



**VIA E-MAIL**

**AVA-032**

December 15, 2023

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

**Re: Bargaining Update**

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Sisters and Brothers,

This morning Avaya took the drastic step of unilaterally implementing the terms of its last, best and final offer without obtaining agreement from the Communications Workers of America (CWA). Despite our efforts to engage in good-faith negotiations, Avaya has attempted to push the parties to an impasse.

CWA has deep concern over Avaya's unilateral decision to impose terms without our consent. It appears that Avaya LLC has become a puppet of private equity firms, driven by the goal to exploit hardworking employees and divert the fruits of your labor into their own pockets.

This alarming move reflects corporate greed and a disregard for the well-being of dedicated employees like you. Rest assured, CWA is actively working to address this situation and protect your rights.

**KEY POINTS:**

1. **Imposed Terms:** Avaya has implemented significant changes, including wage increases, bonuses and medical benefit adjustments. Refer to Anna Crowley's letter for details.
2. **Your Action Needed:**
  - **Document Concerns:** Note any concerns or questions about the imposed terms.
  - **Contact Your CWA Representative:** Reach out promptly for assistance and to share your concerns.
  - **Stay Informed:** Look for updates from CWA on further actions and responses.

This situation is challenging but our unity is our strength. We are actively exploring legal and bargaining options to address this issue.

In Unity,  
Your Avaya Bargaining Committee

Brian Sawyer, Staff Representative  
[Sandra Strain](#), CWA Local 6016  
[Richard Chittenden](#), CWA Local 6215

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