



AVA - 029

November 21, 2023

To: CWA Staff and Local Presidents Representing Avaya

Subject: Important Update Regarding Avaya Retiree Benefits  
**Townhall Call: Tuesday, November 28<sup>th</sup> ~ 7:00pm EST**

Dear Avaya Retirees, Members, and Locals Presidents:

I hope this letter finds you well. CWA was made aware of Avaya's decision to discontinue retiree medical and dental benefits for current retirees. As representatives of the Communications Workers of America (CWA), we want to update you on the current situation and actions being taken in response to this decision.

At present, Avaya employees represented by CWA are working without a contract, and the status quo remains in effect. Unfortunately, there are no scheduled meetings at this time to address the ongoing negotiations. Avaya has taken the step of filing charges with the National Labor Relations Board (NLRB) against CWA (see attachment), and in turn, CWA has filed NLRB charges against Avaya. It is crucial to note that the 2009 Collective Bargaining Agreement (CBA) included provisions for retiree benefits in the form of annual Health Reimbursement Arrangement (HRA) funding and dental coverage. While the parties acknowledged the permissive nature of this subject, the company consistently agreed to fund HRAs during each contract extension since the 2009 CBA.

However, during the current bargaining, Avaya has taken a different stance, asserting that retiree benefits are a permissive subject, and they do not intend to continue providing these benefits beyond the end of the year. This has raised serious concerns among the CWA and its members, given the historical commitment to retiree benefits.

We understand that this news is disheartening, and we want to assure you that CWA is actively responding to Avaya's decision. We are committed to advocating for the rights and well-being of our members, and we will keep you informed of any developments as they unfold.

In light of Avaya's decision to discontinue retiree medical and dental benefits, it is imperative that current retirees take action to request reimbursement for all past eligible expenses from their HRA accounts as soon as possible. Given the uncertainty surrounding the future availability of these benefits, we want to ensure that you receive the funds you are entitled to.

We appreciate your understanding and patience as we navigate this situation. The CWA is dedicated to fighting for the rights and benefits of all its members, and we will continue to work diligently to address this matter on your behalf.

The Telecommunications & Technologies Office will host a Townhall call on **Tuesday, November 28, 2023 at 7:00pm EST.**

**Dial in to: 1-888-636-3807**  
**Passcode: 4871950#**

If you have any questions or concerns, please do not hesitate to reach out to your local CWA chapter. Thank you for your continued support and dedication to the principles we stand for.

Attachment

BS:slr