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Please see below.

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## ARTICLE 30

### **Dependent Care**

#### **Section 1 - General Statement**

Recognizing that balancing home and workplace needs is important to the well-being of employees and therefore the productivity of the Department, Management, and the NCFLL support DOL programs designed to assist employees in meeting their child and elder care needs. General programs and practices which serve to assist DOL employees in meeting these concerns and needs have been incorporated by the Department and the NCFLL into this Agreement in other Articles: Flexi-time, Job Sharing, Maternity and Family Leave, and Flexi-place. The intent of this Article is to encourage development of innovative and cost effective approaches to providing additional assistance in meeting employee child and elder care needs. The Department, to the extent permitted by Government rules and regulations and budget, will support these programs.

#### **Section 2 - Types of Programs**

- A. Dependent care assistance at the Regional/local level may include, but is not limited to the following:
  1. Child care and elder care referral services;
  2. Seminars, workshops, and exhibitions;
  3. Periodic newsletters and brochures;
  4. Family resource centers;
  5. Consultants to assist employees with dependent care problems; and
  6. DOL cooperation with other agencies regarding Dependent Care Programs, including Infant and Child Care Centers.
- B. Employees are encouraged to take advantage of Dependent Care Programs. New employees should be informed about the availability of Dependent Care Programs during orientation.

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### **Section 3 - NCFLI Involvement**

The Department will keep the NCFLI advised of the status of Departmental Dependent Care Programs. The NCFLI will be afforded the opportunity to provide input on the operation of the Department's Dependent Care Programs and to participate in Regional task groups or committees involved in developing and formulating such programs as appropriate.