



The Faculty Wellness Committee continues to work to address the issues identified in our wellness campaign last spring. There are 3 updates to be aware of related to dependent care:

## 1. On-site Childcare

Penn Medicine has engaged with Bright Horizons to develop and manage a child care center, including outdoor playground to be located at 3600 Civic Center Boulevard beginning in late 2018. The center will provide child development activities and services for up to 170 children ages six (6) weeks through six (6) years. The Program shall operate Monday through Friday, except for Holidays, from 6:30 a.m. – 7:00 p.m. For those that are interested, a floor plan is attached.

## 2. Back up care services: <https://www.hr.upenn.edu/myhr/worklife/family/backupcare>

Juggling your personal and professional lives can be especially challenging if you're a caregiver with multiple responsibilities—and even more so when difficult care needs arise that will interfere with your ability to work. Penn's Backup Care program can help when your care provider cancels at the last minute, your child is off from school, an elderly parent is visiting and can't be left alone, or your spouse/partner needs assistance after surgery. Penn has a partnership with Care.com providing temporary backup care in your home, at an out-of-town business location or at an adult relative's residence any time (day or night, seven days a week, including holidays) from a caregiver who meets your family's specific needs and expectations. Benefits-eligible faculty and staff members are allowed up to ten days of subsidized backup child or adult care per calendar year. Penn substantially offsets your cost through a subsidy program that will be explained to you when you call for services.

Eligible services include:

- **Child Care**

You can have child care for children up to 17 years of age who reside in your household. Care can be provided for more than one child at a time. (Additional fees may apply depending on the number of children.) Typically, care is provided in your home but it can also be arranged at your business-travel location.

- **Adult Care**

Adult care is available for adults age 18 and older in your immediate or extended family, whether or not they live with you. Immediate or extended family includes your spouse/same-sex domestic partner as well as your or your spouse/partner's parents, siblings, grandparents and adult children. Adult care services can be provided at the family member's location, even if it's in another city. Services include companion and/or personal care support such as meal preparation; light housekeeping; laundry; prompting for medication; and assistance with bathing, dressing, ambulation and other similar activities of daily living.

### 3. Snow Day Child Care <https://www.hr.upenn.edu/myhr/worklife/family/snowday>

Snow Day Child Care provides all-day care for children of Penn faculty and staff members when the University is open but Philadelphia public schools are closed due to inclement weather. Children ages 12 weeks to 12 years are eligible for the program, whether they attend a Philadelphia district school or not. The cost is \$25/day for school age children and \$35/day for preschool children.

You must register for Snow Day Child Care **before** there's a snow day. Simply complete the [online application](#) and return it to the Penn Children's Center. If you need assistance, contact the Center at 215-898-5268. Please also note that a new registration is required each year.

Please feel free to provide feedback on these services.

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