

**USA Proposal #05**  
**New ARTICLE – TBD**  
**Introduced 10/23/2024**

Child Care

Proposal:

1. On an annual basis, the campus-run childcare center, presently known as the Center for Early Education and Care (CEEC), shall maintain sufficient capacity to make available at least 70 regular (full-day) slots for MSP, PSU, USA, and AFSCME bargaining unit members' children. The allocation to each union shall be proportional, based on the total number of bargaining unit members.

● CEEC slots allocated to a particular bargaining unit will be offered to members of those units first; any slots that are not utilized by a particular bargaining unit will then be offered to members of other units. Remaining slots that are not utilized by any bargaining unit in a particular year may be offered to the general public.

● CEEC hours shall return to their pre-pandemic state, more fully encompassing the workday for most employees.

● The University shall begin offering infant care (care for children less than 15 months old) as a way to close the care gap between the end of parental leave and the beginning of CEEC's age of eligibility, by no later than July 1, 2026. The capacity to care for at least six infants in a room simultaneously shall be provided.

***Rationale:***

*● Childcare is expensive, and more to the point, scarce in the vicinity of Amherst. The childcare assistance funds offset a small fraction of this expense but do little to directly address the supply problem. Guaranteeing slot availability at the CEEC is a direct response to our members' needs.*

*● Higher income unit members are able to pay full market rate and help offset the expense of subsidized slots. Maintaining slots for these members – who view the mere availability of childcare as a benefit – is a win-win.*

*● Principle: Childcare is an important benefit that enables UMass to recruit and retain quality faculty, librarians and staff. Childcare accessibility and affordability is as essential as parental leave and other workplace benefits that support UMass families.*

