



## VIA E-MAIL

**AVA-024**

October 20, 2023

**To: All Avaya Local Presidents and Staff**

**Re: Bargaining Report #11**

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Sisters and Brothers,

As the current contract extension with Avaya is set to expire on October 24, 2023, we want to provide you with an important update on the status of our negotiations. It has always been our priority to maintain the positive and productive working relationship between CWA and Avaya. However, we are deeply concerned that the Company's approach to these negotiations has taken an unfortunate turn.

Avaya has introduced unreasonable management rights and convoluted legal language in an attempt to undermine the rights of workers. We want to make it clear that we will not allow these actions to strip away your hard-earned rights. Your bargaining team remains committed to securing a fair economic package that protects your interests. Avaya has engaged corporate lawyers to challenge our rights and protections but we are unwavering in our commitment to you, the members, whose labor is what makes the company successful.

Throughout these negotiations, we've witnessed the Company's attacks on our rights, benefits and job security. Their proposals would result in reduced income, increased healthcare costs, diminished job security and a complete lack of retirement benefits for our members. In the face of these challenges, your bargaining team has remained resolute in pursuing a fair and reasonable contract to recommend for ratification.

As the October 24<sup>th</sup> extension deadline approaches, Avaya continues to target your rights to job security, basic representation and retirement benefits. While we've reached tentative agreements on smaller issues, key concerns such as retirement benefits, fair wage increases, termination pay and job security remain at the forefront of our discussions with the Company.

We want you to be prepared for any eventuality. The strike vote authorization was overwhelmingly approved. We encourage you to contact your Locals to learn about mobilization

efforts, as all options are being discussed. We must remain committed to the fight for fair wages, affordable healthcare benefits, job security and retirement benefits.

Your active involvement in mobilization efforts is crucial. Keep wearing your red union shirts, get involved with your Local's mobilization efforts and continue to support your bargaining team. Together, we can win this battle!

Expect regular updates through official communication channels, including e-mails, newsletters and the cwa-union.org website. Your participation in union activities and your support for the bargaining committee are instrumental in reinforcing our position at the negotiation table. Stay engaged and united throughout this process.

In solidarity,

Brian Sawyer, Staff Representative

[Sandra Strain](#), CWA Local 6016

[Richard Chittenden](#), CWA Local 6215

BS:wrc  
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