

## UNIVERSITY PROPOSAL

6-30-21

### ARTICLE 23 FAMILY FRIENDLY BENEFITS

**Section 1.** Ph.D SWs shall be eligible for access to Care.com at no cost for such membership and subject to relevant rates and procedures. Under current policy, SWs have access to the Care.com providers for up to 10 days a year at a subsidized rate of \$5 per hour. SWs may utilize Care.com for additional days at full provider rates.

**Section 2.** Ph.D SWs shall be eligible for the Parental Accommodation and Financial Support program which provides a one-time stipend of \$6831 per child for the birth or adoption of a child. During the accommodation period, students may request and receive unpaid time off from their duties up to 12 weeks. Effective July 1, 2021, or upon ratification whichever comes last, the stipend will be raised to \$7000 and shall be increased by an additional 2.25% on July 1, 2022-and an additional 2.25% July 1, 2023.

**Section 3.** Any Ph.D SW who notifies the University through a semesterly or yearly check-in or through the GSAS Financial Office about being a parent shall receive an email, within 30 days, with information about the benefits contained in this article, including, but not limited to, clear directions on how to apply.