

ARTICLE 04 CHILDCARE

A. PARTICIPATION IN CAMPUS CHILDCARE PROGRAMS AND DEPCARE

1. Employees shall be eligible to participate in a campus childcare program, if any, including subsidies and other financial assistance, in accordance with the provisions of each location's childcare program. Each location shall post information regarding its childcare program on the web.
2. Employees may claim childcare expenses from the System-wide Childcare Reimbursement Program, DepCare, or local campus childcare program but may not access more than one program.
3. All employees shall be entitled to participate in the UC Dependent Care Reimbursement program. The terms of this plan shall be determined by UC in accordance with Internal Revenue Service regulations.
4. An employee who received a childcare reimbursement through a combination of appointments is eligible to receive only up to the maximum in Sections B or C per reimbursement period.

B. GSR SYSTEM-WIDE CHILDCARE REIMBURSEMENT PROGRAM

1. Effective the first full fiscal quarter following ratification of the contract, each eligible employee shall receive up to \$1900 per fiscal quarter for expenses incurred during the employee's appointment period.
2. Effective October 1, 2027, each eligible employee shall receive up to \$1950 per fiscal quarter for expenses incurred during the employee's appointment period.
3. Effective October 1, 2028, each eligible employee shall receive up to \$2000 per fiscal quarter for expenses incurred during the employee's appointment period.
4. Effective October 1, 2029, each eligible employee shall receive up to \$2050 per fiscal quarter for expenses incurred during the employee's appointment period.
5. A fiscal quarter is defined as a three-month time period as follows:
 - a. July 1st – September 30th
 - b. October 1st – December 31st
 - c. January 1st – March 31st
 - d. April 1st – June 30th
6. An eligible GSR is a:
 - a. registered graduate student with GSR appointment(s) or with a combination of other eligible ASE appointment(s) totaling 25% or more of full-time for the entire quarter/semester for which childcare reimbursement is sought;

- b. who has qualified dependent(s). For the purposes of this program, qualified dependents shall include children, in the custody of the GSR, who are age 12 or under on July 1st and;
 - c. has submitted a request for reimbursement no later than thirty (30) calendar days following the quarter/semester for which childcare reimbursement is sought.
7. Any childcare reimbursement provided to GSRs through a training grant or external fellowship shall satisfy the requirements of Section B and the amount shall be deducted from the amounts set forth in Section B.1, B.2, B.3 and B.4 above. If the training grant or external fellowship provides for a greater amount for childcare reimbursement than the amounts set forth in Section B.1, B.2, B.3 and B.4 above, the Trainee or Fellow shall receive the full award amount from the training grant or external fellowship and shall not have access to the System-wide Childcare Reimbursement Program.

C. ASE SYSTEM-WIDE CHILDCARE REIMBURSEMENT PROGRAM

1. Academic Year

- a. Effective at the commencement of the first full term following ratification of the contract, each eligible ASE shall receive up to \$1900 per quarter or \$2850 per semester for expenses incurred during the ASE's appointment period in the regular academic year.
- b. Effective October 1, 2027, each eligible ASE shall receive up to \$1950 per quarter or \$2925 per semester for expenses incurred during the ASE's appointment period in the regular academic year.
- c. Effective October 1, 2028, each eligible ASE shall receive up to \$2000 per quarter or \$3000 per semester for expenses incurred during the ASE's appointment period in the regular academic year.
- d. Effective October 1, 2029, each eligible ASE shall receive up to \$2050 per quarter or \$3075 per semester for expenses incurred during the ASE's appointment period in the regular academic year.
- e. An eligible ASE is a registered student with at least a 25% ASE appointment who has (a) qualified dependent(s). For the purposes of this program, qualified dependents shall include children, in the custody of the ASE, who are age 12 or under on July 1st.

2. Summer Session

- a. Effective at the commencement of the first full Summer Session following ratification of the contract, each eligible ASE shall receive up to a total of \$1900 for Summer Session(s) for the expenses incurred during the ASE's summer appointment(s).
- b. For Summer Session 2027, each eligible ASE shall receive up to a total of \$1950 for Summer Session(s) for the expenses incurred during the ASE's summer appointment(s).

- c. For Summer Session 2028, each eligible ASE shall receive up to a total of \$2000 for Summer Session(s) for the expenses incurred during the ASE's summer appointment(s).
- d. For Summer Session 2029, each eligible ASE shall receive up to a total of \$2050 for Summer Session(s) for the expenses incurred during the ASE's summer appointment(s).
- e. An eligible ASE is a registered student during the academic year terms preceding and succeeding the Summer Session for which the reimbursement is requested, has at least a 25% ASE appointment for the term of the appointment(s), and has (a) qualified dependent(s). For the purposes of this program, qualified dependents shall include children, in the custody of the ASE, who are age 12 or under on July 1st.

D. REIMBURSEMENT PROCESS

1. The University shall process reimbursements and issue payments within 60 days of a request being filed.
2. Each location shall post information regarding its childcare reimbursement program, criteria, and submission instructions on a central campus website.