Eligibility and Coverage Rules on Childcare Grant Program

- **Benefit Amount.** Full-Time Benefit of $200 per Week. Full-time defined as 32+ hours. Eligible hours are those hours worked in a facility (time off benefits do not count towards calculation). **Benefit Prorated for Part-Timers.** Amount prorated for employees who work less than 32 hours (actual hours / 32). All employees and per diems must work at least 20 hrs in a facility in the week that the Grant is being requested. **One grant per household.**

- **Coverage.** full time, part-time and per diems working at least 20 hours per week, who are required to report to work at a KP facility for their scheduled shifts or directed to care for patients in person at a non-KP facility to secure childcare for school-aged children (and disabled dependent children). **School-Aged Child(ren),** school-aged defined as age **14 or younger.** Includes any eligible child an employee has as a covered dependent.
  - **Exclusions.** Employees working remotely / at home are not eligible.
  - **Eligible Caregivers.** Eligible caregivers exclude spouse or domestic partner residing in the child’s home. Other relatives are eligible.

- **Weekly benefit.** Payments can be applied for weekly; payments will be issued on the next on cycle payroll.

- **Other Requirements. Attestation.** Employees and per diems must provide weekly at attestation that includes hours worked in a facility, caregiver name, phone number, address, and email. KP reserves the right to validate this information.
  - **Important Note: there have been employees not represented by Local 7 that have faced discipline when there were allegations of false information provided to the company or where the employee sought reimbursement for things that were not covered by the benefit.**

- **Term of Benefit.** Program expires Dec 19, 2020. If Public benefit becomes available that is comparable, this program will retire upon the effective date of the Public program, otherwise, program expires on December 19, 2020.