

# **Avaya Backbone Engineers Mission Statement**

We, the inside organizing committee of Backbone Engineers at Avaya, are committed to organizing our colleagues under the auspices of the Communication Workers of America. We believe that we are best qualified to determine our own future, and that working under a labor agreement is the best way to secure equality in the workplace, fair wages and job security.

We cannot prosper unless Avaya also prospers. However, we know that the company cannot succeed in the long term if it does not maintain its relationships with its customers. Through the work the Backbone Engineers perform, we are critical to maintaining those relationships. To our customers, Backbone engineers are the face and voice of Avaya, and we represent the experience, talent, and technical knowledge that the company must preserve and build upon to survive. The basics of our business can not be forgotten in the rush to outsource, offshore, and expand through acquisition.

Singly, our voices are not heard. Speaking together, organized with the CWA, we mean to achieve the following:

- To be treated with respect and dignity commensurate with our skills, experience, and the importance of our work to Avaya and our customers.
- To ensure that Backbone work stays in North America, and that our customers receive the level of support they deserve.
- To have a voice, guaranteed by contract, in decisions that affect us, so that our schedules and benefits cannot be changed without our input.

Together, we can do what is best for ourselves, for our customers, and for Avaya.

**Sign a card for a union election.**

**Vote for the CWA.**

**Be heard.**