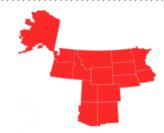
8085 East Prentice Avenue Greenwood Village, CO 80111-2745 303-770-2822 Fax 303-793-7927





Dear CEO Jeff Storey,

We are a group of African American LUMEN workers and proud members of the Communications Workers of America. We write to request a meeting with you to discuss how we can dismantle racism at LUMEN together.

We are deeply disappointed by LUMEN's recently announced decision to give the MLK Holiday to everyone except union members. In your announcement, leadership cited listening to employees and the significance of Dr. King's message. Yet this decision directly undermines Dr. King's legacy of fighting for civil and labor rights. We are asking you to make it right and extend the MLK paid holiday to all LUMEN workers.

We attach the following petition signatures of over 1500 LUMEN fellow co-workers and community supporters who, like us, are upset that you would leave union members out of MLK Day as a paid holiday.

We would like to raise other concerns about racism at LUMEN and we look forward to talking to you directly. We ask that you respond to us by this Friday, January 15, to set up a meeting to listen to the concerns of our delegation. Together, the company and our union can work to dismantle racism at LUMEN. Separately, we cannot.

Sincerely, Tivia Bryant Scott Butler Mahalia Corley Art Clemens George Hayes Pat Henderson John Johnson Bernie Owens Anna Robbs Leon Tootle Vonda Wilkins

Cc:

Bryan Smith, LUMEN Labor Relations Congressional Black Caucus CWA Executive Board

Attachment