



Alliance Eligibility Matrix

EFFECTIVE March 15, 2019

PROGRAM	COMPANY/ 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 <i>(TERMS Not Eligible)</i>	1 Year + weeks of severance pay
FAD	AT&T/IBEW Nokia & Avaya	1 Year or more	Regular	Full/Part Time	Active	No
					Laid-off	2 Years
FAD	AT&T/CWA only	1 Year or more	Regular	Full/Part Time	Active	No
					Laid-off	1 Year

PPT RATES

Active Rate = up to **\$2,500** per calendar year

Displaced Rate = up to **\$3,500** per calendar year

EMPLOYEE CATEGORY / STATUS		RATE	ALLIANCE	PPT	FAD ***	TTT *	
SLP (Special Leave Program)	Currently on Leave (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 – see above	No	
	Electing Not to Return to Work	N/A	No	No	No	No	
ECO/Skill Match (Extended Compensation Option)	Currently in ECO/Skills Match	Active	Yes	Yes	No	No	
	Laid-off after the Completion of ECO/ Skills Match	Dislocated	Yes - 1 Year	Yes - 1 Year	No	No	
TLA (Transitional Leave of Absence)	Currently on or 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 – see above	No	
OTP	Optional Termination Pay	N/A	No	No	No	Yes**	
VTP	Title(s) associated with a force adjustment (capped at surplus number)	Active	Yes - weeks of severance pay	Yes - weeks of severance pay	No	Yes**	
	NOT associated with a force adjustment	N/A	No	No	No	Yes**	
Retirement	Retired - not due to surplus	N/A	No	No	No	No	
OTHER	UNION LOA	Currently on Approved Union Leave Of Absence	Active	Yes	Yes	No	No
	TERM	Currently Active	Active	Yes	Yes	No	No
	TERM	Work Completed	N/A	No	No	No	No

*Transition to Teaching program for AT&T employees only.

**Must have 5 years NCS and hold a Baccalaureate Degree.

***Nokia Communications Service Installer (CSI) are NOT FAD Eligible.

Revised: 03/18/19