

Article XX

FAMILY CARE & SUPPORT

~~Section XX.1. GEs with one or more qualified dependent(s), shall be eligible to receive childcare subsidy benefits. For the purposes of this agreement, qualified dependents are defined as children aged 12 or under in the custody of the GE or for whom the GE fills a significant caretaking role. Effective at the ratification of this contract, each eligible GE shall receive \$6,000 per calendar year for childcare expenses.~~

Section XX.2. GEs shall be eligible to ~~enroll eligible children take advantage of~~ in all programs run by the UNH Child Study and Development Center (CSDC), ~~subject to availability, and to take part in the enrollment lottery used by UNH faculty and staff. GEs shall furthermore be eligible for all other childcare resources provided by UNH, including any additional benefits that may be made available in the future.~~

Re-Opener. In the event that the Employer agrees to provide any additional childcare resources to eligible employees within any other bargaining unit at University of New Hampshire during the term of this Agreement, the Parties shall reopen negotiations within thirty (30) days after the UAW makes a written demand upon the Employer to exercise this reopener.

Section XX.3. The University shall make reasonable efforts to grant GEs' scheduling requests arising from caretaking concerns. GEs shall make reasonable efforts to submit such scheduling requests as soon as possible to their advisor and/or supervisor. Scheduling requests shall not be unreasonably denied.

Section XX.4. The University shall provide workplace ~~accommodations~~ modifications for conditions related to pregnancy and breastfeeding. Consistent with USY.V.C. 24, the University shall provide a reasonable amount of break time for GEs to express breast milk and shall provide a space that may be used to express milk in reasonable proximity to the lactating parent's work location. ~~This space shall be clean, shielded from view, and free from intrusion from coworkers and the public. The location provided must be functional as a space for expressing breast milk; for the purposes of this agreement, bathrooms are not considered to meet these criteria. If the space is not dedicated to the nursing employees' use, it must be available when the employee needs it in order to meet the statutory requirement.~~

The University shall maintain a webpage that includes a lactation room map that lists all established lactation stations. GEs are encouraged to utilize the online lactation reservation system.

