



ONTARIO FEDERATION OF LABOUR

Childcare / Dependent Care Policy – OFL Convention 2021 June 2021 (as adopted by the OFL Executive Board)

The OFL requires that affiliates cover any costs associated with Childcare / Dependent Care as per their organizational policy.

In extenuating circumstances, the OFL will consider a reimbursement of Childcare / Dependent Care costs presuming that the following occurs:

- 1) The affiliate union, local, lodge, or labour council does not have an existent policy related to the reimbursement of childcare / dependent care.
 - 2) The delegate has sought pre-approval from the OFL to cover the costs incurred and that request has been approved by the OFL Secretary-Treasurer before Convention 2021.
Deadline to request childcare / dependent care assistance: Friday October 29, 2021 by 4:00 pm.
 - 3) The OFL has communicated to the affiliate union, local, lodge, or labour council that a delegate representing their affiliate union, local, lodge, or labour council has requested the OFL provide childcare / dependent care.
-

Where an affiliate, local, lodge, or labour council does not have a policy related to Childcare / Dependent Care the following policy would apply:

Childcare or dependent care expenses to allow delegates to attend authorized OFL activities will be reimbursed at \$15 per hour, OR at the Living Wage established for the community in which the member resides (whichever is higher).

For reimbursement at the Living Wage, the delegate **must** provide documentation identifying that a Living Wage has been calculated for the community and provide proof of payment at that rate. Communities with a living wage are listed at www.ontariolivingwage.ca/living_wage_by_region

Important Notes:

- The maximum reimbursement for a day will be 10 hours, regardless of the number of dependents.
- Reimbursements will include immediate family members, excluding parents and guardians, as eligible caregivers.
- Receipts from the childcare or dependent care provider must be provided.
- If there are exceptional circumstances, contact OFL Executive Director of Finance and Administration Jane Liu at convention@ofl.ca in advance for consideration of special approval. Please note “Childcare / Dependent Care” in the subject line of your email.