

WATERMARK CO-OPERATIVE HOMES INC.

CHILD CARE EXPENSE POLICY

PREAMBLE

The primary responsibility for child care rests with parents and guardians of children. They are responsible for ensuring that children receive the necessary supervision and guidance. As Co-op members, parents are expected to attend general members meetings, participate on committees and various projects. The cost of child care can inhibit members valued contribution to the Co-op. The Co-op therefore has a responsibility to assist with the expense of child care. The Co-op may set up child care for major Co-op events such as the Annual General Meeting. The parents and guardians, in turn, have an obligation to reduce this expense by taking advantage of group effort with other members to arrange that care.

POLICY

- a) Members are eligible to be reimbursed towards the cost of child care for up to \$3.00 per hour.
- b) This will include child care costs for Committee meetings, Member meetings and other specific Co-op activities which are to be approved at the discretion of the Property Manager.
- c) Members will be encouraged to assist in organizing group child care and to take advantage of this group care.

PROCEDURES

- a) Child care voucher(s) will be handed out at the Co-op event.
- b) Signature of the member and the babysitter required.
- c) The member or sitter must collect from the office during office hours.
- d) Partner or spouse cannot claim babysitting expenses.
- e) Older siblings and other family members are eligible to be paid for childcare.

PASSED by the Board of Directors on the 27th day of November, 2014.

CONFIRMED at a general meeting of the Members on the 19 day of February, 2015

President

c/s

Secretary