**Memorandum of Agreement**

**Work-Life Balance Task Force**

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

**~~Section FAMILY\_FRIENDLY\_WORKPLACE\_ARTICLE.1 –~~**

**Section 1** Shared Interests

The University **and the Union have** ~~has~~ an interest in addressing the **work-life balance, including but not limited to the** child care needs, of ~~the~~ PSU**’s employees.** ~~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.~~ **The University recognizes GAs' rights to seek child care resources resources available to them because of their student status.**

**Section 2 Task Force Formation and Membership**

**The University and the Union agree to jointly petition PSU-AAUP to transform the PSU and AAUP Standing Committee on Work/Life Balance to the Work-Life Balance Task Force consisting of representatives from PSU-AAUP, GEU, and PSUFA. If PSU-AAUP agrees to change the current Standing Committee, PSU will negotiate a new agreement with PSU-AAUP.**

**The University and the Union agree to jointly petition PSUFA to join the PSU and AAUP Standing Committee on Work/Life Balance to the Work-Life Balance Task Force consisting of representatives from PSU-AAUP, GEU, and PSUFA. If PSUFA agrees to join the Task Force, PSU will negotiate an agreement with PSUFA.**

**GEU may have up to three (3) representatives on the Work-Life Balance Task Force. The University will provide support personnel to assist with notification of meetings, scheduling rooms, and taking notes and distributing them to members.**

**~~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 3 Charge and Scope of Work-Life Balance Task Force**

**The Task Force shall be charged with exploring and making policy and practice recommendations to the Union Presidents, the Faculty Senate Presiding Officer, and the Provost on topics relevant to academic employees’ work-life balance, including but not limited to strategies to bolster child care accessibility.**

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

**The Task Force may collaboratively decide to** ~~The University will decide to examine alternative ways to disburse child care subsidies in a manner that makes them more accessible to GAs, including timely reimbursement 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.~~