

Voluntary Termination Pay Offer

VTP

Timeline/Critical Dates

- Offer Notification Date
- Close of Election Period
- Notification of Acceptance
- Exception Forms Due
- Notification of Evening or Night
Differential Forms Due
- Off-Payroll Date

Eligibility

- Regular Full or Part Time Employee
- Permanently Assigned to Affected Title and GCA/RCA
- Have at least 1 Year Net Credited Service (NCS) as of the Off-Payroll Date

Description of Offer

- This is a Voluntary program, offered at the Company's discretion to certain titles in affected BOUs.
- It may be offered at any time or run concurrently with a surplus declaration.
- The offer is irrevocable at the close of the election period.

Description of Offer

(continued)

- Acceptance of the offer will be based on seniority with the most senior volunteers being approved up to the CAP number designated for the title.
- Term pay is based on the VTP payment schedule, (**Article 25** or **43** of CBA) less any previous termination allowance.

Benefits

- Retirement Related Benefits
 - Medical
 - Dental
 - Basic Group Life Insurance
- Non-Retirement Related Benefits
 - COBRA Coverage
 - Benefit Matrix

TLA

- To be eligible you must be within 1 year of required age and/or service for pension-related benefits.
- Service credit is not granted for the period of the TLA.
- Pension based on age and service as of the last day on payroll.
- Benefits provided during duration of TLA

Pension

- Traditional Pension Plan
 - Annuity Based on Pension Band and NCS
- Cash Balance Account
 - Lump Sum Payout
 - Annuity
- Contact the Pension Service Center (PSC) to request commencement package.

www.attpsc.com

Payments

- Termination Payments
 - Stream (bi-weekly)
 - Two Equal Payments (CWA only)
 - Lump Sum
- Vacation Payments
 - Lump Sum Only
 - Separate Check

Alliance

- Eligibility equal to the number of weeks received in termination pay.
- \$1650 pre-paid tuition per calendar year
- Eligible for group sized, web based, and individually accessed programs.

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