

WWU'S PROPOSAL RE DEPENDENT CARE

1/16/24

Article 18 - Dependent Care

- 18.1. Dependent Care. The University and the Union recognize that family life has a significant impact upon employees' work lives. The University agrees to provide eligible ESEs with resources and protections for the purpose of dependent care, including the following.
- 18.2. Dependent Care Fund. The University shall establish a dependent-care fund. ESEs with dependents shall receive up to \$1350 per dependent per quarter to offset dependent-care expenses incurred during the ESE's appointment period.
- 18.3. Access. ESEs shall have access to University childcare resources, including those provided by the Child Development Center.
- 18.4. Dependent Care Advisory Committee. The University will establish or designate a committee or subcommittee with the goal of improving access to affordable on-site childcare, as well as other dependent-care related improvements. The Union and University shall both appoint representatives to this committee.