



Patrick J. Prindeville
Executive Director
Labor Relations

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June 19, 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 - Renewal

Dear Gladys,

As a result of the COVID-19 outbreak, through the termination of this Agreement, the Company will offer Associates Bright Horizons back-up care benefits on the same terms it offers such benefits to management employees. For the period between March 16th and the date of this agreement, there has been no limit on the number of hours an employee can utilize on Bright Horizon back-up care benefits and the Company will only apply a limit on the utilization of those benefits when and to the extent it institutes a limit for management employees. If when the Company applies such a limit, any hours that an employee utilized on Bright Horizon back-up care benefits prior to the time that such a limit was applied will not be counted towards their limit.

This agreement shall remain in effect through September 30, 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, and the underlying facts related to 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

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

Dated: June 25, 2020