

Article XX

Childcare

Section 1. Family Issues Committee. There shall be a Family Issues Committee with two members appointed by the Administration and two members appointed by the Union. The Graduate Student Senate, the University Child Care Office, the Commuter Services and Housing Resource Center, and the Director of Housing Services shall be invited to appoint one member each. The Committee shall meet at least semesterly and shall provide recommendations to the Administration on the development of policies on issues concerning the family life of graduate student employees on campus. These issues may include but are not limited to housing, elder, and child care.

Section 2. On Campus Child Care.

- a. **Expansion of access.** All GSWs shall have full access to the childcare services of the Russell J. Call Children's Center and any future on-campus childcare facilities.
- b. **Paycheck deductions.** All GSWs can opt into payroll deductions for on campus child care payments.
- c. **Tuition.** Tuition for the Russell J. Call Children's Center shall not exceed \$80/day for the duration of this contract.

Section 3. Off Campus Child Care.

- a. **Care.com.** GSWs shall be eligible for access to Care.com at no cost for such membership and subject to relevant rates and procedures. GSWs shall have access to Care.com providers for up to 30 days a year at a subsidized rate of \$5 per hour. GSWs may utilize Care.com for additional days at full provider rates.
- b. **Childcare Stipend.** GSWs with children under the age of sixteen (16) shall receive a Childcare Stipend. Upon notification to the University, GSWs with eligible children shall receive \$5,000 per year per family for one child and \$8,500 for two or more children. GSWs with children who have an socioemotional or physical disability shall be provided an additional \$5,000 per year per family.
- c. **Use of Stipend:** The stipend are intended to be used for various childcare-related expenses, including but not limited to:
 - Childcare services
 - After-school programs
 - Babysitting services
 - Enrichment activities and educational programs
 - Tuition for Russell J. Call Children's Center