

1 **ARTICLE 26. CAREGIVING SUPPORT**

2 GTFF Proposed Language | ~~GTFF deletion~~ | UO Proposed Language | ~~UO deletion~~ |
3 Agreed Upon Language | Status Quo
4

5 **Section 1.** The University is committed to supporting GEs in addressing their caregiving needs.
6 Support in the contract includes but is not limited to:

- 7 a. Non-Discrimination (ARTICLE 8);
- 8 b. Accommodations and lactation spaces (ARTICLE 10);
- 9 c. Health insurance (ARTICLE 24);
- 10 d. Support services (ARTICLE 25);
- 11 e. Leaves (ARTICLE 29);
- 12 f. Graduate student assistance fund (ARTICLE 30).

13
14 **Section 2.** All GEs will have the same membership access to Care.com as other UO employee
15 groups to support caregivers in identifying individualized care providers and support.
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17 **Section 3.** The University will continue to provide and maintain the UO Care Provider Network,
18 subject to any changes in the offering that would impact other UO employee groups.
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20 **Section 4.** GEs are eligible for financial assistance through the Graduate Student Assistance
21 Fund as outlined in ARTICLE 30 and other sources available on the website of the Division of
22 Graduate Studies. Financial assistance is available through the Graduate Student Assistance
23 Fund for medical issues for a family member (as defined in ARTICLE 30) GE, spouse, child,
24 or parent, and childcare expenses. Relevant qualifying events include but are not limited to
25 items 1, 2, 3, 4, 6, 9, and 10 listed in ARTICLE 30, Section 1, Subsection b. (See ARTICLE
26 30). As of Fall ~~2023~~ 2026, GEs are eligible for ~~\$1,000~~ \$2,000 for each qualifying caregiving
27 and/or childcare expense. These amounts may be increased and will not be decreased during
28 the terms of this Agreement (~~June 15, 2026~~).
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30 **Section 5.** Graduate students are eligible to apply for UO subsidized childcare consistent with
31 the service offerings and timelines available to all graduate students at each childcare facility.
32 Eligibility for reduced tuition rates at University-associated childcare facilities will continue
33 throughout the summer term regardless of employment or student status, contingent upon the
34 expectation they the graduate student will return to the University the following fall. If the
35 childcare facility requires student fees be paid before receiving reduced tuition rates, the
36 graduate student may request they be billed by the University to achieve eligibility.