



Patrick Prindeville
Executive Director
Labor Relations

140 West Street
Room 09-114
New York, NY 10007

O 212 519 4867
F 212 528 1542

July 15, 2020

Ms. Gladys M. Finnigan
Assistant to the Vice President
Communications Workers of America
AFL-CIO, District One
80 Pine Street, 37th Floor
New York, NY 10005

Re: COVID-19 Backup Care

Dear Gladys,

Pursuant to the COVID-19 Backup Care Agreement dated June 19, 2020, the Company agreed to make Bright Horizons backup care benefits available to associates on the same terms it makes such benefits available to management employees through September 30, 2020. In accordance with that agreement (a) there will continue to be no limit on the number of hours an employee can utilize on Bright Horizon backup care benefits through July 19, 2020; (b) between July 20, 2020 and August 29, 2020, each employee will be limited to utilizing 120 hours of such benefits; and (c) beginning August 30, 2020, each employee will be subject to an annual limit of 80 hours of such benefits (not including any hours used between March 16, 2020 and August 29, 2020).

For the period between October 1, 2020 and December 31, 2020 the Company will continue to make Bright Horizons backup care benefits available to associates on the same terms it makes such benefits available to management employees. The 80 hour annual limit will apply to all hours utilized between August 30, 2020 and December 31, 2020.

This agreement shall remain in effect through December 31, 2020.

This agreement is without prejudice or precedent to any position that any party to this agreement may wish to take in any other proceeding involving any matter. This agreement shall not be cited by any party in any proceeding in any forum including, but not limited to, any arbitration or matter before any federal, state or local court or administrative agency, involving any matter, except as necessary to enforce the terms of this agreement.

Please indicate your agreement with the above by signing a copy of this letter where indicated and returning it to me.

Very truly yours,

Patrick J. Prindeville
Executive Director - Labor Relations

Agreed for the Union:

Gladys M. Finnigan – Assistant to the Vice President
Communications Workers of America

Dated: July 17, 2020