

AT&T RESOURCE CENTER

SURPLUS DECLARATION AGENDA

- **AT&T RESOURCE CENTER**
- **FORCE MANAGEMENT TIMELINE**
- **ATTOP (AT&T OPTION PLANS Including BENEFITS)**
- **ATS/ARS**
- **JOB CLAIMING**
- **JOB OFFER GUARANTEE (JOG)**
- **ALLIANCE (Benefits and Programs)**
- **PENSIONS/CASH BALANCE ACCOUNT**

FORCE MANAGEMENT TIMELINE

FORCE MANAGEMENT TIMELINE

CWA ARTICLE 24

IBEW ARTICLE G20

Announcement Date

Voluntary Period
Day "1" – Day "14"

Involuntary Period

Day "15" – Day "35"

Job Offer Guarantee/JC-VTP

Day "37" – Day "59"

Resolution Date

Day "0"
Distribute OCP to all affected employees
At-Risk employees get ATS priority placement status
ARC provides service delivery to all at-risk employees
Follow Work JOG info provided where applicable

Day "14"
ATTOP forms must be returned to the OCPC
Follow your work JOG forms due when applicable

Day "16"
At-Risk ATTOP electors notified if status changed based on VTP elections

Day "17"
If status changed ATTOP electors must send revoke forms
Involuntary Period begins

Day "36"
JC-VTP offer letters given to employees in Universe who were job claimed
JOG request packages distributed

Day "37"
JOG Participation forms due
ATTOP forms due from employees job claimed
JC-VTP offer letter acceptance due

DAY "60"
JOG/JC employees report to new work assignment
Last day on payroll for JC/VTP volunteers
ATTOP participants reassigned to SMC
ARC provides services to enrolled employees

Employees receive confirmation of ATTOP acceptances
Job Claiming process begins
JC-VTP lists developed

AT&T OPTION PROGRAM

(ATTOP)

AT&T OPTION PROGRAM **(ATTOP)**

WHEN BUSINESS CONDITIONS NECESSITATE LAYOFFS, THE COMPANY MAY OFFER EMPLOYEES IN THE SURPLUS UNIVERSE THE OPPORTUNITY TO ELECT ONE OF THE FOLLOWING OPTIONS PROVIDED THEY MEET THE CONDITIONS OF THE OPTION SELECTED

- **OPTIONAL TERMINATION PAY (OTP)**
- **EXTENDED COMPENSATION OPTION (ECO)**
- **SPECIAL LEAVE PROGRAM (SLP)**
- **TRANSITIONAL LEAVE OF ABSENCE (TLA)**

OPTIONAL TERMINATION PAY **(OTP)**

- AVAILABLE TO EMPLOYEES IN A SURPLUS UNIVERSE WITH AT LEAST 2 YEARS NCS
- PAID IN LUMP SUM ONLY
- MAXIMUM PAYMENT OF \$30,500
- NOT ELIGIBLE FOR AT&T REHIRE SYSTEM (ARS) OR RECALL

OPTIONAL TERMINATION PAY (OTP) **SCHEDULE**

<u>COMPLETED YEARS OF SVC</u>	<u>NUMBER WEEKS OF PAY</u>	<u>COMPLETED YEARS OF SVC</u>	<u>NUMBER WEEKS OF PAY</u>
2	2	11	12
3	3	12	14
4	4	13	16
5	5	14	18
6	6	15	20
7	7	16	22
8	8	17	24
9	9	18	26
10	10	19	28

**THREE WEEKS OF ADDITIONAL PAY FOR EACH FULL YEAR OF SERVICE IN
EXCESS OF 19 YEARS**

Jul-07

MAXIMUM AMOUNT \$30,500

EXTENDED COMPENSATION OPTION **(ECO)**

- AVAILABLE TO EMPLOYEES IN A SURPLUS UNIVERSE WITH AT LEAST 5 YEARS NET CREDITED SERVICE (NCS)
- AVAILABLE TO EMPLOYEES WHO HAVE THEIR JOB CLAIMED BY A MORE SENIOR EMPLOYEE
- NON AT-RISK EMPLOYEES WILL RECEIVE PAYMENT ACCORDING TO THE OTP SCHEDULE
- AT-RISK EMPLOYEES WILL RECEIVE PAYMENTS ACCORDING TO THE INVOLUNTARY TERMINATION PAY SCHEDULE

ECO

- EMPLOYEES ARE TRANSFERRED TO THE SKILLS MATCH CENTER (SMC)
- EMPLOYEES MAY BE ASSIGNED TO TEMPORARY POSITIONS THAT MATCH TESTS AND SKILLS WITHIN THE LPA IN SENIORITY ORDER
- PARTICIPANTS RECEIVE FULL BENEFITS, ACCRUE NCS AND RECEIVE TERMINATION IN WEEKLY PAYMENTS
- AT&T TUITION ASSISTANCE PLAN (TAP)
- EMPLOYEES PARTICIPATE IN ATS WITH THE SAME STATUS PREVIOUS TO SMC ASSIGNMENT

ECO

- EMPLOYEES PARTICIPATE FOR THE NUMBER OF WEEKS IN OTP OR THE INVOLUNTARY TERMINATION PAY SCHEDULE
- ECO PAYMENTS ARE LESS APPLICABLE TAXES AND ALL AUTHORIZED DEDUCTIONS
- ASSIGNMENT PAYMENTS ARE LESS APPLICABLE TAXES AND ARE BASED ON AN HOURLY WAGE RATE FOR THE POSITION FILLED ON A TEMPORARY BASIS
- BOTH PAYMENTS WILL BE MAILED TO THE HOME ADDRESS
- ECO PAYMENTS CAN ALSO BE SENT ELECTRONIC FUNDS TRANSFER (EFT)

ECO

- AVAILABLE TO REGULAR FULL-TIME AND PART-TIME EMPLOYEES (TERM, TEMPORARY, OCCASIONAL, AND MANAGEMENT EMPLOYEES ARE NOT ELIGIBLE).
- **PARTICIPATION REQUIREMENTS**
- SCHEDULE AND TAKE ALL REMAINING VACATION, NON-DESIGNATED EXCUSED WORK DAYS (EP01), AND FLOATING HOLIDAYS BY OFF-PAYROLL DATE.
- WILL RECEIVE LUMP SUM ONLY FOR ANY BALANCE OF VACATION NOT TAKEN (UNLESS REQUIRED BY STATE LAW).
- MUST HAVE COMPLETE RESUME ON FILE IN AT&T TRANSFER SYSTEM (ATS).

SKILLS MATCH CENTER **(SMC)**

TEMPORARY WORK ASSIGNMENTS

FULL-TIME OR PART-TIME ASSIGNMENTS WILL BE SCHEDULED BASED ON EMPLOYEE'S WORK SCHEDULE PRIOR TO REASSIGNMENT IN THE SMC:

IF STANDARD WEEKLY WORK SCHEDULE WAS:	WEEKLY WORK ASSIGNMENTS CAN TOTAL UP TO:
25 OR MORE HOURS	40 HOURS
17-24 HOURS	24 HOURS
16 HOURS OR LESS	16 HOURS

OVERTIME WILL BE PAID AFTER 40 HOURS AT 1+1/2 HOURLY RATE

SMC WILL SCHEDULE ASSIGNMENTS BETWEEN 8:00 AND 10:00 AM (LOCAL TIME) AND BETWEEN 1:00 AND 3:00 PM (LOCAL TIME), MONDAY THROUGH FRIDAY. MUST BE REACHABLE BY TELEPHONE DURING THESE TIME PERIODS.

SMC

➤ “UNREACHABLE” POLICY

CAN BE “UNREACHABLE” ONLY ONCE IN A FULL 90-DAY PERIOD BEGINNING WITH YOUR SMC START DATE

➤ “UNAVAILABLE” TIME

ONE-WEEK PERIOD (7 CALENDAR DAYS) IN ANY CONSECUTIVE 3 MONTHS (90 CALENDAR DAYS)

➤ DECLINATION OF ASSIGNMENT

CAN DECLINE ONLY ONE (1) ASSIGNMENT IN A 12-MONTH PERIOD BEGINNING WITH YOUR SMC START DATE OR TERM OF PARTICIPATION IN SMC, WHICHEVER IS LESS

SMC

TERMINATION OF PARTICIPATION

- **DURATION** OF EXTENDED COMPENSATION PAYMENTS HAS EXPIRED.
- **OPT OUT** - WILL RECEIVE LUMP SUM FOR ANY BALANCE OF EXTENDED COMPENSATION PAYMENTS.
- **DECLINED** - MORE THAN ONE TEMPORARY ASSIGNMENT IN A 12-MONTH PERIOD BEGINNING WITH YOUR SMC START DATE OR TERMINATION OF PARTICIPATION IN SMC, WHICHEVER IS LESS. WILL RECEIVE LUMP SUM FOR ANY BALANCE OF EXTENDED COMPENSATION PAYMENTS.
- **UNREACHABLE** - MORE THAN ONCE IN A FULL 90-DAY PERIOD BEGINNING WITH YOUR SMC START DATE. WILL RECEIVE LUMP SUM FOR ANY BALANCE OF EXTENDED COMPENSATION PAYMENTS.
- **WARNING LETTERS** WILL BE SENT AFTER FIRST OCCURRENCE.

SMC

TERMINATION OF PARTICIPATION (CONTINUED)

- ACCEPTANCE OF A REGULAR, TEMPORARY, TERM OR OCCASIONAL POSITION (OCCUPATIONAL OR MANAGEMENT) WITHIN AT&T. WILL RECEIVE LUMP SUM FOR ANY BALANCE OF EXTENDED COMPENSATION PAYMENTS IF TEMPORARY OR TERM POSITION ONLY.
- 52 WEEKS OF SICKNESS (INCLUDING OFF THE JOB INJURIES) DISABILITY BENEFITS HAS EXPIRED. WILL NOT RECEIVE BALANCE OF EXTENDED COMPENSATION PAYMENTS, IF ANY REMAINING.

SKILLS MATCH CENTER

1-800-835-1642

TDD: 1-800-438-0548

One AT&T Way

Room 5C113F

Bedminster, New Jersey 07921

HOURS OF OPERATION: 8:00 AM TO 5:00 PM (EST)

MONDAY THROUGH FRIDAY

SPECIAL LEAVE PROGRAM **(SLP)**

- AVAILABLE TO EMPLOYEES IN A UNIVERSE WITH AT LEAST 5 YEARS NET CREDITED SERVICE (NCS)
- CAN BE REQUESTED FOR A MINIMUM OF 9 MONTHS TO A MAXIMUM OF 24 MONTHS
- BENEFIT COVERAGE CONTINUES DURING THE SLP
- TERMINATION PAY CALCULATION BASED ON CURRENT WAGE RATE AND TIME SPENT ON SLP

Special Leave Program **(SLP)**

- NET CREDITED SERVICE ACCRUES ONLY FOR ADDITIONAL WEEKS OF TERMINATION PAY
- ALLIANCE PRE-PAID TUITION AS DISLOCATED WORKER
- CAN WORK WHILE ON SLP WITH SOME EXCEPTIONS
- MAY BE ELIGIBLE TO PARTICIPATE IN ARS

TRANSITION LEAVE OF ABSENCE **(TLA)**

- AVAILABLE TO EMPLOYEES IN A SURPLUS UNIVERSE WHO ARE ONE YEAR OR LESS AWAY FROM RETIREMENT RELATED BENEFITS UNDER THE AT&T PENSION PLAN
- BENEFIT COVERAGE CONTINUES DURING THE TLA
- AVAILABLE TO EMPLOYEES WHOSE JOB IS CLAIMED BY A MORE SENIOR EMPLOYEE

TRANSITION LEAVE OF ABSENCE **(TLA)**

- TLA MAY BE TAKEN AFTER ECO, SLP OR WITH OTP AND INVOLUNTARY TERMINATION
- TERMINATION PAYMENT SHOULD BE RECEIVED WITHIN 30 DAYS OF THE TLA START DATE
- PENSION BASED ON ACTUAL AGE AND SERVICE AS OF LAST DAY ON ACTIVE PAYROLL
- NET CREDITED SERVICE DOES NOT ACCRUE

TERMINATION PAYMENTS

CWA Bargaining Agreement - Article 25
CWA Bargaining Agreement - Article 43
IBEW Bargaining Agreement - Article G25

THE TERMINATION PAYMENT SHALL BE COMPUTED IN ACCORDANCE WITH THE FOLLOWING SCHEDULE AND SHALL BE BASED ON THE EMPLOYEE'S NET CREDITED SERVICE AND THE EMPLOYEE'S ADJUSTED RATE, EXCEPT THAT FOR AN EMPLOYEE WHO RECEIVED AN EVENING OR NIGHT DIFFERENTIAL PAYMENT FOR THE WEEK IN WHICH THE DATE OF THE LAYOFF OR RESIGNATION OCCURRED, THE RATE OF PAY SHALL INCLUDE THE EVENING OR NIGHT DIFFERENTIAL PAYMENT.

CWA Bargaining Agreement - Article 25
IBEW Bargaining Agreement - Article G25

INVOLUNTARY TERMINATION PAYMENT

YEARS OF NET CREDITED SERVICE

AMOUNT OF PAYMENT

LESS THAN 1 YEAR	NONE
1 YEAR BUT LESS THAN 2 YEARS	1 WEEK
2 YEARS BUT LESS THAN 3 YEARS	2 WEEKS
3 YEARS BUT LESS THAN 4 YEARS	3 WEEKS
4 YEARS BUT LESS THAN 5 YEARS	4 WEEKS
5 YEARS BUT LESS THAN 6 YEARS	6 WEEKS
6 YEARS BUT LESS THAN 7 YEARS	8 WEEKS
7 YEARS BUT LESS THAN 8 YEARS	10 WEEKS
8 YEARS BUT LESS THAN 9 YEARS	12 WEEKS
9 YEARS BUT LEEES THAN 10 YEARS	16 WEEKS
10 YEARS BUT LESS THAN 11 YEARS	20 WEEKS
11 YEARS BUT LESS THAN 12 YEARS	24 WEEKS
12 YEARS BUT LESS THAN 13 YEARS	28 WEEKS
13 YEARS BUT LESS THAN 14 YEARS	32 WEEKS
14 TEARS BUT LESS THAN 15 YEARS	36 WEEKS
15 YEARS BUT LESS THAN 16 YEARS	40 WEEKS
16 YEARS BUT LESS THAN 17 YEARS	44 WEEKS
17 YEARS BUT LESS THAN 18 YEARS	48 WEEKS
18 YEARS BUT LESS THAN 19 YEARS	52 WEEKS
19 YEARS BUT LESS THAN 20 YEARS	56 WEEKS
20 YEARS BUT LESS THAN 21 YEARS	60 WEEKS
21 YEARS BUT LESS THAN 22 YEARS	64 WEEKS
22 YEARS BUT LESS THAN 23 YEARS	68 WEEKS
23 YEARS BUT LESS THAN 24 YEARS	72 WEEKS
24 YEARS BUT LESS THAN 25 YEARS	76 WEEKS
25 YEARS BUT LESS THAN 26 YEARS	80 WEEKS
26 YEARS BUT LESS THAN 27 YEARS	84 WEEKS
27 YEARS BUT LESS THAN 28 YEARS	88 WEEKS
28 YEARS BUT LESS THAN 29 YEARS	92 WEEKS
29 YEARS BUT LESS THAN 30 YEARS	96 WEEKS
30 YEARS BUT LESS THAN 31 YEARS	100 WEEKS
31 OR MORE YEARS	104 WEEKS

Jul-07

NOTE: THE MAXIMUM AMOUNT OF TERMINATION PAYMENT SHALL NOT EXCEED TWICE THE BASIC ANNUAL SALARY PLUS THE APPLICABLE DIFFERENTIAL OR ONE HUNDRED FOUR (104) WEEKS.

**CWA ARTICLE 43
Termination PAYMENT SCHEDULE**

****Only employees with Job Titles: 3210 Network Technical Specialist, 2431 Operations Specialist or
1223 IDC, Technical Specialist, receive Article 43 Termination Schedule)**

YEARS OF NET CREDITED SERVICE

AMOUNT OF PAYMENT

6 months but less than 1 year	5 week's pay
1 year but less than 2 years	6 week's pay
2 years but less than 3 years	7 week's pay
3 years but less than 4 years	8 week's pay
4 years but less than 5 years	11 week's pay
5 years but less than 6 years	12 week's pay
6 years but less than 7 years	13 week's pay
7 years but less than 8 years	14 week's pay
8 years but less than 9 years	15 week's pay
9 years but less than 10 years	16 week's pay
10 years but less than 11 years	17 week's pay
11 years but less than 12 years	18 week's pay
12 years but less than 13 years	19 week's pay
13 years but less than 14 years	20 week's pay
14 years but less than 15 years	25 week's pay
15 years but less than 20 years	35 week's pay
20 years but less than 30 years	40 week's pay
30 years +	45 week's pay

ATS/ARS

SURPLUS

PLACEMENT

ATS/ARS SERVICE CENTER

320 SOUTH SERVICE ROAD
SUITE 102

MELVILLE, NY 11747

HOURS OF OPERATION

8:00 AM – 8:00 PM (EST)

1-800-662-6629

Fax – 847-953-1625

TDD – 1-800-940-1185 or

www.consumer.att.com/relay/internet

TO VIEW OPEN POSITIONS:

<http://www.cwa-comtech.org/office/resources/transfer-assist/>

ELIGIBILITY FOR SURPLUS PLACEMENT

REGULAR FULL-TIME OR PART-TIME EMPLOYEES WHO:

- ARE IN A JOB TITLE AND GCA/RCA THAT HAS BEEN OFFICIALLY DECLARED SURPLUS
- ARE TENTATIVELY IDENTIFIED AS BEING “AT RISK” OF LAYOFF ON THE DAY THE SURPLUS IS OFFICIALLY ANNOUNCED
- ARE IN A JOB TITLE DECLARED SURPLUS AND HAVE THEIR JOB CLAIMED BY A MORE SENIOR “AT RISK” EMPLOYEE
- MEET THE BASIC TEST REQUIREMENTS PRIOR TO NOMINATION (EXCEPT WITHIN THE LPA OR STATE)

SURPLUS PLACEMENT

FOR SURPLUS PLACEMENT, REGULAR FULL-TIME OR PART-TIME EMPLOYEES:

- MAY HAVE AN UNLIMITED NUMBER OF REQUESTS ON FILE FOR CURRENT VACANCIES WHICH ARE LATERALS OR DOWNGRADES
- TIME IN TITLE/GRADE AND LOCATION, ATTENDANCE AND APPRAISAL CRITERIA DOES NOT APPLY
- TIME IN TITLE/GRADE AND TIME IN LOCATION ARE WAIVED TO ALLOW SURPLUS STATUS EMPLOYEES TO INITIATE CAREER PLACEMENT REQUESTS FOR JOBS WHICH ARE UPGRADES IN ATS

ATS/ARS ORDER OF CONSIDERATION

- **LEGAL/CONTRACTUAL**
- **ATS/ARS TEST QUALIFIED SURPLUS WITHIN THE LPA**
- **ATS/ARS TEST QUALIFIED SURPLUS OUTSIDE THE LPA**
- **ATS/ARS SURPLUS UNTESTED WITHIN LPA OR STATE**
- **RECALL CONCURRENT WITH SURPLUS**
- **ATS CAREER**
- **ARS CAREER**
- **TERM EMPLOYEE**
- **NON-REPRESENTED**
- **EXTERNAL HIRE**

LOSS OF SURPLUS STATUS

EMPLOYEES LOSE THE ATS/ARS SURPLUS INDICATOR STATUS AND THE WAIVER OF TIME IN TITLE/GRADE AND TIME IN LOCATION WHEN:

- PLACED ON A JOB THROUGH ATS/ARS OR THROUGH REASSIGNMENT
- DECLINE MORE THAN ONE POSITION WHICH THEY REQUESTED THROUGH A SURPLUS PLACEMENT NOMINATION
- DECLINE A TEST REQUIRED FOR A POSITION REQUESTED THROUGH SURPLUS PLACEMENT
- ARE NO LONGER AT-RISK
- ACCEPT A POSITION THROUGH JOB CLAIMING

THE EMPLOYEE PROFILE

THE EMPLOYEE PROFILE IS POPULATED WITH INFORMATION FROM VARIOUS AT&T SYSTEMS AND FROM INFORMATION PROVIDED BY THE EMPLOYEE AND THE SUPERVISOR.

THE SECTIONS POPULATED BY OTHER SYSTEMS ARE:

1. EMPLOYEE NAME, SOCIAL SECURITY NUMBER AND NET CREDITED SERVICE DATE
2. CURRENT WORK LOCATION
3. CURRENT JOB TITLE, WAGE LEVEL AND EFFECTIVE DATE
4. TEST INFORMATION

RELOCATION ASSISTANCE

- AN AT-RISK EMPLOYEE WHO ACCEPTS A POSITION THAT IS OUTSIDE THE LPA UNDER CAREER OR SURPLUS PLACEMENT MAY BE ELIGIBLE FOR RELOCATION ALLOWANCE PROVIDED CERTAIN CONDITIONS ARE MET.

- THE CONDITIONS ARE:

THE NEW REPORTING LOCATION EXCEEDS THIRTY-FIVE ROAD MILES FROM THE OLD REPORTING LOCATION

AND

- THE NEW REPORTING LOCATION IS FURTHER IN ROAD MILES FROM THE EMPLOYEE'S CURRENT RESIDENCE THAN THE OLD REPORTING LOCATION.

RELOCATION ASSISTANCE

(CONTINUED)

- LUMP SUM PAYMENT A MINIMUM OF \$7,000 TO A MAXIMUM OF \$13,000
- \$1,500 LUMP SUM PAYMENT IN LIEU OF RELOCATION
- RETURN RELOCATION WHEN LAID OFF AT NEW LOCATION WITHIN 3 YEARS
- NO RELOCATION ALLOWANCE FOR EMPLOYEES NOT AT RISK THROUGH ATS/ARS CAREER PLACEMENT.

WAGE PROTECTION

- AT RISK EMPLOYEES WHO TRANSFER THROUGH ATS/ARS SURPLUS PLACEMENT TO A JOB WITH A LOWER MAXIMUM WAGE RATE WILL HAVE THEIR RATE OF PAY REDUCED OVER A FIXED PERIOD OF TIME BASED ON THEIR NET CREDITED SERVICE DATE (Article 27-CWA Contract)
- WAGE PROTECTION ONLY APPLIES TO SURPLUS EMPLOYEES WHO TRANSFER THROUGH ATS/ARS CAREER OR SURPLUS PLACEMENT

AT&T REHIRE SYSTEM **(ARS)**

- PROVIDES PLACEMENT OPPORTUNITIES FOR REGULAR EMPLOYEES WHO HAVE BEEN INVOLUNTARILY LAID OFF OR HAVE BEEN GRANTED A WAIVER TO PARTICIPATE WHILE ON LEAVE OF ABSENCE
- MUST HAVE A SATISFACTORY OR BETTER WORK PERFORMANCE AND ATTENDANCE RATING PREVIOUS TO LEAVING THE PAYROLL FOR ARS CAREER PLACEMENT
- MUST COMPLETE THE ATS/ARS EMPLOYEE PROFILE **BEFORE** LEAVING THE PAYROLL

ARS (CONTINUED)

- MAY INITIATE PLACEMENT REQUESTS FOR 3 YEARS FOLLOWING LAY OFF OR LEAVE START DATE
- REQUESTS CAN BE FOR UPGRADES, LATERALS OR DOWNGRADES ON OPEN JOBS ONLY
- MAY REQUEST TESTING (ESC)
- ATS SELECTION CRITERIA FOR CAREER PLACEMENTS WILL APPLY TO ARS CAREER PLACEMENTS

ARS (CONTINUED)

- MINIMUM SIXTY DAYS SURPLUS STATUS IN ATS OR ARS
- DECLINATION OF (2) POSITIONS THROUGH ATS/ARS ENDS EMPLOYEES SURPLUS PARTICIPATION
- DECLINATION OF (1) POSITION THROUGH ATS/ARS WITHOUT SURPLUS STATUS
- CAREER PARTICIPATION CONTINUES FOR THE REMAINDER OF THE THREE YEARS FROM THE DATE OF LAY OFF

JOB CLAIMING

**BUMPING
MATRIX**

JOB CLAIMING BUMPING MATRIX

EMPLOYEES AND VACANCIES ON MATRIX

<u>AT RISK (SURPLUS)</u>		<u>VULNERABLE</u>	
<u>NCS</u>	<u>GCA</u>	<u>NCS</u>	<u>GCA</u>
	771		
6/3/85		7/14/1990	772
8/28/85*		7/27/1990	760
5/14/86		10/15/1991	871**
7/10/86		00/00/00 (<i>Vacancy</i>)	731
8/9/86		11/12/1991	751
9/11/86*		00/00/00 (<i>Vacancy</i>)	751
9/15/86		00/00/00 (<i>Vacancy</i>)	751
1/17/87		00/00/00 (<i>Vacancy</i>)	751
* DID NOT BUMP		** POSITIONS NOT CLAIMED	

JOB OFFER GUARANTEE (JOG)

ELIGIBILITY FOR JOB OFFER GUARANTEE **(JOG)**

- REGULAR FULL TIME OR PART TIME EMPLOYEE
- PART OF A SURPLUS UNIVERSE AND SURPLUS HAS BEEN DECLARED IN YOUR TITLE
- AT-RISK SURPLUS STATUS
- HAVE NOT ACCEPTED AN ATTOP OPTION (i.e. OTP,ECO,SLP or TLA)
- ELECTED NOT TO PARTICIPATE IN JOB CLAIMING OR CHOSE NOT TO ACCEPT POSTION OFFERED THROUGH THE JOB CLAIMING PROCESS

JOB OFFER GUARANTEE

(JOG) cont..

- OFFER MAY BE ANY REPRESENTED POSITION IN AT&T INC, ANY LEVEL AND LOCATED ANYWHERE IN THE UNITED STATES
- MUST BE REACHABLE DURING JOG PROCESS
- ONCE CONTACTED WITH OFFER, HAS (24) HOURS TO MAKE DECISION TO ACCEPT OR DECLINE
- POSITION ACCEPTED OUTSIDE LPA, RELOCATION AVAILABLE
- OFFER DECLINED – OPTION TO ELECT ECO or INVOLUNTARY TERMINATION

ALLIANCE

BENEFITS AND PROGRAMS

1-800-323-3436

www.employeegrowth.com

Alliance Eligibility Matrix

Revised 2/1/2006

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 not eligible)	1 year + weeks of severance pay
FAD/FAED	CWA/IBEW	1 year or more	Regular	Full/Part Time	Active	No
					Laid off	2 years

EMPLOYEE CATEGORY/STATUS		RATE	ALLIANCE	PPT	FAD/FAED	TTT*
SLP (Special Leave Program)	Currently on leave (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 year	No
	Electing not to return to work	N/A	No	No	No	No
ECO/ Skill Match/Job Match (Extended Compensation Option)	Currently in ECO/Skill Match/Job Match	Active	Yes	Yes	No	No
	Laid off after the completion of ECO/ Skill Match/Job Match	Dislocated	Yes-1 year	Yes-1 year	No	No
	Not returning to work after ECO	N/A	No	No	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	Yes	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 year	No
OTP	Optional Termination Pay	N/A	No	No	No	Yes**
VTP/ VSO (Lucent)	Voluntary Termination Plan (6/1/99) Voluntary Severance Offer (12/2004)	Active	Yes - weeks of severance pay	Yes - weeks of severance pay	No	Yes** at&t only
	Retire - not due to surplus	N/A	No	No	No	No
Retirement	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 year	No
	Currently on Approved Union Leave of Absence	Active	Yes	Yes	No	No
Other	TERM	Currently Active	Active	Yes	No	No
	TERM	Work Complete	N/A	No	No	No

* Transition to Teaching program for at&t employees only ** Must have 5 years NCS and hold a Baccalaureate degree.

Alliance Basic Eligibility Requirements

Basic eligibility requires that the employee be:

1. A regular full or part time employee of AT&T, Avaya, Lucent or OFS or
2. A regular laid-off full or part-time employee and for both,
3. represented by the CWA or IBEW

FAD/FAED: Eligibility requires Basic Eligibility plus at least one year of net credited service.

ATTOP/ACTOP/LCTOP: Eligibility requires a minimum of five years of net credited service.

Occasional and temporary employees are not eligible for Alliance education/training.

Dislocated (Laid Off): Eligibility period is one year plus the number of weeks severance pay at the dislocated rate, except as noted differently on the Alliance Eligibility Matrix.

PENSIONS & CASH BALANCE ACCOUNTS

Pension

➤ **Traditional Pension Plan**

Pension Band Annuity

➤ **Cash Balance Account**

Lump Sum Payout
Annuity

➤ **Survivor Options**

Single Life Annuity
Joint and Survivor Annuity
10 Year Certain Annuity

AT&T Pension Service Center

➤ **Toll Free:**

1-800-736-7779

➤ **PSC Website:**

<http://www.attpsc.com>

➤ **Retirees Website:**

<https://access1.sbc.com>