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.