



<b>Total Family Income</b>	<b>Percentage of Actual Child Care Costs</b>	<b>Monthly Not To Exceed</b>
<\$26929	70 %	\$ 500
\$26929 - \$30580	60 %	\$ 400
\$30581 - \$39999	50 %	\$ 370
\$40000 - \$49999	40 %	\$ 350
\$50000 - \$59999	30 %	\$ 250

- D. Any annual subsidy received in excess of \$5,000 (\$2,500 in the case of a separate return by a married individual) must be included as part of gross income for tax purposes, in accordance with 26 USC 129.
- E. Employees already participating in the program need not reapply. However, their records will be reviewed annually in January for subsidy adjustment based upon the foregoing formula. Employees not currently participating in the pilot program may apply at any time after the effective date of this Agreement. Applications received and approved will be effective the beginning of the month in which approved.
- F. The parties will make every effort to ensure overall employee awareness of the provisions of the Department of Labor Program for Use of Appropriated Funds for Child Care Costs for Lower Income Employees. Mechanisms to be used to support this effort, although not all inclusive will include the NCFLL Courier, LaborNet, Labor Exchange, and Spotlight publications.
- G. The DOL will collaborate with the NCFLL in the development of any required report to Congress that is due pursuant to the legislation. The Department, in the administration of this program, will collect information and share such information with the NCFLL. The information will be in regard to matters such as employee participation in connection with their duty station, total family income, amount of subsidy, eligibility/ineligibility of applicants, and number and age of children coming under the program.
- H. The Department may reduce or suspend the child care subsidy for all bargaining unit employees when it deems funding to be

