



Communications Workers of America AFL-CIO, CLC
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VIA EMAIL

Q-114

October 17, 2025

TO: All CWA Locals with legacy Qwest Members

FROM: Susie McAllister, Vice President
Lisa Avila, Assistant to the Vice President
Paul Castaneda, Administrative Director

SUBJECT: Contract Ratification Results

We are pleased to announce that the new Collective Bargaining Agreement has been ratified!

CWA members at Lumen have overwhelmingly approved the tentative agreement reached earlier this month, with 91% voting in favor and 9% opposed.

This new three-year agreement delivers significant wage increases, a \$ 1,000.00 ratification bonus payable within four weeks of ratification, strengthens our successorship language to protect members in the event of future sales, and expands our neutrality agreement, ensuring a path forward for unionized workers at Lumen. We are currently in the process of setting up a meeting with LUMEN to start negotiations over enhancements to the EVSPP LOA.

This contract is a big win for our members, but the work doesn't stop here. We still have fights ahead; we need to enforce our agreement, organize the unorganized, and keep building our power on the job and in our communities.

When we stand together to build our future, we win!

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C: CWA District 7 Staff