

AFFIDAVIT

I, [REDACTED] unit clerk, of [REDACTED] in the City of Vancouver, in the Province of British Columbia, MAKE OATH AND SAY AS FOLLOWS:

1. I have personal knowledge of the matters included in this affidavit except where statements are made based on information and belief, in which case I verily believe them to be true.
2. I am 44 years old. I have one child, a five year old daughter. My daughter resides with me and I am her primary caregiver as a single mother.
3. My daughter was born with a genetic disorder that causes delays her physical and neurological development. While she is chronologically five years old, she is closer to a two or a three year old in some areas of development.
4. As a result of her special needs, my daughter has required medical services like occupational therapy, physical therapy and speech therapy as she has developed. I was uncomfortable with a child care provider having responsibility to complete her exercises and I preferred to do them with her myself to ensure consistency and continuity.
5. In order to balance work and my parenting responsibilities, including completing daughter's exercises with my daughter, I have maintained casual employment as a unit clerk in a hospital since she was born.
6. Because I do not work full time, I only need part time child care for my daughter. Finding her a part time child care placement that will support a special needs child has been incredibly difficult. I have made parenting my daughter a priority, but at times it has felt like I am being penalized for wanting to be involved in my daughter's development.

7. I have always paid for my daughter's child care, but the Supported Child Development Program operated by the BC Centre for Ability provides additional staffing support so that my daughter can access regular child care spaces. The Program is funded through the Ministry of Child and Family Development.
8. With the assistance of the Supported Child Development Program, my daughter was placed on the waitlists of several child care providers willing to accept her with staffing supports in the Vancouver area. There were waiting lists for both full time and part time spaces.
9. At one point my daughter was offered a part time child care space in Vancouver within walking distance from my workplace, but it required a bus trip to drop her off and pick her up because I cannot afford to own a vehicle. My employment shifts are generally 8:30 a.m. until 4:30 p.m. so our bus trips to and from child care would occur during rush hour.
10. During rush hour, I often have to wait two or three buses just to get on the bus as a single person because, when they get to our stop, the buses along my route are often full. My daughter needs to ride in a stroller to travel and I knew that it would be very difficult to try to get a stroller on the bus during rush hour. Waiting for multiple buses meant that it would have been very difficult to drop my daughter off and get to work on time. In addition, my daughter had heightened sensory issues at that time and crowds caused her to react with very loud screaming. Riding a crowded bus would have been overwhelming for her. As a result of these concerns, I reluctantly declined the child care space.
11. I was also contacted to discuss a potential child care space with a provider located in South Vancouver. I do not recall if the space was full time or part

time, but because I do not own a vehicle, I had to decline the potential space. There simply was no way for me to drop my daughter off and pick her up while maintaining my work schedule.

12. We found two potential supported child care spaces near my home that were willing to accept my daughter. However, both providers told me that my daughter had to attend full time because of the resources being used to provide support staff to assist her. Staff members at both child care providers attempted to negotiate a part time space for my daughter, but reported back to me that they had been unsuccessful. I declined both full time spaces in order to be able to continue to meet my daughter's daily therapy needs.
13. I also did my own search of child care providers near my home, but when I told them about my daughter's disability, most said that they were unable to accept her because they did not have the equipment or expertise to accommodate her. At times it has felt like child care providers view my daughter as a walking liability.
14. When my daughter was four years old, I found a space with a child care provider very near my home that was willing to accept her on a part time basis. My daughter attended without one-on-one support staff and I was very happy with the situation, but the provider closed down about six months after my daughter began attending because the owner retired.
15. My daughter was waitlisted for part time spaces with several additional child care providers near my home, which I found independently, but she never obtained a space in those facilities.
16. Because I was unable to find an appropriate licensed child care facility that would take my daughter on a part time basis, for many years I relied on private

unlicensed home-based child care. I often paid by cash to secure reduced child care rates.

17. In September 2015, my daughter began kindergarten. She was initially accepted into a before and after school care program based in her school, with the plan that she would share a support person with another child. However, in the first month of school, the provider determined that my daughter required one-on-one assistance and requested that she be reassessed. This meant that we had to wait for my daughter's reassessment and then she was again waitlisted a support person so that she could return to the same child care provider.
18. From mid-September to December 2015, I cobbled together before and after school care. For six weeks a friend that was off work was able to pick her up occasionally after school. Otherwise, I was forced to drastically reduce my work availability to between 10:00 a.m. and 2:00 p.m., so I would only get work shifts as a last resort because I was not able to take a full shift. My income declined significantly during this period. I was only able to survive because I can pay my rent and utilities using my daughter's federal children's benefits and child support payments, and because I had saved my 2014 tax refund in case I needed it for emergency child care.
19. Since January 2016, my daughter has been attending before and after school child care through the program in her school four days per week. She now has one-on-one support and she has been doing well. I pay approximately \$35 per day for the child care space, and the Supported Child Development Program funds the extra staff support.
20. The child care provider also provides full day child care on non-instructional days or during holidays for an additional fee, but my daughter's staff support

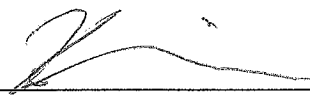
through the Supported Child Development Program is only funded for eight hours on those days, which is not enough time for me to take a full work shift.

21. When I asked if the eight hours could be extended, I was initially told that it might be possible, but that I would have to pay for the additional staff support time in addition to the regular costs of the child care space. Recently, I was told that it was not possible to lengthen my daughter's daily child care beyond eight hours per day during spring break. Other children who do not have special needs have access to child care that allows their parents can work a full day in addition to the time require for drop off and pick up. During spring break, I had to hire someone privately to care for my daughter at home so that I could maintain my work schedule, which cost \$90 per day. My daughter's licensed child care provider has offered to try to advocate on my behalf to reach a more appropriate solution in time for the summer break, but I do not know what the outcome of that will be.
22. If I did not have casual unionized employment, I likely would have lost my job because of the difficulties I have had finding child care for my daughter. As long as I maintain the required minimum number of hours, I can schedule my employment availability in a way that works for my daughter and me. I can take time off with her with no penalty other than lost income. Casual employment has been essential in allowing me flexibility to stay home with my daughter when she needs it.
23. Because caring for my daughter limits the shifts I can take, and because I have had to reduce my availability to take shifts for lengthy periods when I had no child care for my daughter, I have seen newer employees pass me in seniority.
24. I have also lost regular assignments at work because of the difficulties I have had finding child care for my daughter. For example, prior to September 2015,

I was managing a surgical consult clinic every Monday. By December 2015, this clinic shift was assigned to a permanent staff member on rotation because of my absences. Since January 2016, I have not worked any clinics. Instead, I have primarily answered phones, which is considered a starting position.

- 25. While my workplace had worked hard to ensure that I do not feel like I have lost status, it sometimes feels like I have. Answering phones for months makes minimal use of my education, clinical training and experience. At times, doing that work consistently can feel like a personal set back to me.
- 26. I consent to the use of this affidavit in any court proceedings.

AFFIRMED BEFORE ME at the City of)
Vancouver, in the Province of British)
Columbia, this 8th day of April, 2016.)



A Commissioner for taking Affidavits)
within British Columbia)
Kendra Milne)
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