP	Voluntary Termination Plan associated with a force adjustment	Active	Yes - weeks of severance pay	Yes - weeks of severance pay	No	Yes**
	Voluntary Termination Plan NOT associated with a force adjustment	N/A	No	No	Possible****	Yes**
Retirement	Retired - not due to surplus	N/A	No	No	No	No
	Is Involuntarily Terminated and Applies for Retirement after layoff	Dislocated	Yes - 1 Year + weeks of severance pay	Yes - 1 Year + weeks of severance pay	Yes - 2 years	No
OTHER	UNION LOA	Currently on Approved Union Leave Of Absence	Active	Yes	Yes	No
	TERM	Currently Active	Active	Yes	Yes	No
	TERM	Work Completed	N/A	No	No	No

\*\* Must have 5 Years NCS and hold a Baccalaureate Degree.

\*\*\* AT&T/Dover and Alcatel-Lucent/Communications Service Installer (CSI) are NOT FAD Eligible.

\*\*\*\* Dependent on contractual negotiations (MOA) in place.