

Handwritten notes:
L. Gen. 7/8/21
7/15/21

Article 56 | **Childcare Subsidy Program**

Section 1 TA

A. In accordance with 40 U.S.C. § 590(g) and the Office of Personnel Management's Regulations at 5 C.F.R. § 792.201-206, the Employer will maintain a "Childcare Subsidy Program" during this Agreement, subject to budgetary limitations.

B. The Employer has determined to maintain a total of fifteen million dollars (\$15,000,000) annually for this program, adjusted yearly to reflect changes in the consumer price index (CPI). This amount includes administrative costs and vendor's fees. At the Employer's discretion, additional funds can be allocated to the program in a given year.

C. The Employer will provide all employees with information regarding the Child Care Subsidy Program on an annual basis, including Application Forms and Child Care Subsidy Agreement Forms.

Section 2 TA

A. The following employees may apply for this program:

1. Any permanent or seasonal full time or part time employee;
2. One or more qualifying children;
3. Whose total annual family income (TFI) is less than \$90,000, as defined further below.

B. Seasonal employees are eligible for a subsidy of expenses incurred only while in work status.

C. Childcare may be full- or part-time care that is center- or home-based and includes daytime summer programs and before and after school programs so long as it is licensed or regulated by state and/or local authorities in the state or locality in which the provider operates.

D. The program covers children from birth to age 12 (under the age of 13) and disabled children through age 17 (under the age of 18). For purposes of this Article, "child" is defined in 5 C.F.R. § 792.202.

E. Benefits provided will be reduced by the amount of other state or local childcare subsidies received.

F. The employee will be granted a monthly childcare subsidy up to the maximum annual benefit as indicated by the following thresholds:

Annual Total Family Income (TFI) Threshold	Maximum Annual Benefit	Maximum Monthly Benefit
\$70,000 or less	\$5,000	<u>\$416.66</u>
\$70,001 to \$80,000	\$4,500	<u>\$375.00</u>
\$80,001 to \$90,000	\$4,000	<u>\$333.33</u>

G. The above benefits for employees whose TFI is \$70,000 or less shall be paid first. Thereafter, provided sufficient funds are available, employees whose TFI is between \$70,001 to \$80,000 will be

paid second. Thereafter, provided sufficient funds are available, employees whose TFI is between \$80,001 to \$90,000 will be paid third. If there are insufficient funds for any threshold, any remaining funds will be divided equally among participants until they are depleted.

H. Part-time employees are eligible for a subsidy of expenses prorated as a proportion of a full-time schedule. For example, a part-time employee who works 20 hours per week with a TFI of \$70,000 or less will be eligible for a monthly benefit of \$208.33 while in work status.

I. There will be one open-enrollment period per year, and enrollment available upon Qualifying Life Events as defined in 5 C.F.R. § 892.101.

Section 3 TA

A. Child-care subsidy payments will cease to be made if:

1. The employee who was certified to receive the benefit is no longer employed by the Employer;
2. The child (or children) on whose behalf the childcare subsidy was being paid is no longer enrolled in a licensed childcare facility or with a licensed childcare provider that was certified to receive the payment, whichever occurs first; or
3. The child or children no longer qualify (i.e., they have aged out)

Each employee who receives a childcare subsidy under this Article must notify the Employer if any of the aforementioned changes occur.

TA

- B. The subsidy amount is not dependent on the marital status of the parent(s). If both parents are IRS employees, only one childcare subsidy amount will be paid. **TA**
- C. The Employer will pay the subsidy directly to the child care providers. **TA**
- D. The Employer will notify employees of the existence of this program on a quarterly basis and consistent with this National Agreement, the Parties may survey the employees to gauge this program's efficacy. **TA**
- E. Annually, the Parties will meet to discuss funding, participation rates, and potential adjustments to this Article. **TA**