

For the Union: *David Estep*
Date: May 1, 2020

For the University: *Maure Gardner*
Date: May 1, 2020 *ARO*

Article _____: CHILDCARE

- A. The University will develop a Flexible Spending Account (FSA) for Dependent Care Expenses for Residents no later than January 2021. When the University offers this option, it will provide notice to the union at least 30 days in advance. Prior to implementation and upon request of the union, the parties will meet and discuss the proposed plan. In no event shall these discussions delay implementation of this benefit.

- B. residents are able to participate in the University's emergency childcare services pursuant to the University's membership requirements.

- C. Olive View-UCLA Residents shall continue to have employee access to UCLA Early Care and Education programs including the University Parents Nursery School