

WORKERS UNITED AGAINST RACISM AT LUMEN (WUARL) PRESENTS

# MOVING THE DREAM FORWARD: IT STARTS WITH US

**JANUARY 17**

**2022**



**#MLKDAY4ALL**

**CWA**  
AT LUMEN





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# WORKERS UNITED AGAINST RACISM AT LUMEN

Workers United Against Racism at Lumen formed in the wake of Lumen's October 2020 announcement that in honor of Dr. Reverend Martin Luther King's legacy the would grant the federally recognized holiday as a **paid day off for all non- union employees.**

Executives at Lumen are using MLK Day as a weapon against us and ultimately our union. This is a common anti-union maneuver: give non-union workers privileges you are not giving union workers in order to ensure both sides from uniting and acting collectively. This strategy serves a dual narrative - one side feeds a myth that non union workers will lose what benefits/privileges they have, and; the other stifles the need for us to organize for more power because the company will dole out special privileges if we don't organize and just stay quiet. Two birds, one stone.

MLK had a dual strategy too, but one of justice, not of profit. He saw justice as a coin with two different sides - both civil and economic rights intertwined to push for individual and collective freedoms. One cannot exist without the other. An injury to one, is an injury to us all. We are infuriated that Lumen dares to use MLK's legacy to do their union-busting. **We are clear that racism is an age-old tool of the boss used to divide us and we will not fall for it.** And while we are disgusted and outraged, we will also not sit idly by, nor be ignored while management continues to bust our union and sweep our workplace racism issues under the rug.

Collectively, WUARL has moved a petition with over 1,000 signatures asking for MLK Day for All, pushed a multitude of emails regarding vacation policy changes, and even met virtually with upper management in an attempt to resolve larger workplace racism issues at Lumen. All of our efforts have fallen on deaf ears. We feel we have exhausted traditional methods and the time is now to move our message more publicly. Hence, our actions on MLK Day - January 17, 2022.



# MEET SOME OF THE WUARL ORGANIZERS



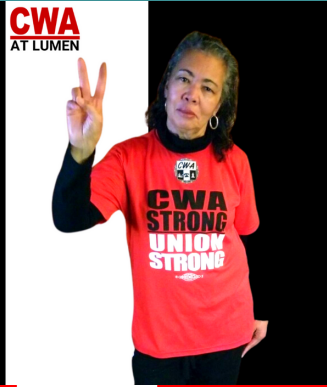
# JANUARY 17, 2022

## MORE SELFIES & ACTIONS





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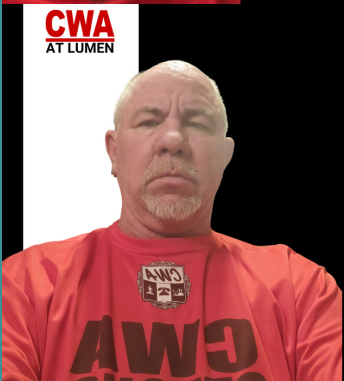
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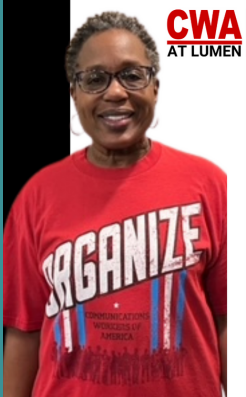
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CWA AT LUMEN

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CWA AT LUMEN



I HAVE A DREAM

Union Employee working on MLK Day

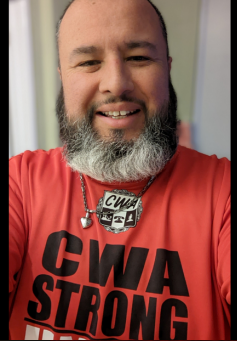
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Working on MLK day....#cwa7019



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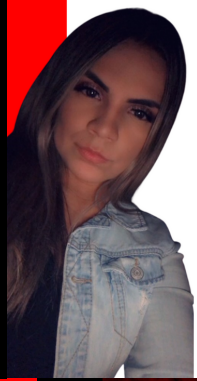


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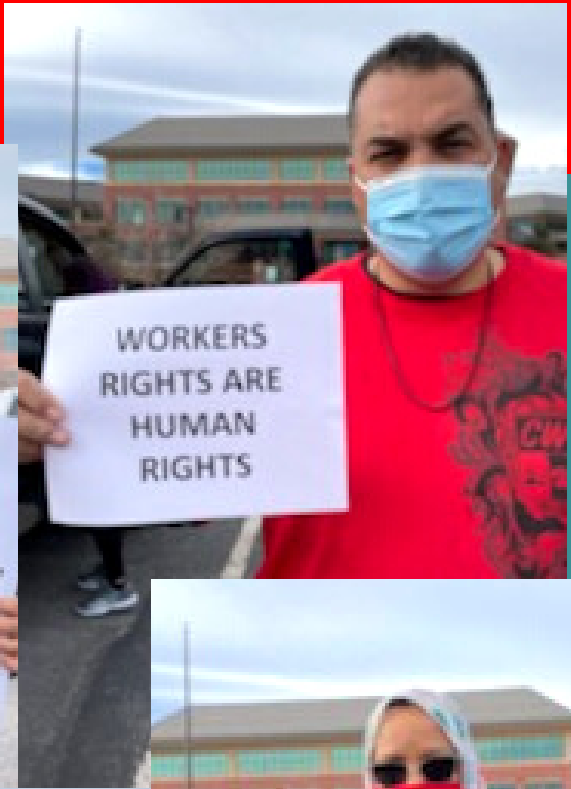


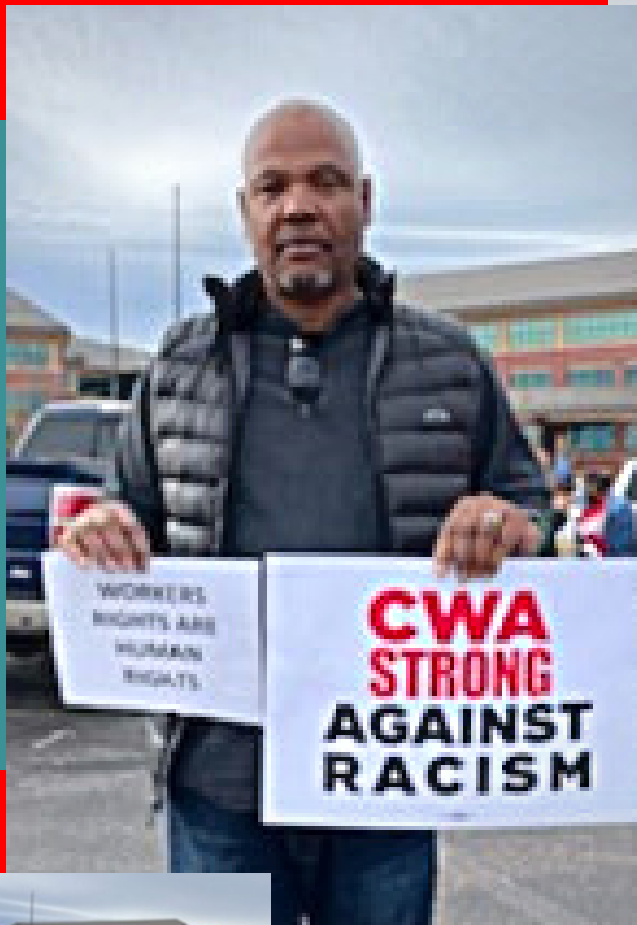
# SEATTLE, WA





**DENVER, CO**



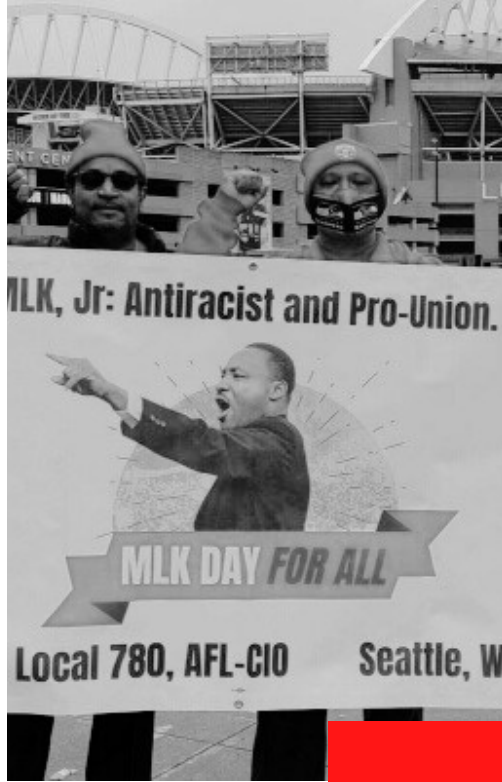




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**MLKDAY4ALL:  
JANUARY 17, 2022 WEBINAR**

**CWA**  
AT LUMEN



21.9K IMPRESSIONS



10.6 K VISITS



67 FOLLOWERS

# MID-JANUARY LAUNCH - TOTAL ENGAGEMENT

**FOLLOW US:**  
**@UNIONANTIRACIST**

**Analytics** Home Tweets More ▾ Workers Uniter

TWEET HIGHLIGHTS

**Top Tweet** earned 18 impressions

We are trying to tell our employer, [@lumentechco](#) [@centurylink](#) to respect union workers. [#mlkday4all](#)! Lumen, it's not okay to only give [#MLKDay2022](#) to non-union workers. "The time is always right to do what is right."  
[#workersrightsarehumanrights](#)  
[#nomorewokewashing](#)  
[pic.twitter.com/HScANNczX2](http://pic.twitter.com/HScANNczX2)

👤 9 ❤️ 15

**Top media Tweet** earned 13 impressions

Lumen's unionized workforce deserves [#MLKDay](#) but instead, over 6000 union workers are working on [#mlkday2022](#). [@lumentechco](#), it's time to make it right.  
[#mlkday4all](#) [#unionstrong](#)  
[@UnionStrongCWA](#)  
[@SolidaritySeven](#) [@D4Cwa](#) [@cwadistrict6](#)  
[@CWADistrict1](#) [@CWADistrict9](#)  
[@CWADistrict21](#)  
[pic.twitter.com/6MkmlLRTI](http://pic.twitter.com/6MkmlLRTI)

👤 5 ❤️ 9





# HOW YOU CAN SUPPORT WUARL

- Take our Race and Equity Survey - <https://bit.ly/33Yn11z>
- Get involved, contact Shannon at [sbade@cwa-union.org](mailto:sbade@cwa-union.org) or 773-330-3118
- Follow us on twitter: Workers United Against Racism at Lumen @UnionAntiracist

**CWA**  
**AT LUMEN**