

CUPE 1302

APPENDIX G - CHILD CARE BENEFIT PLAN

Eligibility:

An employee as defined in Item 1 below, who has dependent children under the age of 7, is eligible for reimbursement under the child care benefit plan.

1. A member of CUPE Local 1302 who has been continuously employed for at least one year and who holds a current continuing appointment, a current continuing term appointment or a current term appointment, or is on a leave from one of those appointments in accordance with Articles 22.10, 22.11, 22.12, 22.13 or 22.14, or is in receipt of Long Term Disability or Workers' Compensation benefits.

Plan:

- Reimbursements are limited to 50% of the rate paid. Employees are required to submit proof of payment for the benefit year. Applications are submitted between January 1 and March 31 following the year the expenses were incurred. All documentation must be received in Human Resources by March 31.
- The maximum half-day reimbursement will be \$15.00 per day. A half-day is defined as a minimum of 4 hours and less than 6 hours or where the parent is being charged a half-day rate by the child care facility.
- The maximum full-day reimbursement will be \$30.00 per day. A full day rate is defined as a minimum of 6 hours or where the parent is being charged a full-day rate by the child care facility.
- If a monthly rate was paid, maximum reimbursement for half day attendance will be \$330 or full day attendance will be \$660.
- Reimbursement will be made only for the child care expense payments that meet the Canada Revenue Agency definitions for the Child Care Expenses Deduction.
- Reimbursement will only be made if the child care costs are incurred at the usual facility attended by the child. Reimbursement will not be provided for casual care.
- If an employee as defined in Item 1 dies while in service to the University his/her child or children are eligible for coverage under this plan. The payment under this plan will be made to the surviving parent or legal guardian of the child or children for the period the child or children meet the requirements outlined in this plan.
- There are a number of similar plans with different employee groups at the University. If both parents are employees of Queen's University and each parent is covered under this plan or under a separate plan, only one claim per child will be reimbursed by the University.
- The plan maximum of \$3000.00 per child will be provided only once per calendar year. Any amount payable under this plan will be pro-rated based on the employee's appointment if it is less than full-time (e.g., 80% time appointment, 80% of \$3000.00). There is no carry-over provision if the \$3000.00 is not used per year.
- Human Resources will provide a preliminary summary report to the President or designate, CUPE Local 1302 by April 10th, detailing the names of the applicants, the amounts approved, and in the case of a rejected application, the basis upon which the application was denied.
- Eligible dependent children are natural, step, common-law, adopted children or wards under the age of 7.
- This is a taxable benefit.
- This plan does not cover School Age programs provided by child care facilities.
- The value of the fund established for this plan is \$25,000. In the event that the value of the eligible claims is less than the total amount available then the remaining funds may transferred in whole or in

part to the Tuition Support Plan (CUPE Local 1302) as requested by the President or designate, CUPE Local 1302 no later than April 15th to cover approved Tuition Support Plan claims. Should the eligible claims exceed the total amount available per year then the fund will be reviewed and amounts will be prorated based on the number of eligible claims. Effective July 1st of each year, the fund will be replenished by the amount paid out and/or transferred in the previous 12 months.

- The funds available for this plan will be reviewed annually prior to payment to ensure appropriate distribution and allocation of all funds.