

**ARTICLE –**  
**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      All Ph. D 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. During the accommodation period, students may request and receive unpaid time off from their duties up to 12 weeks. **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**