



VIA E-MAIL

AVA-013

August 3, 2023

To: All Avaya Local Presidents and Staff

Re: Bargaining Report #2 – August 2, 2023

Brothers and Sisters,

We hope this message finds you well. We are writing to update you on the ongoing union negotiations with the Company. First, we want to express our appreciation for your continued support and solidarity throughout this process. Your dedication to the cause is what empowers us to stand strong in the face of challenges.

As you are aware, negotiations are currently underway with both virtual and in-person sessions taking place regularly. The daily virtual sessions of your bargaining committee and weekly virtual sessions with the Company have proven to be efficient, allowing us ample time to review and research proposals and present our case effectively.

Next week we will be transitioning to in-person sessions in Denver, which will provide us with the opportunity for direct engagement with the company's representatives. We believe that this move towards face-to-face discussions will foster a sense of unity among us and strengthen our position at the negotiating table.

During these negotiations we have witnessed some positive developments, with the Company focusing on modernization and simplification proposals, some of which we have found common ground on. However, it is with regret that we must inform you that the Company has made several proposals that are entirely unacceptable to us. The most concerning aspect of these proposals is the company's intention to reduce benefits, pay and working conditions for our members. We understand how crucial these elements are to you and your families and we will not let them be compromised without a fight.

In light of these challenges, we want to emphasize that our ability to gain a fair and just contract relies heavily on the unwavering support and solidarity of all our members. Together we are a force to be reckoned with and we will not back down until our demands for a fair and equitable contract are met.

Your voices matter and we encourage you to stay informed and engaged throughout this process. We will continue to provide updates and call for your participation in various actions to further strengthen our position.

Thank you for your dedication to the cause; let us stand united in our pursuit of a contract that respects and values the hard work and contributions of every member.

In solidarity,

Brian Sawyer, Staff Representative
Sandra Strain, CWA Local 6016
Richard Chittenden, CWA Local 6215

In solidarity,

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

BS:wrc
opeiu-2, afl-cio