



## VIA E-MAIL

**AVA-001**

January 4, 2024

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

**Re: Bargaining Update**

---

Dear CWA Members,

**Company's Unilateral Actions:** Avaya has taken the egregious step of imposing terms without allowing our members the opportunity to vote on the final offer. This blatant disregard for the democratic process is unacceptable. The Company's refusal to let our members have a voice in the decision-making process is a clear violation of our collective rights.

Despite our repeated requests for a ratification vote, Avaya has chosen to ignore the democratic principles that should govern our negotiations. We believe that the members deserve the chance to express their opinions and have a say in the terms that govern their employment.

**Shameful Defunding of Retiree HRAs:** Equally concerning is Avaya's decision to defund retiree Health Reimbursement Accounts (HRAs). This action directly impacts the well-being of our retired members and is a clear example of the company prioritizing cost-cutting over the welfare of those who dedicated their careers to Avaya.

The CWA vehemently opposes these harmful measures that target our retirees and we are committed to ensure the continued well-being of all our members.

**Unfair Labor Practice Charges:** It is crucial to note that we have multiple unfair labor practice charges pending against Avaya in response to their refusal to allow a ratification vote and other egregious actions. The CWA will continue to pursue all available legal avenues to hold the Company accountable for its unfair and unlawful conduct.

**Our Continued Fight:** Despite these challenges, please be assured that your union remains steadfast in our commitment to securing fair and just working conditions for all members. We will not waver in our fight against the Company's unjust actions, and we will keep you informed of any further developments.

In Solidarity,

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

BS:wrc  
opeiu-2, afl-cio