

12/08/21

CWA Team,

As you are likely aware there was a decision yesterday from a federal court in Georgia that prohibits the enforcement of the Executive Order issued by President Biden regarding vaccine mandates for government contractors. In light of that ruling Lumen has decided to pause the implementation of our vaccine requirements at this time. The attached notice went to all of our US based employees late yesterday sharing this decision.

As you also know the Company and the CWA reached an impasse on our national effects bargaining discussions last month and the CWA was notified that we intended to implement our final proposal. The Company will consider the conditions that we planned to implement to be suspended as well. However, should there be changes in the legal landscape that require vaccinations again or should the company decide to move forward with vaccine requirements, we would anticipate that future discussions with the CWA would take into account and reflect our previous negotiations and the terms discussed therein as appropriate.

We will keep you posted on next steps. Let me know if you have questions or wish to discuss. I appreciate your continued support of vaccinations and boosters for all employees. Please share this with the local presidents.

Bill Stubbs

Director – Labor Relations

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