

Contract Extension Agreement
By and Between Avaya Inc. and the International Brotherhood of Electrical Workers

Avaya Inc. and the International Brotherhood of Electrical Workers do hereby agree to extend the 2009 Collective Bargaining Agreement effective May 24, 2009 ("2009 CBA") until June 7, 2014 at 11:59 pm. Except as set forth below, all provisions of the 2009 CBA remain in full force and effect:

General Wage Schedule Increases (Article G17, Section 3 and page 98 of the National Memorandum), is hereby revised to provide the following:


- (a) Effective June 10, 2012, wage schedules shall be increased by 2%.
- (b) Effective June 9, 2013, wage schedules shall be included by 1.9%.
- (c) No other Wage Increases shall take effect during the term of this Contract Extension.

The IBEW Healthcare/ATP/ERC Coordinator position and the IBEW Certification Coordinator position will be combined on June 9, 2012. The Union agrees to notify the Company by May 9, 2012 as to who will assume the combined IBEW Healthcare/ATP/ERC Coordinator position and who will return to the Senior Technician position, effective June 10, 2012. The combined IBEW Healthcare/ATP/ERC Coordinator position will be eliminated effective December 31, 2012. The incumbent in that Coordinator position will return to the Senior Technician title effective January 1, 2013.


Dated: 11/18/11

Agreed to:


John Rowley
Chairman System Council T-5
International Brotherhood of Electrical Workers



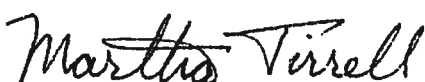
Dennis Slaman
Bargaining Chairman System Council T-5
International Brotherhood of Electrical Workers



David Graepel
Director, Global Labor Relations



Charles Reichold
Sr. Manager, Global Labor Relations



Martha Tirrell
Sr. Manager, Global Labor Relations