

**ARTICLE 4
CHILDCARE**

A. PARTICIPATION IN CAMPUS CHILDCARE PROGRAMS

ASEs 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.

B. SYSTEM-WIDE CHILDCARE REIMBURSEMENT PROGRAM

1. Academic Year

- a. Effective at the commencement of the first term following ratification of the contract, each eligible ASE shall receive up to \$1350 per quarter or \$2025 per semester for expenses incurred during the ASE's appointment period in the regular academic year.
- b. Effective October 1, 2023, each eligible ASE shall receive up to \$1375 per quarter or \$2062.50 per semester for expenses incurred during the ASE's appointment period in the regular academic year.
- c. Effective October 1, 2024, each eligible ASE shall receive up to \$1400 per quarter or \$2100 per semester for expenses incurred during the ASE's appointment period in the regular academic year.
- d. 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.
- e. The University shall post the system wide childcare enrollment form on-line.
- f. The campus childcare program will define reimbursable expenses and related procedures.

2. Summer Session

- a. For Summer Session 2023, each eligible ASE shall receive up to a total of \$1350 for Summer Session(s) for the expenses incurred during the ASE's summer appointment(s).
- b. For Summer Session 2024, each eligible ASE shall receive up to a total of \$1375 for Summer Session(s) for the expenses incurred during the ASE's summer appointment(s).
- c. 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. The University shall post the system wide childcare enrollment form on-line.
- e. The program will define reimbursable expenses and related procedures.

C. DEPCARE PARTICIPATION

All ASEs 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.