

University of Oregon Management Proposal

June 5, 2026

(Track changes reflects modifications of the original cba language)

ARTICLE 26. CAREGIVING SUPPORT

Section 1. The University is committed to supporting GEs in addressing their caregiving needs. Support in the contract includes but is not limited to:

- a. Non-Discrimination ([ARTICLE 8](#));
- b. Accommodations and lactation spaces ([ARTICLE 10](#));
- c. Health insurance ([ARTICLE 24](#));
- d. Support services ([ARTICLE 25](#));
- e. Leaves ([ARTICLE 29](#));
- f. Graduate student assistance fund ([ARTICLE 30](#)).

Section 2. All GEs will have the same membership access to Care.com as other UO employee groups to support caregivers in identifying individualized care providers and support.

~~**Section 3.** The University will continue to provide and maintain the UO Care Provider Network, subject to any changes in the offering that would impact other UO employee groups.~~

Section 43. GEs are eligible for financial assistance through the Graduate Student Assistance Fund as outlined in [ARTICLE 30](#) and other sources available on the website of the Division of Graduate Studies. Financial assistance is available through the Graduate Student Assistance Fund for medical issues for a GE, spouse, child, or parent, and childcare expenses (See [ARTICLE 30](#)). As of Fall 2023, GEs are eligible for \$1,000 for each qualifying caregiving and/or childcare expense. These amounts may be increased and will not be decreased during the terms of this Agreement (June 15, 2026).

Section 54. Graduate students are eligible to apply for childcare at UO subsidized-affiliated childcare facilities consistent with the service offerings and timelines available to all graduate students at each childcare facility. As long as the student has not graduated or otherwise left the university prior to the start of summer term, eligibility to apply for these UO affiliate childcare facilities will continue throughout the summer term regardless of GE employment status and regardless of whether the student is enrolled for credit. Childcare rates are determined by each childcare facility and are not governed by this article. Eligibility will continue throughout the summer term regardless of employment or student status, contingent upon the expectation they will return to the University the following fall.