

ARTICLE 77

Child Care Subsidy

Section 1. The Parties recognize the desirability of reducing the expense borne by lower-income families to obtain child care for children age thirteen (13) or under or who are disabled and under the age of eighteen (18). The bargaining units shall be eligible to participate in the Agency's child care subsidy program in accordance with the provisions of HRPW WL-12.1, FAA HROI entitled "Process for Applying for the Child Care Subsidy Program," and Public Law 107-67, Sec. 630. To the extent authorized by law, the Agency shall provide a child care subsidy to eligible employees whose total family income does not exceed \$~~72,85~~,000. Total family income is defined as the income of the child's parent(s)/guardian(s) living in the same household as the child, and listed on their IRS tax forms as their Adjusted Gross Income.

Section 2. The subsidies will be provided in accordance with the following scale;

Family Income	Percentage of Total Child Care Costs Paid By the Agency
Over \$ 7285 ,000	0%
\$ 6075 ,001-\$ 7285 ,000	30%
\$ 45,60 ,001-\$ 6075 ,000	45%
\$ 4560 ,000 or less	70%

Section 3. ~~The family income ceilings for each subsidy level shall be annually adjusted by the size of the increase in the General Schedule in the Washington DC locality.~~

Section 4. ~~The subsidy will be paid directly to the child care provider.~~

Section 54. The employee shall be responsible for any tax liability.

Section 65. The employee and service provider shall provide the vendor administering the program all of the information necessary to process payments in accordance with FAA HROI entitled "Process for Applying for the Child Care Subsidy Program" date 6/1/2008.

Section 76. For the purposes of this Article child is defined as:

- a biological child who lives with the employee;
- an adopted child who lives with the employee;
- a stepchild who lives with the employee;
- a foster child who lives with the employee;

- e. a child for whom a judicial determination of support has been obtained; and/or
- f. a child whose support the employee who is a parent or legal guardian makes a regular and substantial contribution.