



Hon. Margaret S. Chin
Co-Chair
1st District

Hon. Carlina Rivera
Co-Chair
2nd District

Hon. Adrienne E. Adams
28th District

Hon. Alicka Ampry-Samuel
41st District

Hon. Diana Ayala
8th District

Hon. Inez Barron
42nd District

Hon. Laurie A. Cumbo
35th District

Hon. Vanessa L. Gibson
16th District

Hon. Karen Koslowitz
29th District

Hon. Farah N. Louis
45th District

Hon. Deborah Rose
49th District

Hon. Helen Rosenthal
6th District

THE COUNCIL
OF
THE CITY OF NEW YORK

WOMEN'S CAUCUS

August 21, 2019

Mr. Thomas Rutledge
Chief Executive Officer
Charter Communications, Inc.

Dear Mr. Rutledge,

We write to express our deep concern about your stated intent to force Anchor/Reporter Vivian Lee and former employees Thalia Perez and Michelle Greenstein into private arbitration, denying them the opportunity to have their claims of gender-based discrimination heard in a court of law.

The Women's Caucus of the New York City Council believes that forced arbitration hinders the mission of advancing gender equity in the workplace. By keeping evidence of discrimination concealed in a private forum rather than open to the public in court, forced arbitration perpetuates secrecy, harassment, and unlawful conduct. New York State recently passed legislation banning the practice. However, the bill is preempted by federal law, the Federal Arbitration Act, which was made clear in the recent case of *Latif v. Morgan Stanley*.

It is hypocritical for a news organization like Charter Communications – which claims to be committed to providing information to New Yorkers – to push claims of wrongdoing out of the public's view and into a private, secretive forum. We call on Charter Communications and NY1 to affirm their commitment to a discrimination-free workplace by allowing Ms. Lee, Ms. Perez, and Ms. Greenstein to have their gender-discrimination claims heard in court. By allowing these women a fair hearing, Charter Communications would join the ranks of other major companies and law firms – including Uber, Google, Facebook, Lyft, Slack, Airbnb, Skadden Arps Slate Meagher & Flom LLP, Sidley Austin, Kirkland & Ellis LLP, and Orrick, Herrington & Sutcliffe LLP – that have taken steps to limit forced arbitration.

We stand behind the seven women who have come forward and filed claims of age, gender and/or pregnancy discrimination against Charter Communications and NY1. The way that their claims have been ignored and now silenced through forced arbitration is unacceptable. At the minimum, they deserve to have their case heard by a public jury. This is a case of public concern, especially in New York City, and pushing it into a private and secretive forum is a disservice to not only these women but to all New Yorkers.

Sincerely,

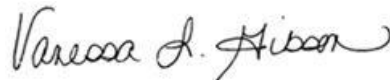
Women's Caucus at New York City Council
Co-Chairs Margaret Chin and Carlina Rivera




Council Member Margaret S. Chin
Co-Chair of the Women's Caucus



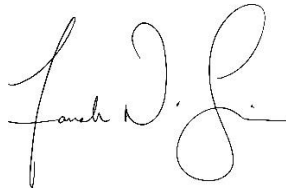
Council Member Carlina Rivera
Co-Chair of the Women's Caucus



Council Member Vanessa Gibson
Member of the Women's Caucus



Council Member Karen Koslowitz
Member of the Women's Caucus



Council Member Farah Louis
Member of the Women's Caucus



Council Member Debi Rose
Member of the Women's Caucus



Council Member Alicka Ampry-Samuel
Member of the Women's Caucus



Majority Leader Laurie Cumbo
Member of the Women's Caucus



Council Member Helen Rosenthal
Member of the Women's Caucus