

Inform

Confidants from IG Metall at Avaya



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Socially reconcilable Downsizing

In the last few weeks almost 60 Termination hearings were passed alone to the Frankfurt's works council. By now many of those affected will hold the dismissal in their hands. Others already had "voluntarily" committed to change to the transfer company or signed a termination agreement.

Particularly grotesque the staff cuts mould within the development area. Elsewhere compulsory redundancies were avoided through voluntary leaving. For the leaving colleagues others could move up.

In the field GCS this has been prevented actively. Older colleagues, who voluntarily wanted to resign in favor of younger colleagues, were refused.

The young colleague had to go.

In other places the social selection was massively simplified. One chooses a task which will be shifted to a other location. All employees working at this issue form a comparison group and all get a dismissal. In some cases, the comparison group contains exactly one employee. It was not taken into account what other duties, based on many years of experience, this employee might assume alternatively.

In this confused situation with many open questions the employees found assistance and support by the works council.

Thoughts of a victim

Dear Wolfgang,

Come, take a walk with me.

Can you still sleep well when Avaya employees, fathers and mothers and Children could not sleep well the last few months

Why was the social selection so unfair? Those who wanted to leave voluntarily were not allowed to leave and others who have to support their families are being dismissed.

Do not you know how hard it is to defend oneself against it? Also in Germany to be right does not mean to become entitled at the same time. It is a rocky road not many walk to the end.

Does it Calm your conscience that you are giving a bit of money to them, of which the State cashes the half?

Long-time employees look into a uncertain future. Those who have to leave but also those that may remain.

Where are you and the Avaya management when the employees are looking sorrowful into the future.

Are you fighting for our jobs here or do you just liquidate?

Dear Wolfgang, you never take a walk with me ...

Dear Colleagues,

do not look away and think, I still have my job, about the others I don't care - even next year you could be the next.

Be collegial and stand by one another. Supports your works council - only this way we can achieve something ...



... and what about me?

The purchase of Nortel Enterprise Government Solutions for a total of \$ 915 Mill lets Avaya appear in shining splendor of a thriving global Player. How much light and possibly dark shadow will fall on the German Avaya organizations?

Through furlough, short-time work and layoffs there prevails a low-gloss existence in the twilight. Will the acquisition lighten up the situation or will there be new eclipses setting in?

Nortel has about 500 employees in Germany. What does this mean for the jobs in Germany? With the merging of the companies will there be triggered a new wave of lay-offs?

The realignment of the German Business establishment, who just got off the starting blocks, is too simplistic and is to stop for now. It is subject to chance to let the new incurred situation to slip in and under consideration of Nortel to create a matching positioning, which then also promises long-term sustainable future prospects. Does the reorganization in the German Annuity and Enterprise Business Group not to be considered before the background of the new light spectrum? May the already ongoing dismissals for operational reasons be justified at all?

If you recall the recent Silver Lake's involvement in the \$ 1.9 billion heavy 65%-Skype-acquisition by eBay, new speculative lights surface on the horizon, which are connecting the use of the Skype-technology with the business communications from Avaya. Could there German development units possibly participate?

By all bright spots, which can prospectively be opened by the recent acquisitions, for each employee furlough, short-time work and dismissals will determine his professional commitment. Should one not come up with the idea that all these current savings and reduction measures are only being used to secure the financing of this acquisition.

On one side employees are being begged or even thrown out and on the other side, one wants to shine as a financially strong buyer in the corporate Monopoly. This gives a corporate image, which prospectively may flourish as a bright shining star whereby the owners may make a good cut in ist sunny light. Indeed will the employees not participate in this revenue and will be left out or respectively continue to be subject to negotiation as a cost factor and once again move on the dark shadow side of the business.

Intermediate result

The splitting of the German Avaya takes concrete forms. Organizationally there will be a strict separation between the two business units enterprise and annuity. Across the existing corporate structures two business units will be established. In both areas employees of all four companies are likely to be found again. An appropriate organizational change shall already become effective on 1th of October.

The corporate adjustment to the existing structures won't be long in coming.

Because neither the market nor the business model of the annuity group fit into the Avaya which Silver Lake and TPG are assembling just worldwide. Therefore it is probably only a matter of time until even in Germany the Integral and midmarket-business will be legally separated to bring it to an economic liquidation at the next opportunity.

The switches therefore are already being thrown. And now the question is to be asked: Can the annuity company generate growth or is it condemned to maintain the existing leases to the end?

And what results thereof for the employees of the two business units?



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