

ARTICLE 40: DAY CARE

POLICY

- 40.1 Management and AFSA/FAS agree that healthful and adequate child/day care facilities are conducive to a family-friendly work environment and are in the best interests of the Agency.
- 40.2 Management agrees to continue to support the Department's efforts to provide employees with affordable and accessible child/day care facilities. If the Department terminates its day care facility, AFSA/FAS and the Employer agree to negotiate day care to the extent permitted by law and government-wide regulation.
- 40.3 Management agrees to implement a pilot Day Care Assistance Program for eligible employees in accordance with existing laws and regulations (Treasury and General Government Appropriation Act of 2002 (Public Law 107-67) and Office of Personnel Management regulation 5 CFR Part 792) and the terms of the Memorandum of Understanding regarding a child day care assistance program signed by Management and AFSA on May 23, 2001.

CHANGES

- 40.4 The Employer agrees that, prior to relocating a division, office, or other portion of FAS to a location outside of the South Building, a survey of employees will be conducted jointly by AFSA/FAS and the Employer to determine the need for and the availability of child/day care facilities at the proposed location. The results of the survey will be presented to the Department for its use in developing a child/day care plan for the new location. If the Department does not act upon the survey results, the parties agree to jointly present their concerns to the Department.
- 40.5 Management agrees to notify AFSA/FAS of changes or requests for change in contracts for on-site care facilities.
- 40.6 AFSA/FAS reserves the right to bargain to the fullest extent permitted by law and executive order over day care benefits for overseas officers.