

CHILD CARE ALLOWANCE (Dependents under the age of 7)

a. The Benefit

- i. The total maximum Child Care Allowance pool available per year is capped at \$500,000, which amount will be spread equally among eligible dependants, subject to a(ii), below.
- ii. The maximum allowable Child Care Allowance per eligible dependent per year is capped at \$2,500 (less applicable taxes and deductions).

b. Eligibility

- i. The Benefit Period is defined as an academic year (July 1 – June 30).
- ii. All faculty members who are employed on June 30 of a Benefit Period will be eligible to receive the full Child Care Allowance for each of their dependants under the age of 7, subject to b(iii-iv), below.
- iii. Faculty members and their dependants must be enrolled in the Extended Health and Dental plan to be eligible for the Child Care Allowance.
- iv. Eligibility for the Child Care Allowance will be determined based on:
 - the age of the dependant as at December 31 of the year during the Benefit Period, and
 - enrolment of the dependant in the Extended Health and Dental plan no later than 31 days following December 31 of the year during the Benefit Period.

c. Payment

- i. The Child Care Allowance for the Benefit Period will be paid on the first pay date in August, following the Benefit Period (the “Date of Payment”).
- ii. The Child Care Allowance is considered employment income, reported as T4 income, and subject to applicable taxes and deductions.

d. Implementation

- i. The Child Care Allowance will become effective July 1, 2017, with the first Date of Payment in August 2018.