ARTICLE X
CHILDCARE AND CAREGIVING

Section 1 (Parental Accommodations and Leaves).

The University shall provide eligible Graduate Student Workers with up to twelve (12) weeks of leave from their appointment duties without reduction of stipend immediately following the birth, adoption or placement of a child. Except as otherwise modified herein, the leave shall be subject to the requirements of Policy 1.6 (Graduate and Professional Student Parental Accommodation).

Section 2 (Student-Parent Dependent Care Grant).

The University shall maintain its Student-Parent Dependent Care Grant program for the duration of this Agreement and provide funding of no less than $350,000 annually. The University will review all applications and approve disbursement according to standards and eligibility criteria established by the University in its sole discretion, but applications shall not be unreasonably denied. Information regarding eligibility, application and deadlines for the Student-Parent Dependent Care Grant shall be publicly accessible.

In order to be eligible for funds from the Student-Parent Dependent Care Grant, Graduate Student Workers shall be required to submit appropriate proof of eligibility and financial hardship as determined by the University. Nothing concerning this Section, including without limitation determinations regarding the amount, approval, or disapproval of disbursements, shall be subject to the Grievance Procedures (or any other) Article of this Agreement. However, nothing herein limits the right to bring claims under the Non-Discrimination Article of this Agreement.

Section 3 (Childcare Resources).

Graduate Student Workers may continue to enroll for childcare at the Cornell Child Care Center under the same terms and conditions as full-time students and benefit-eligible employees. Graduate Student Workers receive the same priority as students and benefits-eligible staff in admissions to the Cornell Child Care Center.