

## Alcatel-Lucent: Message from French Unions

September 8, 2008

To: All CWA Alcatel-Lucent Members/Retirees

Friday we received the attached [leaflet and petition](#) from the French Trade Unions that represent Alcatel-Lucent. We think it's a terrific idea and a good send-off to Pat as she makes her much-deserved exit from the company she helped destroy. We already notified those Unions that we will do everything we can to get the word out and get this signed by members all over the United States.

Please use every means that you can to share this with your co-workers, fill it out, and get it back to us. To cut out a step, you can fax them directly here at 202-434-1308 because the French unions want as many as they can get by this Friday. If you have the ability to scan documents, you can scan the signed petitions and email them back to me at [lunger@cwa-union.org](mailto:lunger@cwa-union.org). I know it is short notice, but they want to get them to "Pattie" before she leaves.

This can send a good message to the new leadership of Alcatel-Lucent that all its Unions – in the United States and in Europe – will act together for fairness from this Company.

In Unity,

Laura Unger  
CWA Representative

LU:drk  
opeiu-2, afl-cio





ALCATEL-LUCENT

5th September 2008

## **Golden Parachutes: Ms. Russo, waive it! Mr Tchuruk, repay it!**

On 29 July, Ms. Russo and Mr. Tchuruk announced their decision to leave Alcatel-Lucent by the end of 2008. Despite their rhetoric, their departures are, in our view, an admission of failure. If business was healthy, they would have no reason to leave.

At the last General Meeting, shareholders voted to award Ms. Russo a golden parachute worth 2 years' wages (fixed + variable) and fast-track stock and option subscriptions. French law now requires listed companies to tie "golden parachutes" to performance to ensure that incompetent CEOs do not benefit. However, not only are the performance conditions voted at the Shareholders' meeting lenient, this law will not come into force until January 2009. With Ms Russo due to leave Alcatel-Lucent before the end of this year, the company's poor performance in 2008 – for which she is responsible – will not prevent her taking full advantage of this generous measure. This is outrageous!

Mr. Tchuruk received his bonus of €5.6 million in 2006, when he left his job as CEO. In view of the company's poor results, it would be more than appropriate to pay the money back.

Both employees in general and the trade unions are opposed to "golden parachutes". Our bosses are already on huge wages. In all seriousness, they tell us that job "precarity" justifies such levels of pay. But golden parachutes just mean they're compensated twice for this so-called "precarity"! The company's Board of Directors seem to have realised this as they immediately announced that the new CEO, Ben Verwaayen, will not receive a golden parachute if he leaves. The Unions, who are in favor of banning golden parachutes, approve this decision and hope it will continue to apply.

Ms. Russo and Mr. Tchuruk are way off the targets announced when Alcatel and Lucent merged. The group's results are bad. Prospects for recovery are not good. The stock value has gone down by over half in one year. The only target they've actually met is for job cuts!

In 2003, Pierre Bilger, former Alstom CEO, waived his golden parachute (over 4 million euros) in similar circumstances. If they were half-decent, our leaders would do the same and leave the group with an extra 10 to 12 million euros.

**In the name of decency and solidarity, Alcatel-Lucent's employees are asking Ms. Russo and Mr. Tchuruk to waive their indecent bonuses. Our company has reported losses for the last 6 consecutive quarters. These bonuses are unjustified and will only serve to further damage our company's financial health.**

