



AVA – 022

October 2, 2023

To: All Avaya Local Presidents and Staff

Re: Bargaining Report #9

Dear Brothers and Sisters,

We hope this report finds you in good health and spirits. As your dedicated Union Bargaining Committee, we are pleased to provide you with this update on the ongoing negotiations for a successor agreement at Avaya.

Progress: As many smaller articles have been tentatively agreed, larger issues remain. Your bargaining team is holding steadfast on termination payments, retiree benefits, pension increases, and job security to ensure our members receive fair pay and benefits for our years of building this company. Avaya has reiterated to the bargaining committee that they will no longer provide retiree medical benefits after this year.

Negotiations: A lot of progress was made in Durham NC, and continued virtual sessions this week and next should get us closer to our goal of a fair and equitable contract.

Mobilization Efforts: WOW! The sea of red shirts! The turnout in both Durham and Denver was outstanding and shows the Company we are a unified force. During our lunch break in NC, we were able to meet many active/retired members from all contracts covered by CWA. Their support shows how we band together in times of need. Many thanks to the National Mobilization Committee and the locals who were involved, you were heard and seen!

Bargaining Reports: Regular updates will be shared through official communication channels, including e-mails, newsletters and the [cwa-union.org](https://cwa-union.org/news/bargaining-update-259) website (<https://cwa-union.org/news/bargaining-update-259>). Your involvement in union activities and support for the bargaining committee plays an important role in reinforcing our position at the table. We encourage you to remain engaged and united throughout this process.

WEAR THOSE RED SHIRTS!

In solidarity,

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

BS:slr