

"ANNOUNCED" SURPLUS

Surplus Information

Given that Surplus/SIPP questions are dominating the majority of job bids/transfer inquiries into the Local, the following information is being provided to the membership to try and answer some of your questions up front. Please read the information provided below or call 404 688-1256 for additional information. We appreciate your patience as we are handling an extraordinary volume of questions and grievances.

Surplus Process Flowchart

We are getting lots of questions from folks who want to know what is the process of the Surplus. Here is the actual process as defined by the Company. We have been advised that real-world experiences have been very different.

- Department submits to Labor
- Labor notifies CWA and Staffing
- Bumping and Expanded Supplemental Income Protection Program (ESIPP) into group limited

FOLLOW-THE-WORK

(not declared surplus at this point)

- Company determines whether "Follow The Work" (FTW) will be available and the number of opportunities
- "Pooled seniority" concept
- Department processes with Staffing guidance

SURPLUS DECLARATION

- Department submits to Staffing by 5th of month preceding new quarter
- Staffing notifies CWA by 15th of month
- Declared by essentially the same type work or Essentially the Same Type Work (ESTW), exchange, and Organizational Unit (OU)
- Review Expression of Interest Forms (EOI's) on file and mail Supplemental Income Protection Program (SIPP) packages

EQUAL LEVEL VACANCIES WITHIN 35 MILES

- Surplus employees offered equal level vacancies in the exchange or an exchange within 35 miles. Those who decline forfeit bumping rights and may forfeit eligibility for termination allowance.
- Then, remaining surplus employees reassigned in inverse order to equal level vacancies in the exchange or an exchange within 35 miles in the same family of skills (same OU)
- Then, if equal level vacancies still exist within 35 miles (regardless of family of skills), remaining surplus employees forfeit eligibility for termination allowance in inverse order, up to the number of equal level vacancies remaining

SURPLUS PACKAGES

- Surplus packages prepared for all remaining surplus employees and potential bumpees
- Surplus packages distributed and explained. Options include:
 - Vacancies
 - Leaves of Absence
 - SIPP/ESIPP
 - Bumping (unless previously forfeited)
- 5 calendar days allowed for return of Master Ranking Sheets

Master Ranking Sheet ASSIGNMENTS

- Assign surplus and bumped employees to highest available choice for which qualified
- True-up each bump list until first bumping assignment is made; then no more true-up

2ND FOLLOW-THE-WORK

- Eligible surplus employees offered second chance to follow-the-work, provided opportunities still exist

Partnership Job Bank/LAYOFF

- Remaining surplus and bumped employees offered option of Partnership Job Bank or layoff

NOTIFICATION

- CPSG
- Department
- Relocation, if applicable

Economic Surplus Limitations:

- 1.RPPP duration (pay protection for employees with 15 or more years of seniority who are downgraded as a result of surplus ends at 65 weeks compared to approx. 169 weeks for Tech/OE) - 8.03B & C
- 2.Expanded SIPP (Co. may offer, but not required to offer, ESIPP to relieve economic surplus) - 8.04A1

Eligibility in the job bank depends on the employee having termination pay to draw from, dictated by
Job Bank Clarifications

PLEASE BE ADVISED! Some of our members have misinterpreted Art 7.01F (pp 104-105) that they could accept a job from available vacancies, then if they did not find it to be a good "job fit," they could just say "no thanks" and go back into the Job Bank retaining all recall and return rights. **THIS IS NOT TRUE.** This contract language reads that **AT THE INSTANCE OF THE COMPANY** the employee may get a termination allowance and leave the Company/enter the Job Bank. One must prove an unadaptability to the job by the Company's standards to qualify for this option.

seniority. In other words, an employee will not be in the Bank more weeks than they have termination pay. There is only one (1) exception: An employee who has six (6) months or more but less than one (1) year of service, at the time of entering the bank, and is receiving one week of termination pay will be eligible for two (2) weeks in the Bank {One of the weeks in the Bank with pay (receipt of term pay) and one week without pay}.

Termination allowance is calculated **one** time as of the date the employee enters the Job Bank per Article 24.05D1. Once the allowance amount is established, adjustments are subtracted, in accordance with Art 24.05D5, for a full day's pay for time not on a work assignment. At the conclusion of the Job Bank eligibility, the balance of the termination allowance is paid to the employee without any additional calculations or adjustments.

Clarification of Recall vs. Return Rights

The contract affords you certain right to try to give you back your job if you are surplus.

Return rights (Art 7.01K, pp106) apply for five years if you are *on payroll* and give you back a position in your previous exchange. You have the right to file one (1) return request through the Career Resource Center (**CRC**). Example: A Digital Tech gets surplus from Atlanta and takes a job in Kennesaw as a Sales Associate. Return rights *could* make him a DT in Atlanta again or a Sales Associate in Atlanta, but that employee must make a choice when filing their return request. The idea is to get you back to your old exchange, not necessarily your old title.

Recall rights (Art 7.02 pp107-108) apply if you are *off payroll*, for four years and honor up to six requests for future bids (at equal or lower level full-time jobs within any of the 9 states from your previous Company) from the **CRC**. If the Company offers you any one of those 6 positions and you decline the job, the Company is no longer obligated to honor your recall rights.

People who are still on payroll get called first. This is why so many people jump and take the up-front bump or an offered position without using their full 48 hours to decide and find themselves in jobs they find are not very agreeable.

You have rights--use them.