Care@Work by Care.com
Care.com Premium Membership
Backup Care

Care@Work by Care.com is a resource for finding and hiring pre-screened caregivers and care companies for childcare, eldercare, pet care, home assistants, and more. Eligible IU employees have access to a Care.com premium membership and Backup Care as described below.

**BENEFITS**

Membership includes two distinct components:

1. **Care.com Premium Membership**: Employees have access to Care.com’s website to find, schedule, and pay caregivers online. Create an account at [iu.care.com](http://iu.care.com) to use this service, which also includes free background checks on providers.

2. **Backup Care**: Backup Care is a service to help families find last-minute care providers at a reduced cost when normal care arrangements are disrupted.

**SERVICES & CARE PROVIDERS**

Use your Care.com membership to search for service and care providers online, including the following:

- **Childcare**: In-home babysitters and nannies, Au Pairs, special needs caregivers, tutors, Backup care, short-term or long-term needs
- **Adult & Senior Care**: Personal care and transportation, home health aides, special needs caregivers, tutors, housekeeping, Backup care, senior care planning
- **Pet Care**: Pet sitters, walkers, grooming and boarding
- **Home Care**: House cleaning, errands, odd jobs

**ELIGIBILITY**

All full-time (75% FTE or greater) Academic and Staff employees, IU Residents, and eligible Graduate Appointees have access to Care.com premium membership and Backup Care.

An employee who terminates or loses eligibility during the year is not eligible to participate during the remainder of the plan year.

**PLAN COSTS**

The university pays for the Care.com premium membership fees for eligible employees.

For the Backup Care benefit, each eligible employee can request up to 15 days of child or adult care per year with copays of $6/hour for in-home care (4 hour minimum) or $15 a day for each child or adult in a local, participating care center.

No claims are filed for services, however, services must be requested in advance and payment for services are made by the employee directly to the provider by mutual agreement between parties.

**TAX CONSIDERATIONS**

Please note that the IRS may consider the Backup Care services provided in a given calendar year as a taxable benefit. Beginning January 1, 2020, Indiana University will report taxable benefits as follows:

- **Adult Care** is considered taxable income and will be added to your paycheck at the end of the calendar year.
- **Backup Care** may be considered a taxable benefit when used in conjunction with a Tax Saver Benefit (TSB) Dependent Care Account for purposes of the IRS limit. The amount of the benefit you received, paid for by Indiana University, will be reported on your Form W-2 in Box 10 as Dependent Care benefits. If the sum of your Backup Care plus your TSB Dependent Care election is greater than $2,500 (for employees who are married but filing separately) or $5,000 (for employees who are either married and filing jointly or single and filing as “Head of Household”), the amount over $2,500/$5,000 will be reported as taxable income.

It is your responsibility to pay any federal, state or local tax liability, or other fees or gratuities, connected with use of the program.

Sign up or learn more at [IU.CARE.COM](http://IU.CARE.COM)

This sheet is designed to summarize the Care.com premium membership and Backup Care plan being offered by Indiana University to eligible employees. The university reserves the right to amend or terminate the plan at any time.