Care.com + University of Pittsburgh

Benefit through Care.com	Cost to You	Details	Example Scenarios
Premium Membership	Free access to the Care.com network You pay for the full cost of caregivers you hire	Unlimited access to the online network to: • Post jobs • Search and view profiles of local caregivers • Receive applications from local caregivers • Request background checks • Reply to applications and other messages received from caregivers	You are looking for a: • Full-time nanny • Occasional babysitter • Eldercare health aide • Pet sitter
Backup Care for Children Eligible employees have a total of 10 backup care days for child and adult care per program year (September 1 to August 31) **Note:** A "day" is a minimum of four hours of care and a maximum of 10 hours of care.	**In-home care:** $4 per hour copayment	You may use a backup day using Care.com's in-network caregivers to provide care in your home. The caregiver is subsidized by the University and you pay a copayment of $4 per hour. Copayments are paid directly to Care.com.	Business-related reasons you can use Backup Care or file a claim (if using the Personal Network): • Regular care provider is not available • School or child care center is closed (i.e., holidays) • Child is sick • Work-related travel • Work obligations outside of normal working hours • Temporary gap in regular care coverage (e.g., switching regular care providers; recently joined Pitt and waiting for a daycare spot to open)
	In-center care: $10 per day copayment	You may use a backup day using Care.com's in-network child care center subsidized by the University and you pay a copayment of $10 per day. Copayments are paid directly to Care.com.	
	Personal Network: Reimbursement up to $125 per day after copayment (up to the maximum 10 days allowed)	You may use a backup day using a caregiver of your choice, independent of Care.com. You pay for the care directly and file a claim for reimbursement (up to $125 per day) with Care.com	
Backup Care for Adults Eligible employees have a total of 10 backup care days for child and adult care per program year (September 1 to August 31) **Note:** A "day" is a minimum of four hours of care and a maximum of 10 hours of care.	**In-home care:** $4 per hour copayment	You may use a backup day using Care.com's in-network caregivers to provide care in your home. The caregiver is subsidized by the University and you pay a copayment of $4 per hour. Copayments are paid directly to Care.com.	You may use the backup days for yourself or a loved one (you may be in a situation in which you may need the service for your own personal needs). Examples include: • You or a loved one are recovering from surgery, injury, or illness. • A ride is need to/from a medical appointment.
	Personal Network: Reimbursement up to $125 per day after copayment (up to the maximum of 10 days allowed)	You may use a backup day using a caregiver of your choice, independent of Care.com. You pay for the care directly and file a claim for reimbursement (up to $125 per day) with Care.com.	