

This is offered as a package proposal. Should it not be accepted in total, the concessions and revisions in this package proposal may be withdrawn and the Union's position on all such items in these articles may revert to its most recent proposals for such articles and times.

The package includes the following articles:

- Retirement- withdrawn
- Relocation- withdrawn
- Food Security
- Tax Assistance
- Emergency Grant
- Housing
- Childcare
- Tuition and Fees
- Compensation

Redlined from WPI-GWU-UAW 3/23 Proposal

ARTICLE
CHILDCARE

Section 1. The University shall reimburse salaried GWs and hourly GWs who work at least 10 hours per week average for up to \$12,000 per child per month for childcare expenses incurred during the length of the GW's appointment. Expenses incurred from any childcare provider shall qualify for reimbursement.

Section 2. The University shall extend to GWs any childcare partnerships, programs, or benefits offered to faculty and staff.

Section 3. The University shall ensure that there is at least one women's, men's, and all-gender bathroom with a changing table in each building.

Section 4. WPI shall send out email notifications to all GWs at least once per term notifying GWs of these childcare benefits, including instructions on how to apply for reimbursements described in Section 1.