



AVA-006

August 8, 2016

To: CWA Avaya Local Presidents

Re: Represented Retiree Transition Letters

CWA is aware that your Avaya Represented Retirees recently received communication from AVAYA concerning their retiree health benefits.

CWA believes that the contract extension entered into in February 2016 with AVAYA continued retiree health care benefits. AVAYA disagrees with that position and CWA has filed grievances and demanded arbitration over this issue. AVAYA has refused to arbitrate this issue and is even refusing to arbitrate the arbitrability of the issue. CWA is looking into all legal options open to it at this time, including filing a lawsuit against AVAYA.

In the meantime, however, Retirees should pay careful attention to the communication sent out by AVAYA and follow the instructions contained therein. CWA will keep you updated on any future developments surrounding this issue.

Sincerely,

A handwritten signature in black ink that reads 'Lisa M. Bolton'. The signature is written in a cursive, flowing style.

Lisa M. Bolton, Vice President
Telecommunications & Technologies

LMB/rmb