

Article X2  
Equitable childcare

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The University recognizes that childcare is an essential element of life for graduate employee parents, and seeks to provide equitable childcare for GEs through fair childcare rates at University-affiliated childcare centers, and childcare cost relief for graduate employees whose child(ren) attend non-University-affiliated childcare centers.

**Section 1.** University-affiliated childcare: The University shall ensure that enrollment rates and fees for children of GEs enrolled at University-affiliated childcare centers does not exceed 15% of the salary of a 0.5 FTE at GE Level I as described in Article 22.

**Section 2.** Non-University-affiliated childcare: For GEs whose child(ren) are waitlisted for a University-affiliated childcare center, the University shall provide a subsidy equivalent to 20% of the salary of a 0.5 FTE at GE Level I as described in Article 22 for documented purchase of non-University-affiliated childcare.