

Article XX. Family Benefits

Section 1. Adoption Assistance Program.

Within the first year of this Agreement, the University will create an Adoption Assistance Program for GSEs enrolled in PhD programs. The Program, which will operate on a reimbursement basis, will be designed to defray costs associated with adoption, up to \$5,000 per adoption per family, with a maximum lifetime benefit of \$10,000 per family.

Section 2. 529 Child College Savings Plan.

All GSWs are eligible to participate in the employer-sponsored 529 savings plan. GSWs can contribute to the 529 savings plan through payroll deductions. These deductions can be set up and adjusted at any time through the University's payroll system.

GSWs will have access to an online portal to manage their contributions, monitor their account, and make any necessary changes.

The University will make contributions to the GSW's 529 savings plan. The University will match 50% of the GSW's contributions, subject to a maximum annual contribution limit by law.

Section 3. Lactation Space.

The University shall provide workplace accommodations for pregnancy-related conditions in accordance with federal and state law and University policy. No GSWs shall be unreasonably denied access to any on-campus lactation space. The University shall provide a reasonable amount of break time for GSWs to express breast milk for the nursing child each time such employee has need to express the milk. The University shall provide a space that is clean, shielded from view, and free from intrusion from coworkers and the public, in reasonable proximity to the lactating parent's work location which may be used to express breast milk. The University shall maintain a webpage that includes a lactation room map listing the established lactation stations, GSWs can request a lactation space be added to a building in which they work and such requests shall be unreasonably denied.

Section 4. Parental Accommodations.

GSWs will be given reasonable accommodations to allow for the day to day challenges of being a parent, including but not limited to allowing them to bring their child(ren) to work (if can be done safely), or given remote work as an option. Accommodations will not be unreasonably denied.