ARTICLE XX.
FAMILY SUPPORT

Section A. General Principles

1. Adoptive and foster parents shall have equivalent benefits to biological parents under this contract.

2. An Employee is eligible to claim all applicable benefits for any child who qualifies as the Employee’s dependent for tax purposes or who is a recent foster placement that has not yet met the time requirement for dependent status.

Section B. Childcare Assistance Benefit

1. All benefit-eligible Employees with a child under age 13 (or a child under age 18 with a documented disability) and a total gross household income falling under the caps outlined below shall be eligible for a Childcare Assistance Benefit, paid out as a monthly supplement added to regular payroll over the course of a 9-, 10-, or 12-month appointment.

    a. Eligible employees will have a projected Total Gross Household Income under the following income caps, adjusted for family size (# of children aged under 13 years [or aged under 18 years with a documented disability]):

        i. One child < $250,000
        ii. Two children < $260,000
        iii. Three children < $270,000
        iv. Four or more children < $280,000

2. Families shall be grouped into one of two programs, according to the age of their youngest child:

    a. 0–5: Youngest child age 0–5 years as of the start of the current fiscal year (July 1).

    b. 6–12: Youngest child aged 6–12 years as of the start of the current fiscal year (July 1) or aged 12–17 years with a documented disability.

    c. The benefit is then calculated according to the following matrix:

Total Gross Household Income for single-child families	Award 0–5 (before required tax withholding)	Award 6–12 (before required tax withholding)
<$125,000	$24,000	$12,000
$125,000–$149,999	$18,000	$10,000
$150,000–$174,999	$12,000	$8,000
$175,0000–$199,999	$8,000	$6,000
$200,000–$249,999	$4,000	$4,000

3. Benefit amount is determined by calculating adjusted Total Gross Household Income by subtracting $10,000 from a family's total gross projected income

    a. if a single-parent family or a dual-career household maintaining two separate households;

    b. for each additional child up to and including the fourth child under age 13 years (or under 18 years with a documented disability).

4. In addition to the benefit enumerated above, families with additional children aged under 13 will receive an award supplement of $4,000 per child.

5. While benefits are generally calculated and awarded on an annual basis, Employees with a new birth, adoption, or foster placement shall be eligible to claim an award at the pro rata equivalent of the annual benefit upon return to work from any applicable leaves.

6. Employees with foster placements of less than 6 months shall be eligible for an award at the pro rata equivalent of the annual benefit.

7. Childcare assistance benefits are extra compensation under IRS rules and therefore subject to required supplemental tax withholding at a federally-established rate.

Section C. Harvard Childcare Centers

1. All Employees shall be eligible to enroll their children in all on-campus childcare centers, if space is available, with access and prioritization equivalent to all other University employees.

2. Employees shall not be required to sign a childcare contract exceeding the term of their appointment in order to access an on-campus childcare center.

Section D. Back-Up Care Services

1. The Corporation shall continue to offer a Corporation-supported package of Back-Up Care Services, such as those offered (as of January 2026) via Wellthy, for all benefit-eligible Employees covered by this Agreement.

2. Wellthy (or any other Back-up Care Services provider) will protect the confidentiality of those employees using their services.

3. The Corporation may modify the Back-up Care Services Program from time to time and may change providers at any time. In the event the Corporation modifies the plan or changes providers, the Corporation will notify the Union in advance, provide information with regard to any such changes, and will meet with the Union at their request to discuss any changes in the new plan.

4. Any modifications to the Family Building Benefits Program shall maintain, at minimum, 20 days of subsidized back-up care per fiscal year. Copayments for these days shall be set at the following maximums:

    a. Employees earning less than $100,000/year: $50 per day.

    b. Employees earning $100,000/year or more: $100 per day.

5. The Corporation shall continue to offer the SOURCE (Subsidy for Occasional, Unplanned, and Respite Care Expenses) reimbursement program to support all benefits-eligible Employees earning less than $85,000 on an annualized (FTE) basis, when regular childcare or adult care is unavailable or falls through. This service reimburses eligible Employees for the cost of backup care provided by a friend, neighbor, relative, other in-home provider, or licensed childcare or adult care center. While the Corporation may modify the program from time to time, the Corporation shall maintain at least a minimum benefit of:

    a. 100% of the cost of backup care of the Employee's choice, up to $350 per employee per year. (These funds will be disbursed through payroll and, if required under IRS rules, will be subject to required supplemental tax withholding at a federally-established rate.)

Section E. Family Building Benefits

1. The Corporation shall continue to offer a Corporation-supported package of Family Building Benefits, such as those offered (as of January 2026) via Maven, for all

benefit-eligible Employees covered by this Agreement. Employees can request, and the Corporation will consider, adjustments in work schedule to allow access to these services.

2. Maven (or any other Family Building Benefits provider) will protect the confidentiality of those employees using their services.

3. The Corporation may modify the Family Building Benefits Program from time to time and may change providers at any time. In the event the Corporation modifies the plan or changes providers, the Corporation will notify the Union in advance, provide information with regard to any such changes, and will meet with the Union at their request to discuss any changes in the new plan.

4. Any modifications to the Family Building Benefits Program shall maintain, at minimum:

    a. Adoption Support: Reimbursement of $10,000 per adoption event for expenses associated with adoption.

    b. Infertility Diagnosis requirements: A medical diagnosis of infertility shall not be required to receive fertility treatment or preservation through the Benefits Program.

    c. Lactation Support: Breastmilk shipping for University-related travel at no cost to the Employee.