



VIA E-MAIL

AVA-018

September 15, 2023

To: All Avaya Local Presidents and Staff

Re: Bargaining Report #6

To all CWA Sisters and Brothers,

We hope this report finds you in good health and high spirits. As your dedicated CWA bargaining committee, we want to provide you with the latest update on our ongoing negotiations with Avaya for a new contract.

Current Status: Our bargaining committee has been working tirelessly to secure a contract that not only upholds our members' rights but also ensures the well-being of our families. We've engaged in several rounds of negotiations with Avaya representatives. As of now, we have exchanged counterproposals and, while progress has been made in some areas, we must acknowledge that we remain significantly apart on crucial economic matters.

Our Commitment: We want to emphasize our unwavering commitment to securing a fair contract for each and every member of our union. We understand the importance of the benefits, wages and working conditions that are at stake in these negotiations. Rest assured that we will continue to fight for as long as it takes to achieve a contract that reflects the value and dedication of our workforce.

Strike Authorization: To further strengthen our position at the bargaining table, we have initiated a strike authorization process. You should have received an e-mail, via SurveyMonkey, with instructions on how to cast your vote. If, for any reason, you have not received this e-mail (possibly check spam folder), please promptly notify the bargaining committee. It is vital that every member's voice is heard in this critical decision-making process.

Voting Deadline: The deadline for submitting your strike authorization vote is September 20, 2023. Please take the time to cast your vote and encourage your fellow union members to do the same. Your participation is essential in ensuring that our bargaining committee has the support needed to pursue our goals effectively.

Contract Expiration: Our current collective bargaining agreement is set to expire September 24, 2023. This means that the clock is ticking and the pressure is mounting. We must stand united and resolute in these crucial times.

Upcoming Negotiations: Negotiations will continue next week and we will be meeting in person in Durham, North Carolina. This face-to-face interaction is an opportunity for us to convey the strength of our union's unity and determination. **We must make our presence felt.**

In closing, we want to assure you that your CWA bargaining committee is working tirelessly to protect your interests and secure a contract that recognizes your contributions and sacrifices. Your support, involvement and commitment to this process are invaluable.

Stay united, stay strong and, together, we will achieve the fair contract we deserve. We will keep you updated on the progress of negotiations. Please do not hesitate to reach out to your bargaining committee if you have any questions or concerns.

In solidarity,

Brian Sawyer, Staff Representative

[Sandra Strain](#), CWA Local 6016

[Richard Chittenden](#), CWA Local 6215

BS:wrc
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