



VIA E-MAIL

AVA-012

July 27, 2023

To: All Avaya Local Presidents and Staff

Re: Bargaining Report #1 – July 26, 2023

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 of the ongoing negotiations for a successor agreement at Avaya.

Virtual and In-Person Negotiations: Recognizing the importance of flexibility and inclusivity, we have adopted a hybrid approach for our bargaining meetings. This approach combines both virtual and in-person sessions, allowing us to maximize the efficiency of our discussions. Virtual meetings have proven to be convenient and accessible, while in-person meetings provide invaluable opportunities for direct engagement and fostering a sense of unity among us all.

Positive Developments and Mutual Interest: We are pleased to report that the discussions at the bargaining table have been positive. Both the Union Bargaining Committee and the company representatives have expressed a mutual interest in working towards a contract that meets the needs of all stakeholders. This collaborative spirit sets a promising foundation for achieving a fair and beneficial agreement for our members at Avaya.

Union Proposals for Improvement: Throughout the negotiations, our primary focus remains to secure improved economics, job security and retirement security for our members. To ensure that our proposals accurately reflect your priorities, we have thoroughly analyzed the valuable feedback you provided through bargaining surveys. Your input has been instrumental in shaping our negotiation strategy and we are committed to advocating for the best possible outcomes that uphold your rights and enhance your working conditions.

Transparent Communication and Involvement: We understand the significance of keeping you informed about the progress of negotiations. Regular updates will be shared through official communication channels, including e-mail, newsletters and the union website. Your involvement

in union activities and support for the bargaining committee play a crucial role in reinforcing our position at the table. We encourage you to remain engaged and united throughout this process.

Your Support Matters: We want to express our sincere gratitude for your unwavering support and solidarity. It is your collective strength that empowers us to stand firm and negotiate for a contract that enhances the well-being of every CWA member at Avaya. Together, as a united front, we can achieve positive outcomes that benefit us all.

Next Steps: As negotiations continue, we will keep you informed of any significant developments. Please stay tuned for further updates and remain active in participating in union activities.

In solidarity,

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

BS:wrc
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