

**Side Letter Agreement to  
Article 56 of the 2022 National Agreement  
Childcare Subsidy Program**

**Introduction:**

The Internal Revenue Service (IRS, Agency, or Employer) and the National Treasury Employees Union (NTEU or Union) (collectively, the parties) hereby enter into this Side Letter Agreement to modify the parties' agreement regarding the Childcare Subsidy Program, which is set forth in Article 56, Childcare Subsidy Program, of the 2022 National Agreement (NA). The 2022 NA became effective on October 1, 2021. In order to expand the number of employees who may be eligible to participate in the program, the parties agree to increase the Total Family Income (TFI) limit found in Article 56 Section 2 as follows:

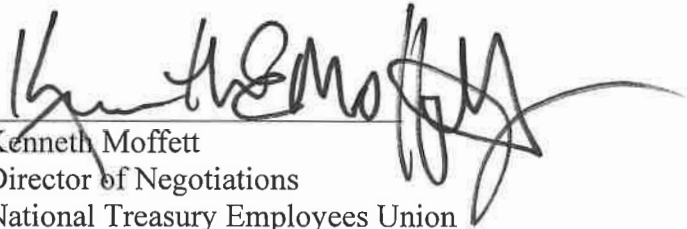
1. To increase the TFI limit in Article 56 Section 2.A.3 from \$90,000 to \$150,000.
2. To increase the TFI and benefit tiers in Article 56 Section 2.F and the corresponding dollar amounts in Section Gas follows:

<b>Annual Total Family Income (TFI) Threshold</b>	<b>Maximum Annual Benefit</b>	<b>Maximum Monthly Benefit</b>
\$90,000 or less	\$5,000	<u>\$416.66</u>
\$90,001 to \$120,000	\$4,700	<u>\$391.66</u>
\$120,001 to \$150,000	\$4,200	<u>\$350.00</u>

3. To revise the reference in Article 56 Section 2.H from "TFI of \$70,000 or less" to "TFI of \$90,000 or less."
4. If either party identifies adverse impact during the term of this Side Letter Agreement, which is attributable to the increase in TFI set forth above, the IRS or NTEU will give notice to the other party, if appropriate, and bargain to the extent provided by the parties' 2022 NA, and applicable law, rule and regulation.
5. If an application submitted before the close of the open enrollment period is incomplete or contains errors, the contractor shall notify the employee and allow them fifteen (15) days from the date the employee receives the notice to rectify the issue. If the application is not corrected within fifteen (15) days, the application shall be denied, and the employee may not submit a new application until the next open enrollment period or the next qualifying life event.
6. This Side Letter Agreement will become effective upon approval under agency head review or upon the 31<sup>st</sup> day after execution, whichever occurs first and will terminate with the 2022 National Agreement, or its successor agreement.

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Geralda Larkins  
Acting Associate Director  
Labor/Employee Relations & Negotiations

Date: 3/16/23

  
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Kenneth Moffett  
Director of Negotiations  
National Treasury Employees Union

Date: 3/16/23