

JOINT SIDELETTER AGREEMENT

Ms. Lena Solow
Local 1180, Communications Workers of America
6 Harrison Street
New York, NY 10013

Re: The Century Foundation

Dear Ms. Solow:

As we discussed, this is to document the joint understanding by The Century Foundation and the Staff Union of our current Family and Medical Leave policy.

Employees of The Century Foundation are entitled to leave covered by the Family and Medical Leave Act (FMLA) of up to a maximum of fourteen (14) weeks for parental leave or up to eight (8) weeks for other FMLA covered leave within a twelve (12) month period. Specifically, employees are entitled to request up to fourteen (14) weeks of such leave be paid to care for their newborn, adopted, or foster-care child or up to eight (8) weeks of such leave be paid for other FMLA-covered events.

Very truly yours,



Lily Hindy
Senior Policy Associate



Patricia J. Kozu
Chief Operating Officer

Date 2/20/18