

# Inform

Confidants from IG Metall at Avaya



29th of April 2009

## Forward, it goes back!

**The withdrawal of Jürgen Gallmann, who could not significantly prolong the average half-life of a CEO at Avaya in Germany, is followed by a clear reversal of the Company.**

It seems as if with the new Business unit, in which most Employees will be retrieved, the proven business model of the old T&N should be experiencing a renaissance.

Long-term rental, maintenance and expansion of the existing customer base will be back in focus.

The transition from the Tenovis products (I-portfolio) to the A-portfolio will not take place as quickly as announced.

The new entity will take care of the segment of small and medium-sized customers and is thereby standing in direct competition with partners.

These are significant deviations from the previous Avaya-strategy.

With the new unit an independent company within the company is created, which already nourishes speculations about a possible separation of this section in the future.

Despite all drastic changes the destruction of over 600 jobs which was announced in Bad Kissingen will be implemented.

In addition there shall be sacrifices of the German staff similar to the U.S., where employees are sent into a several weeks lasting unpaid mandatory leave.

Even if the new business strategy clears up with some mistakes of the last few years and contains some employment ensuring elements - before there can be spoken over any further concessions the downsizing must be put to the test.

### Negotiations

#### Intermediate Result

**For three months now, works council and management are negotiating about balance of interests and social plan for staff cuts in 2009.**

**So far only a part of so-called framework for balance of interests is completed.**

In essence, it contains an agreement on the scoring scheme, under which the social choice in operational redundancies take place, and rules of a so-called volunteer program. For whoever from the areas affected by the staff cuts can go now the famous "66er-formula" is set by "clause" including "improvement clause."

However, this offer applies only to employees below age 58. Elders are offered only the most inferior "AGE- rule" by the employer. About other important provisions no agreement has been reached so far.

When terminations are pronounced, whether and how there will be a transfer society will have to be agreed in many partial balance of interests or the social plan now.

Also the issue of social selection within age groups will be discussed again (see article on back).

Important in any case is: The Executive Board confirmed in the framework for balance of interests that the implementation of the partly measures - also with layoffs - will only begin when the relevant partial balance of interests is signed.



# Gambling

After numerous rounds of dismissals in the past few years many Avaya employees know their social points by heart and reckon to assess the individual risk of job loss for themselves. The older an Employee is, the more he was allowed to be feeling safe until now.

But in the recent period, the Rules were amended. They now allow the employer to obtain the age structure within the company during layoffs. If for example 30% of employees are 50 to 59 years old, then the employer may also select 30% of this age group for dismissal. The competition of social points will take place only within the age classes. For the 49 year olds it means that if from his point of view the layoffs are coming in time, then he enjoys relatively high protection in the younger age group. But do the terminations only come after his birthday, he is one of the youngest with relatively high Termination risk in the group over 50.

This provision seeks to prevent companies from becoming a retirement home after several rightsizings. However, for the individual the social selection is a russian roulette.

# Work for all

**Good work at fair wages is a Fundamental right of all working people. But the reality in Germany, Europe and the world looks different: Unemployment is rising.**

We at Avaya have to fear about our jobs, too.

Avaya wants to destroy every sixth job solely in Germany, because it is the only way to realise the profit notions of the financial investors Silver Lake and TPG.

Winter Siegfried, member of the works council and union confidant at Avaya, will be able to point out on this in his speech at this year's May-Rally in Frankfurt.

The march will begin at 9:30 o'clock on Güntherburgpark.

The rally will take place as from 11 o'clock on the Römerberg.

We demonstrate on 1st of May

- for the preservation of jobs and a new sustainable economic system
- for greater democracy and participation in the economy and society
- for good jobs for all at fair wages

That's why our motto on 1st of May, the Labor Day is:

**Work for all at fair wages!**



Siegfried Winter, member of the works council at Avaya

Participate in the events. Even this day offers the opportunity to thematize our struggle for the preservation of the jobs at Avaya and securing good tariff working conditions in public.

For further information contact the confidants from the IG Metall.



Beitrittserklärung     Änderungsmitteilung

Name \_\_\_\_\_ Vorname \_\_\_\_\_

Straße/Hausnummer \_\_\_\_\_

Postleitzahl/Wohnort \_\_\_\_\_

Telefon \_\_\_\_\_ Geburtsdatum \_\_\_\_\_

E-Mail \_\_\_\_\_

Betrieb: Name und Ort \_\_\_\_\_

männlich    weiblich    vollzeitbeschäftigt    teilzeitbeschäftigt

Auszubildende/r bis: \_\_\_\_\_    Student/in

gewerbl. Arbeitnehmer/in    Angestellte/r    kaufm.    techn.    Meister

Nationalität \_\_\_\_\_ Änderung des bisherigen Status \_\_\_\_\_

Mitgliedsbeitrag (1% des monatl. Bruttoverdienstes) \_\_\_\_\_ ab Monat \_\_\_\_\_

geworben durch (Name und Betrieb) \_\_\_\_\_

Mitgliedsnummer \_\_\_\_\_ Verwaltungsstelle \_\_\_\_\_

**Einzugsermächtigung/ Bankverbindung**

Kto.Nr. \_\_\_\_\_ Bankleitzahl \_\_\_\_\_

Name des Kreditinstituts \_\_\_\_\_

in PLZ \_\_\_\_\_ Ort \_\_\_\_\_

Ich bestätige die Angaben zu meiner Person, die ich der IG Metall zum Zwecke der Datenerfassung im Zusammenhang mit meinen Beitritt zur Verfügung stelle. Ich bin darüber informiert, dass die IG Metall zur Erfüllung ihrer satzungsgemäßen Aufgaben und unter Beachtung der datenschutzrechtlichen Vorschriften personenbezogene Angaben über mich mit Hilfe von Computern verarbeitet. Hiermit ermächtige ich wiederum die IG Metall, den jeweiligen von mir nach § 5 der Satzung zu entrichtenden Mitgliedsbeitrag von 1% des monatlichen Bruttoverdienstes bei Fälligkeit einzuzahlen. Diese Einzugsermächtigung kann ich nur schriftlich mit einer Frist von sechs Wochen zum Quartalsende gegenüber der IG Metall widerrufen. Änderungen meiner Daten werde ich unverzüglich der IG Metall mitteilen.

Ort/ Datum/ Unterschrift \_\_\_\_\_

Bitte abgeben bei IG Metall-Betriebsräten/-Vertrauensleuten, der IG Metall-Verwaltungsstelle, oder schicken an: IG Metall-Vorstand, FB Organisation/ Mitglieder, 60519 Frankfurt/Main