Care@Work
Care.com Premium Membership, Senior Care Planning, & Backup Care

Care@Work is a resource for finding and hiring pre-screened caregivers and care companies for children, adults, pets, and more. Eligible IU employees have access to a premium membership, senior care planning services, and backup care as described below.

**BENEFITS**
The Care@Work program includes the following components:

- **Premium Membership:** Access to the [iu.care.com](http://iu.care.com) web portal to find, book, and pay caregivers.
- **Senior Care Planning:** Personalized adult/senior care planning services.
- **Backup Care:** Find last-minute care providers at a reduced cost when normal care arrangements are disrupted. Members may use a provider or center in Care@Work’s network or a personal provider outside of the Care@Work network.

**SERVICES & CARE PROVIDERS**
Members can use their premium 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
- **Adult & Senior Care.** Personal care and transportation, home health aides, special needs caregivers, tutors, housekeeping, Backup care
- **Pet Care.** Pet sitters, walkers, grooming and boarding
- **Home Care.** House cleaning, errands, odd jobs

**ELIGIBILITY**
The Care@Work program is available to the following:

- All full-time (75% FTE or greater) Academic and Staff employees and IU Medical and Optometry Residents
- Graduate Appointees (GA) enrolled in the IU-sponsored GA medical plan

Eligibility to participate in the program ends on the date the employee terminates from the university or transfers to an ineligible employment class or position.

**PLAN COSTS**
The university pays for the premium membership fees for eligible employees, but members pay the full cost of caregivers hired.

For the Backup Care benefit, each eligible employee can request up to 15 days of child or adult care per year with the following copays:

<table>
<thead>
<tr>
<th>Backup Care Service</th>
<th>Copay</th>
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</thead>
<tbody>
<tr>
<td>In-center childcare</td>
<td>$15/day per child</td>
</tr>
<tr>
<td>In-home childcare</td>
<td>$6/hour 4 hour min/10 hour max per day</td>
</tr>
<tr>
<td>In-home adult care</td>
<td>$6/hour</td>
</tr>
<tr>
<td>Personal network</td>
<td>Max $125/day minus standard copay:</td>
</tr>
<tr>
<td></td>
<td>$6/hour for in-home childcare</td>
</tr>
<tr>
<td></td>
<td>$15/day per child for in-center</td>
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</tbody>
</table>

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 taxes, or other fees or gratuities, connected with use of the program.

Activate and use your benefit at [IU.CARE.COM](http://IU.CARE.COM) or call 855-781-1303.