

## SICKNESS DISABILITY BENEFIT COVERAGE

### ***Sickness Disability Benefits***

Sickness disability benefits begin on your eighth consecutive calendar day of absence from work due to a certified disability which is not an accident. The amount of pay you receive for the first seven calendar days of your absence depends on your organization's practice or applicable collective bargaining agreement provisions.

The amount of your sickness disability benefits depends on:

- Your **rate of pay** as of your first day of absence due to a certified disability,
- Your scheduled hours of work or equivalent work-week classification, not including overtime, and
- Your **net credited service** as of your eighth consecutive calendar day of absence.

You may then receive up to a maximum of 52 weeks of full- or half-pay based on the following schedule:

<b>Years of Net Credited Service</b>	<b>You Will Receive Full-Pay for up to...</b>	<b>Then Half-Pay for an Additional...</b>
6 mos. - 2 years	0 weeks	52 weeks
2 - 5 years	4 weeks	48 weeks
5 - 15 years	13 weeks	39 weeks
15 - 20 years	26 weeks	26 weeks
20 - 25 years	39 weeks	13 weeks
25 or more years	52 weeks	0 weeks

**If You Become Disabled Again**

The following chart outlines how benefits are paid if you become disabled again, whether due to the same or a different cause as your previous disability.

<b>If Your Return to Work Between Disabilities Lasts:</b>	<b>Your Sickness Disability Benefits Resume on:</b>	<b>Your Benefits Are Based on Your Rate of Pay on:</b>	<b>In Determining the Amount of Benefits (Full- or Half-Pay):</b>
Fewer than two weeks	The first day of your subsequent absence due to disability.	The first day of your subsequent absence due to disability.	The previous absence will be counted.
At least two weeks, but fewer than 13 weeks	The eighth consecutive calendar day of your subsequent absence due to disability.	The first day of your subsequent absence due to disability.	The previous absence will be counted.
At least 13 weeks	The eighth consecutive calendar day of your subsequent absence due to disability.	The first day of your subsequent absence due to disability.	The previous absence will not be counted. You will be eligible for another 52 weeks of full-pay or half-pay benefits.

If you return to work for fewer than 13 weeks between disabilities, the benefits paid during your previous absence will be counted when determining the amount of full- or half-pay you will receive during your next period of absence.

For example, if you had eight years of **net credited service** and collected benefits for six weeks during your first disability, and were actively at work for more than two but fewer than 13 weeks between disabilities, you would then be eligible for up to seven additional weeks of full-pay and 39 weeks of half-pay for your second disability.

**If You Remain Disabled After Your Benefits Expire**

If you continue to be disabled after you have received 52 weeks of sickness disability benefits, you *may* be eligible for benefits under The Avaya Inc. Long-Term Disability Plan for represented employees.

In addition, if you have at least 15 years of **net credited service**, you may also be eligible to receive a disability pension under The Avaya Inc. Pension Plan or The Avaya Inc. Pension Plan for Salaried Employees.

### ***Requirements for Benefits Payment***

To qualify for payment of sickness disability benefits, you must:

- Report the disability to your supervisor on your first day of absence. Benefits are not payable for disability absences that are not reported within 60 days,
- Place yourself under a recognized health care provider's care and follow the recommended treatment,
- Provide information from your recognized health care provider, satisfactory to the **Claims Administrator** (see "Important Contacts") certifying your disability, including the nature and frequency of your treatment,
- Have a medical examination by a recognized health care provider designated by the **Claims Administrator** (see "Important Contacts") and/or provide any additional information when requested, and
- Contact the **Claims Administrator** (see "Important Contacts") to obtain written permission if you intend to leave home during your disability. You must also receive your recognized health care provider's approval before leaving home. To receive benefit payments during your time away from home, you must continue to furnish satisfactory proof of your disability.

The **Claims Administrator** (see "Important Contacts") will supply all the forms you need to complete for sickness disability benefits.