

**Article \_\_\_\_**  
**FAMILY FRIENDLY BENEFITS**

Section 1. Support Fund for Children of SWs: Upon ratification of this Agreement, the University shall make a fund available to support SWs with the expense of raising children (including step and foster children). Upon ratification of this Agreement the fund will be \$950,000 for each year of this Agreement. There shall be no rollover of any unexpended funds from one year to the next. Disbursement of funds for such expenses shall be made in accordance with procedures, policies and requirements established by the Union, subject to approval by the University.

Section 2. All PhD SWs and all other benefits eligible SWs shall be eligible for the Parental Accommodation and Financial Support program which provides a one-time stipend of \$6516 for the birth or adoption of a child. Effective with the ratification of this Agreement, the one-time stipend will be raised to \$6646. Effective July 1, 2020, the stipend will be raised to \$6796 and effective July 1, 2021, the stipend will be raised to \$6949.

SWs who earn benefits eligibility after their appointment date (as described in Section 3 of Article \_\_ Benefits Eligibility) shall be eligible to apply for and receive the PAFS stipend independent of the regular application window so long as the birth or adoption in question occurred during the benefits eligibility earning period.

Section 3. SWs shall be eligible for access to Care.com at no cost for such membership and subject to relevant rates and procedures. SWs shall have access to the Care.com providers for up to 20 days a year at a subsidized rate of \$5 per hour. SWs may utilize Care.com for additional days at full provider rates.

Section 4. The University shall provide convenient access to safe, private, lactation stations for nursing SWs.