

AVAYA COVID Mandate Effects Bargaining
Report #2

The Union has met several times with the Company regarding the recently announced COVID Vaccine mandate. As of today, we have not reached an agreement. We are waiting on a response to our latest proposal.

As stated previously, Avaya is subject to the *Safer Federal Workforce Task Force COVID-19 Workplace Safety: Guidance for Federal Contractors and Subcontractors (“Federal Guidelines”)*, dated September 24, 2021. As such, anyone who is involved in federal contracts (technicians, dispatchers, HR, Legal, etc.,) is mandated to be vaccinated. This also includes people who work from home.

The Company continues to work hard to meet the Union’s concerns while still adhering to the mandate. The Company is willing to look at ways to ensure affected employees have time to make the decision that is right for them and their families.

Avaya has established a process for employees who have a need for a medical and/or religious accommodations/exemption to apply. This process does require the employee to provide documentation such that a determination can be made.

The Union has received several questions regarding employees providing their vaccination status. Vaccination status should be uploaded into TalentMaker and a visual inspection by your manager. You are not required to report it to the Federal Government. It is Avaya’s responsibility to report compliance to the government; however, if you are required to report to a government facility and they require a visual inspection, you should be prepared to comply.

We will update you as things progress.

In Unity,

Mary Jo Reilly, CWA Staff Representative
Brian Sawyer, President, CWA Local 3682