University
11-17-26

ARTICLE XX.
FAMILY SUPPORT

Section A. General Principles

1. Eligibility for benefits under this contract shall be determined in accordance with the Health and Welfare Plan's definition of 'child,' which may include, but is not limited to, biological children, adopted children, and foster children,

Section B. Child Care Scholarship

1. All benefit-eligible Employees working at least 17.5 hours per week with a child who is the Employee's legal dependent under age 13 (or a child under age 18 with a documented disability) and a total gross household income (HHI) falling under the caps outlined below shall be eligible to apply for a Child Care Scholarship. Professional staff employees are eligible for the annual base award and postdocs and non-ladder faculty are eligible for the annual enhanced award. An awarded scholarship is paid as a reimbursement for submitted child care expenses.

Projected Total Gross Household Income: Adjusted for Family Size*	**Annual Base Award**	**Annual Enhanced Award (3X)**
<$85,000	$6,000-$8,000	$18,000-$24,000
$85,000 >$100,000	$5.200=$5,800	$15,600- $17,400
$100,000 >$130,000	$4,200-$5,000	$12,600=$15,000
$130,000 >$150,000	$3,400-$4,000	$10,000=$12,000
>$160,000	$0	0
~~<$55,000~~	~~$6,000-$8,000~~	~~$18,000-24,000~~
~~$55,000 - < $75,000~~	~~$5,200 - $5,800~~	~~$15,600 - $17,400~~
~~$75,000 - < $100,000~~	~~$4,200 - $5,000~~	~~$12,600 - $15,000~~
~~$100,000 - < $130,000~~	~~$3,400 - $4,000~~	~~$10,200 - $12,000~~
~~$130,000 - < $150,000~~	~~$2,200 - $3,200~~	~~$6,600 - $9,600~~
~~>= $160K~~	~~$0~~	~~$0~~

- If the Employee has a spouse/qualified domestic partner, they must be formally occupied for at least 15 hours per week.
- An Employee's projected total gross HHI, adjusted for family size, falls under the income caps for family size shown below. Income is adjusted by the Office of Work/Life in the following way:
  - Single parent household: $10K is added to the income cap
  - Households with more than one child aged under 13 years: $10K is added to the income cap for each additional child aged under 13 years beyond the first, up to three additional children.

1-child	<$160,000
2-child	<$170,000
3-child	<$180,000
4-child	<$190,000

- Program guidelines are available from the Office of Work/Life and may be amended from time to time.

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 benefits-eligible staff, academic employees, and students, following an initial prioritization of ladder and non-bargaining unit senior non-ladder faculty..

Section D. Back-Up Care Services

1. The University shall continue to offer a University -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. The University may modify the Back-up Care Services Program from time to time and may change providers at any time. In the event the University modifies the plan, the University 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.

3. 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 $110,000/year: $50 per day.

b. Employees earning $110,000 /year or more: $100 per day.

4. The University 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 University may modify the program from time to time, the University 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 University shall continue to offer a University-supported package of Family Building Benefits, in accordance with University-wide programming, for all benefit-eligible Employees covered by this Agreement. The family building benefit is included with enrollment in the Harvard-sponsored medical plans. Employees can request, and the University will consider, adjustments in work schedule to allow access to these services.

2. The University may modify the Family Building Benefits Program from time to time and may change providers at any time. In the event the University modifies the plan, the University 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.