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Thomas J. Stribling
Executive Director -
Labor Relations

March 15, 2020

Mr. Jim Byrne
Assistant to the Vice President
CWA District 2-13
230 S. Broad Street, Floor 19
Philadelphia, PA 19102

Re: COVID-19 Backup Care

Dear Jim,

As a result of the COVID-19 outbreak, from March 16th through March 31st the Company will eliminate the annual limit on the number of hours an employee can utilize on Bright Horizon back-up care benefits (summarized in the attachment) and will pay for all hours an employee utilizes on such benefits instead of having that funding come out of the ACFC Committee funds. Additionally, from March 16th through March 31st any hours an employee utilizes on Bright Horizon back-up care benefits will not be counted towards their annual limit if such a limit is reinstated.

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,

Thomas J Stribling
Executive Director - Labor Relations

Agreed for the Union:

Date:

3/16/20