

FRONTIER - SEVERANCE PAY

<u>Current Bargaining Agreements - Local</u>	<u>Article</u>	<u>Voluntary</u>	<u>Involuntary</u>
Arizona - Local 7019	Article 22		One (1) wk/yr up to 8 yrs; 2 wks/yr up to 19; maxed @32 weeks
California	Article 9		One (1) wk/yr up to 4 yrs; 2 wks/yr up to 8 years 4 wks/yr up to 21 yrs of service/maxed at 60 wks 21 or more years of service - additional 4 weeks
Connecticut	Article VII		2 wks/yr up to 4 years. 12 wks/5th year 2 wks/yr from 6-9yrs 2 wks/yr from 10-19 yrs; maxed at 52 weeks
Minnesota	Article 23	MOA - Voluntary - Page 106 See Language	<2 years - one week 2 yrs but <5/3 wks 5<10/8 wks 10 & after - 1 wk/yr of svc/max 20 wks

FRONTIER - SEVERANCE PAY (continued)

<u>Current Bargaining Agreements - Local</u>	<u>Article</u>	<u>Voluntary</u>	<u>Involuntary</u>
North	Article 19, Sec. 19.5.1		One (1) wk/40 hrs/each year of accredited svc
Rochester	Article 11, Sec 2		One (1) wk/yr up to 5 yrs 2 wks/yr up to 14 yrs 15 or more; maxed at 3 wks
Texas	Article 22		One (1) wk/yr up to 5 yrs Two (2) wks/yr up to 10 yrs Three (3) wks/year 11- 13 years and 4 wks/year beyond 13
West Virginia	Article 35		See Chart - Page 68

NOTES:
