
Please see below.

ARTICLE 51

Child Care Subsidy

- A. The Department of Labor Child Care Subsidy Program, conditional upon and in accordance with authorizing legislation, is intended to foster a quality work place for employees through the use of licensed child care by subsidizing costs for low family income employees while at the same time improving recruitment efforts, improving retention, reducing absenteeism, and improving morale. The DOL Program will provide assistance to lower income working families in their efforts to obtain quality, licensed day care for dependent children through age 13 and disabled children through age 18. Qualified participants must be utilizing licensed child care, meet income level definitions, and maintain a full-time or part-time permanent position status.
- B. The Department of Labor Child Care Subsidy Program will be administered in such a manner that is cost efficient, manageable, accessible, and will serve to support valid performance data that will provide for meaningful program review and enhancement of the program.
- C. This agreement is made pursuant to the government-wide regulations of the Office of Personnel Management. Appropriated funds, otherwise available for salaries, will be utilized to fund the program.

The subsidy payment plan is as follows:

| Total Family Income | Percentage of Actual Child Care Costs | Monthly Not To Exceed |
|----------------------------|--|------------------------------|
| <\$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

insufficient. When DOL has FY 2007 and ensuing years' final budget, the dollars will be examined to ascertain if sufficient funds for child care subsidies exist. The NCFLL will be provided the opportunity to consult with respect to the possibility of an adverse determination. The Department will subsequently notify the NCFLL of any determination that child care subsidies must be discontinued for all or any part of the fiscal year. Any such determination(s) by Management that child care subsidies are no longer viable within its budgetary limitations may be contested by the Union by invoking arbitration with the Department's Labor-Management Relations Center within 20 workdays of notification to the Union.