

**ARTICLE 54  
DAY CARE**

**Section 54.01 - General.** The parties recognize that employees who have children need reliable and adequate day care services available to them.

**Section 54.02 - On Site Centers.** When a day care center is established by the Department, the Union will be invited to play an integral role in the governing structure. The Department will ensure that these sites give priority acceptance to the children of HUD employees. When a day care is established at a multi-agency or privately leased space, the Department will propose that the local union is involved in its' governance.

**Section 54.03 - Notification.** Should the Department decide to participate in a new or existing multi-agency day care center, the Department shall promptly notify the appropriate designated Local Union representative and the Union Council President of that intention. The employees of the Department shall also be given proper and timely notice of such participation by the Department so that they can place themselves on registration and/or waiting lists for the day care slots available.

**Section 54.04 - Child Care Subsidies.** Employees who meet the income limits specified below are eligible to receive a child care subsidy for their payment of the actual cost of child care or before/after school care for children, legal dependents; foster children; or guardian from birth through age 13 and disabled children. Employees may use any child care provider that is licensed and regulated by State and/or local authorities, whether located at a HUD site or elsewhere. Subject to the availability of funds, the subsidy amount is as follows:

Total Family Income	Maximum Percentage of Actual Child Care that can be Paid by HUD	Maximum Monthly Subsidy for 1 Child
\$0 - \$40,000.99	90%	\$700.00
\$40,001.00 — \$50,000.00	70%	\$550.00
\$50,001.00 — \$60,000.00	50%	\$525.00
\$60,001.00 — \$75,000.00	40%	\$475M0

For one additional child, the subsidy will be increased by \$125.00 per month.

**Section 54.05 - Elder Care.** The parties understand that at the current time there is no legislation supporting the expenditure of appropriated funds to subsidize elder care. Within 30 days of authorization of such funds the parties agree to negotiate a Supplement to this Agreement.

**Section 54.06 - Cost of Living Adjustments.** The base maximum monthly payment shall be increased each year by 2.00%.