

Today we have invited HR and administration folks to discuss proposed changes to UA regulation of paying for childcare during work-related travel.

Guest list (\*present):

Audrey Taylor  
Cathy Brooks  
\*Claudine Hauri  
\*Derek Sikes  
\*Daisy Huang  
Jessica Black  
\*Julie Queen  
\*Michael West  
\*Nycolett Rabley  
\*Nickole Conley  
\*Olivia Lee  
Polly Hyslop  
\*Steven Patin  
Carrie Stevens  
Kelly Hoffman  
Heidi Pearson  
Katie Spellman  
\*Michelle Bartlett  
\*Robin Shoaps  
Bill Schnabel

New Version Email. added by JQ 4/19:

In an effort to be more family-friendly, the university is proposing to provide a not to exceed \$75 per day taxable allowance to offset incremental dependent care costs while an employee is in travel status.

This benefit is aligned with federal rules in 2 CFR 200.474, that provide for coverage of dependent care costs that are above and beyond what the traveler would be paying if not in travel status.

The allowance is available on unrestricted and restricted funding sources.

Travelers claiming the allowance should be aware the federal Uniform Guidance limits this benefit to conferences, as defined in Uniform Guidance. Other specific sponsoring agency restrictions may apply. Such restrictions are not applicable on unrestricted funds.

The traveler claiming the allowance will attest to incurring the costs, and the supervisor will approve during the course of the travel approval. Other process details are being developed.

Go live date is July 1, 2021 or earlier if ready.

Email from Julie Queen:

*In an effort to be more family-friendly, the university is proposing to provide a not to exceed \$75 per day taxable allowance to offset incremental dependent care costs while an employee is in travel status to a conference.*

*This benefit is aligned with federal rules in 2 CFR 200.474, that provide for coverage of dependent care costs that are above and beyond what the traveler would be paying if not in travel status.*

*The allowance is available on unrestricted and restricted funding sources.*

*The traveler claiming the allowance will attest to incurring the costs, and the supervisor will approve during the course of the travel approval. Other process details are being developed.*

*Go live date is July 1, 2021 or earlier if ready.*

*Please let me know if you have any questions or would like to discuss further.*

*Thanks,*

*Julie*

Notes taken 19 Apr 2021 at CSW meeting with Julie Queen

1. Why can't we include all travel and not just conferences?

Julie: Originally using Uniform Guidance (decides what is permissible or not) and adapting to UA. However, agree with premise. Changing memo to make other travel included. Will depend on whoever has spending authority on each individual case.

Claudine: Should request in travel budget to begin with. New version is improvement, but still concerned how it depends on unit. E.g., IARC is family-friendly, but what about other units?

Julie: Pat Pitney has been supportive. Need support from Pat Pitney for UA regulation change. NSF did open the way. Trying to avoid burden in administration.

Steve Patin: Change will not be "a tattoo". We can re-evaluate and re-adjust the policy in a year. Collect data over the year - do tools exist to capture data for 1 yr review? (We shouldn't assume).

2. \$75 per day per child or total? Originally conceived as total per day. But for 3+ dependents this is likely inadequate. Discussion of possible increase of total to some extent. Point made that this is an offset of costs benefit - not designed to necessarily fully cover all costs.

3. Different cities / places will have different costs. Seattle will cost more than Seward AK for example. Thinking along the lines of per diem. But unlike per diem there's no scale for dependent care costs.
4. Airfare for dependent(s)? Employee could claim the \$75/day to offset any dependent costs they incur without specifying the costs (eg babysitting, food, lodging, airfare, etc) but regulations currently prevent airfare for dependent care. So like per diem there is no intention for per cost line item auditing with this. Intention is to keep the auditing burden as small as possible.
5. Approved travel requests would have child care as one of the expenses. This would be a taxable benefit processed by HR. So the 1yr review will pull data from the travel expense reports.

Not sure when this will be implemented - July, or the Fall, etc.

How to keep leave share and paid leave ideas on the table? Julie: This family friendly travel change is easier to implement than those items. Not sure what the status and hurdles are. More leverage comes from having partners at other universities - not just a UAF issue. Mike West - who (in HR) do we want to be talking to about these items? Steve Patin & cc Julie Queen. Will need an HR financial analysis on these programs. CSW points out that we've done the basic research. Send a memo to Steve with CSW family leave document with data on other universities etc.