

This is part of a package proposal. UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

Article XX - Childcare

A. The University shall maintain at least the same access to University-run childcare centers for Academic Researchers as for other Academic Employees.

B. Academic Researchers shall be eligible to participate in any UC programs that provide funding for dependent care when traveling on UC business, such as Dependent Care Travel Awards or Dependent Care Travel Grants.

C. For childcare expenses incurred during their appointments, Academic Researchers shall receive reimbursement for up to \$2,000 per child per month for ages 0-5 and up to \$1000 per child per month for ages 6-12.

D. If a campus has an active contract for Backup and Sick Child Care Services, Academic Researchers shall be eligible to participate.

E. All Academic Researchers shall be entitled to participate in the UC Dependent Care Flexible Spending Account. The terms of this plan shall be determined by UC in accordance with Internal Revenue Service regulations.