**Article FAMILY\_FRIENDLY\_WORKPLACE\_ARTICLE – Family Friendly Workplace**

**Section FAMILY\_FRIENDLY\_WORKPLACE\_ARTICLE.1 – Shared Interests**

The University has an interest in addressing the child care needs of the PSU community and agrees on the importance of continuing to explore options and opportunities to increase access and affordability. The University recognizes that Graduate Assistants are both employees and students and will acknowledge this while developing and implementing child care solutions for all GAs.

**Section FAMILY\_FRIENDLY\_WORKPLACE\_ARTICLE.2 – Child Care Subsidy**

GAs will continue to be eligible to apply for the Jim Sells childcare subsidy and all other applicable child care benefits available to students, which provide direct financial assistance to subsidize basic childcare costs.

**Section FAMILY\_FRIENDLY\_WORKPLACE\_ARTICLE.3 – Strategies to Bolster Child Care Accessibility**

The University will examine alternative ways to disburse child care subsidies in a manner that makes them more accessible to GAs, including timely preimbursement and/or subsidy in accordance with balances due. Additionally, the University will develop a mechanism to assess whether supply of child care subsidy funding meets the needs of GAs. The University will update GEU on discussion and strategies for quality child care assistance at the quarterly labor-management meetings.