



**WFSE
CARE**

Childcare Assistance & Relief

Pilot Program Information

Learn more and apply at WFSE.org/WFSECare



I. Program Overview

Supporting our Members with Childcare Relief

WFSE CARE (Childcare Assistance & Relief) is a member-only pilot program designed to provide direct financial support to WFSE members with childcare expenses.

The program reflects WFSE's commitment to supporting working families, improving member economic stability, and strengthening recruitment and retention across the union.

Childcare costs in Washington State are among the highest in the nation and often exceed the cost of rent or a mortgage.

WFSE CARE provides tangible, visible union value while addressing one of the most significant cost pressures facing our members.

The application and more info can be found at wfse.org/WFSECare

2. Pilot Program History

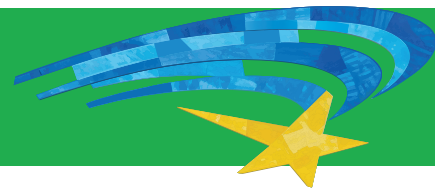
On December 5, 2025, the WFSE Executive Board approved the WFSE CARE pilot program and increased both the benefit level and total funding beyond the original proposal.

Program Parameters:

- Benefit Amount: Up to \$1,800 for twelve months per member
- Payment Method: Monthly reimbursement (up to \$150 per month with receipts)
- Program Duration: 1-year pilot program subject to monitoring and evaluation



3. Program Purpose & Goals



Purpose:

To reduce childcare-related financial stress for WFSE members, allowing them to better balance work and family responsibilities while strengthening their connection to the union.

Program Goals:

- Provide meaningful financial relief for childcare expenses
- Improve member retention, particularly among caregivers
- Enhance WFSE's value proposition for recruitment
- Pilot a scalable, equitable member-only benefit model

4. Benefit Eligibility

Eligibility Requirements:

To apply, you must:

- Be a WFSE member in good standing.
- Be the parent or legal/in loco parentis guardian of a child age 0–12, OR a child age 13– 21 with documented disability.
- Use a state-licensed childcare provider.
- Pay childcare expenses out of pocket (not already covered by another program).
- Remain a WFSE member in good standing to continue receiving reimbursement.



5. Application Process & Timeline



How WFSE CARE Applications Are Reviewed

WFSE CARE is a pilot program designed to help members who are facing the biggest childcare and financial challenges. Because funding is limited, not every eligible applicant will receive assistance.

Applications are reviewed using a fair, needs-based process considering things like:

- Household income
- Number of children needing childcare
- Single parent or sole caregiver responsibilities
- Children with disabilities or special needs
- Financial hardships or unexpected life challenges
- The overall impact childcare costs have on the household

Every application is reviewed using the same guidelines to help ensure fairness, consistency, and transparency.

Timeline

Applications will be reviewed quarterly (every 3 months) to ensure members experiencing the greatest financial strain related to childcare expenses learn about the program and have the opportunity to apply.

Depending on when you apply, you may not hear a response for up to 3 months.

6. Reimbursement

Reimbursement Process

- Monthly submission of childcare receipts with invoice.
- Clear definition of eligible expenses as noted above.

Payment Method

- Direct reimbursement to member
- Regular monthly payment schedule

