



NAACP New York State Conference
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

HAZEL N. DUKES
President

David H. Lissy
Executive Chairman
Bright Horizons Family Solutions
200 Talcott Avenue South
Watertown, MA 02472

Dear Mr. Lissy:

In my capacity as president of the National Association for the Advancement of Colored People (NAACP) New York Conference, I wrote to Bright Horizon's leadership two years ago in support of the workers at the Bright Horizons Child Care Center in Brooklyn as they sought union representation in collective bargaining.

The workers – the majority of whom are young women of color – successfully unionized and, on July 12, 2017, voted to have the United Federation of Teachers as their bargaining representative.

Since then, however, Bright Horizons management has stonewalled the reasonable salary demands of these dedicated professionals. Despite Bright Horizons banner corporate earnings, and the tuitions of as much as \$30,000 a year from hard-working parents, Bright Horizons management has refused to share its financial success with the educators who make this all possible.

Even as the price of your corporate stock has surged 60 percent in the past two years, many educators at your Brooklyn Adams Street site still earn at or barely above minimum wage and cannot afford to buy the healthcare that Bright Horizons offers its employees. It is disappointing to learn that these employees are still working without a contract.

We at the NAACP see labor rights as civil rights and so advocate for affordable housing, decent health care, old age security and above all fair wages. The NAACP has long fought for the rights of workers to collectively bargain, and for workers to be treated fairly once they are at the bargaining table. Your employees at the Adams Street site came to the table in good faith, yet management seems committed to a strategy of stalling, which from the outside seems disingenuous and disrespectful.

Economic development, as part of the NAACP's strategic plan for the 21st century, clearly states that the NAACP promotes strengthening the economic fabric of communities of color. The professionals employed at your Adams Street site provide high-quality care for our youngest children, are the foundation of your company's prosperity and deserve a living wage for themselves and their families. We ask that you negotiate in good faith with these valued employees and reach a contract.

Sincerely,


Hazel N. Dukes
President