

NEWS RELEASE

International Brotherhood of Electrical Workers®
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IBEW Reaches Tentative Three-Year Agreement with Avaya

(Washington, DC) -- The International Brotherhood of Electrical Workers, bargaining in conjunction with the Communications Workers of America, reached a tentative three-year agreement with Avaya, Inc. late on June 2, 2006. Among the gains achieved in the contract are improved job security and maintaining quality health care for active and retired workers. Washington, D.C.

Robert Morrison, lead negotiator for the IBEW, said that both unions had the solid backing of their members and presented a united front to Avaya management. The current contract expired at midnight, May 27, 2006, but the parties agreed to "stop the clock" and continue bargaining while the current agreement remained in effect. Members of both unions had voted overwhelmingly to approve strike authorization if a fair contract could not be reached.

The tentative agreement maintains employer paid health care premiums for both active and retired workers over the contract term, a critical goal for union members and bargainers. The settlement also provides for a 3 percent wage increase in each contract year, plus a four percent increase in the pension bands effective July 1, 2006. Other pension improvements include a new lump sum distribution option and additional beneficiary options.

Improvements that addressed workers' job security issues include a one-year no-layoff provision for workers in technical titles and a sales referral program guaranteeing work for union-represented workers.

The agreement covers about 2,900 technicians, customer service representatives, sales and other workers at the company. Of those, the IBEW represents about 350 workers in New Jersey, New England, and the Chicago area.

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