

Back-Up Care



Your life doesn't stand still. When school is closed or your regular caregiver is unavailable, your back-up care benefit can help keep your day on track.

All colleagues have access to five back-up care days per plan year:

Care option	Details
Center-based child care	• \$25 daily copay for one child or • \$35 daily copay for more than one child
In-home care for children, adults, and elders	• For planned or unexpected needs • \$6 per hour (4-hour minimum, 10-hour day maximum)
Virtual Tutoring for children, college students, and yourself	• Exchange use of back-up care for 4 hours of virtual tutoring • \$25 copay
In-person Camp	• Local camp options • \$25 daily copay for one child or \$35 daily copay for more than one child
Virtual Camp	• Online activities including crafts, digital art, fitness, and acting games • No copay
Pet Care	• Exchange use of back-up care for 4 credits on Rover.com. • Exchange use of back-up care for 3 walks, 3 drop-ins, or 1 boarding on Wag! • No copay

*The amount that your employer pays toward the cost of care is considered imputed income and is included in your taxable wage base.



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