

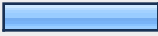
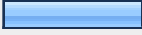
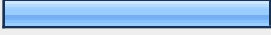


Childcare Needs at UVic

Has the fact that you have not been able to have your child in UVic daycare/out of school care required you to make compromises in:			Response Percent	Response Count
The amount of time you can devote to your work			46.6%	162
Your productivity			33.0%	115
The quality of care you provide for your child/children			23.6%	82
The cost of care you provide for your child/children			21.0%	73
Not applicable (You never had a problem getting childcare)			41.1%	143
Please comment				152
			answered question	348
			skipped question	256

Please comment		
1	productivity and amount of time devoted to work have decreased because of the need to call/visit a lot of other daycares during business hours to find a spot.	Sep 4, 2009 1:55 PM
2	It just means I take work home. I do all my grading and class prep on weekends and during the evening.	Sep 4, 2009 3:43 PM
3	We don't have a car, and now I need to bike to 2 separate daycares to drop off kids.	Sep 4, 2009 3:44 PM
4	not at all, childcare has been integrated into the family home and work life.	Sep 4, 2009 3:54 PM
5	yes, on whether to have children at all	Sep 4, 2009 3:55 PM
6	I can't work longer hours i.e. modified work week or overtime if it was ever needed, due to the driving time required to pick my child up from after-school care.	Sep 4, 2009 3:58 PM
7	Not applicable: I decided at age 10 that motherhood is a trap designed to enslave women, and careful observation since that time has only strengthened this view.	Sep 4, 2009 3:59 PM
8	Not yet.	Sep 4, 2009 3:59 PM
9	no problem getting childcare, but only because my family is very supportive	Sep 4, 2009 4:00 PM
10	n/a	Sep 4, 2009 4:00 PM
11	As my spouse has medical issues (concussion, dizzy spells and much pain from car accident), I'm concerned about his having to care for our 14 month old full time. I would feel more comfortable having her in a registered daycare facility.	Sep 4, 2009 4:06 PM
12	Again, in the past, had to forfeit quality of accessibility.	Sep 4, 2009 4:06 PM
13	n/a	Sep 4, 2009 4:09 PM

Please comment		
14	It was just another inconvenience so I had to post it on the Work Wal and get a student to pick them up every day and stay with them until I get home.	Sep 4, 2009 4:12 PM
15	Under no circumstances will I compromise quality of care for my child. This means that when I do not have childcare, I simply don't work (or my husband doesn't), even though I am officially a full time employee. I did this for 3 months straight when I started working at UVic because there was no childcare available at UVic or elsewhere. My productivity also drops substantially when I am not comfortable with my childcare arrangements. This has been my largest source of stress over the past several years.	Sep 4, 2009 4:15 PM
16	While I was looking for daycare, I was spending many hours a week calling around to find my daughter a spot, hours that I should have been spending working.	Sep 4, 2009 4:21 PM
17	When our family needed childcare (approximately 8 years ago) we considered ourselves fortunate to get a spot at UVic's childcare facilities. Since both my partner and I work at UVic, we were thankful of the University was able to meet our needs!	Sep 4, 2009 4:22 PM
18	we do not have family in town; all our friends work and also have young children. When there is no daycare, my wife and I take turns babysitting and cannot work as many hours as we need.	Sep 4, 2009 4:25 PM
19	Until 3 days ago, my son was in a home daycare run by a single individual. When she was unable to provide care (for reasons of illness, etc) I often had no choice but to stay home with him. I also needed to leave work early from time to time to pick up my son because the hours of daycare were limited. And it was more expensive than UVic daycare.	Sep 4, 2009 4:26 PM
20	No Kids	Sep 4, 2009 4:26 PM
21	I really hope that UVic childcare will help so that the compromises I have to make do not affect things too much.	Sep 4, 2009 4:29 PM
22	n/a	Sep 4, 2009 4:29 PM
23	We were lucky to have access to a French-language daycare but otherwise it would have been very difficult. But even with the French-language daycare we had commuting issues.	Sep 4, 2009 4:33 PM
24	Aided by Lucille (Jack's predecessor), I found excellent child care and in the end got my one son into Uvic child care. feel that in the end my children were not compromised. However, I really regretted that I could not have both kids at Uvic from the start & throughout. (I also note that finding me child care was not Lucille's job at all!)	Sep 4, 2009 4:34 PM
25	My wife stays home rather than work (which she would if there was daycare available).	Sep 4, 2009 4:47 PM
26	Obviously, if I am doing childcare I am not doing research or preparing for teaching. Also, if I have anxiety about childcare, it is harder to focus, and if I am looking for alternatives, then that also takes away time from the work the University pays me to do.	Sep 4, 2009 4:49 PM
27	My potential ability to deal with upcoming custody battle. It would make a huge difference to me if I could say that my son would be in UVic daycare	Sep 4, 2009 4:53 PM
28	UVic Child Care was not available when my kids were young. (20 years ago)	Sep 4, 2009 4:53 PM
29	N/A	Sep 4, 2009 5:00 PM
30	Actually, not applicable as I do not currently have children.	Sep 4, 2009 5:19 PM
31	In the year before our daughter got into the UVic childcare, we hired a nanny who did not provide appropriate care. So we spent several months taking turns going to work. LJ	Sep 4, 2009 5:25 PM
32	It has also meant that my wife has been able to devote less time to her work; one of us had to, and she's the one bearing the cost.	Sep 4, 2009 5:26 PM
33	My husband and I tagteam parent, so there is always one parent at home approximately 98% of the time.	Sep 4, 2009 5:30 PM

Please comment		
34	This summer my baby daughter was cared for by 3 (yes, three!!!) different people per week to make things work. We all know how important consistency in care is for infants.	Sep 4, 2009 5:33 PM
35	Definitely a stressor not knowing whether my daughter would get a spot at UVic daycare. It has now been confirmed that there are no spaces until early spring next year, which is too late for me.	Sep 4, 2009 5:38 PM
36	We pay a live in caregiver to look after our daughter. It would be more economical and convenient for me to be able to bring my daughter to work with me and put her in UVic daycare while I work. UVic daycare's hours are longer at a fixed price (they would cover my full days work). Our live in caregiver is excellent, but incurs overtime regularly as we need to count the time starting when I leave the house to when I return (and it is a 30 minute commute each way).	Sep 4, 2009 5:42 PM
37	maybe not the amount of time exactly - but when it happens (ie. sometimes i end up working later into the night to get them earlier in the day)	Sep 4, 2009 5:42 PM
38	NO LONGER APPLICABLE	Sep 4, 2009 5:44 PM
39	I could also spend more time with my children if UVic Childcare had had spaces for them.	Sep 4, 2009 5:46 PM
40	Our child bounces between both Grandparents and a Friend who cares for our daughter, as well as my wife and I when flex time permits.	Sep 4, 2009 5:50 PM
41	The cost of childcare greatly impacts my family and we have been refused subsidy benefits because we are \$200 above the regulations limit. In order to secure childcare for my second child, I had to use all of my accrued vacation time to extend my maternity leave while I waited on the waitlist for the Infant Centre. This has left me scrambling for time off during emergencies and working overtime to compensate. However, this is only a comment on the waitlists. I know how fortunate I was to get a spot for both of my children and the time I took was well spent. I would not have done it differently. UVic childcare is superior to any of the other care I researched in the city - group and family based.	Sep 4, 2009 5:53 PM
42	I had to wait a semester to get my children in (and realize that is NOTHING compared to now!) It resulted in much higher stress as I juggled with hand offs and transfers...some drama involved!! (I was in a psych class when I suddenly remembered my 5 year old son was waiting at a local elementary school - for 45 minutes!! I NEVER want a parent to have to experience that terror/guilt...(and he was fine in the end)	Sep 4, 2009 5:54 PM
43	i am on mat leave and will return to work when he is one yr. finding quality and affordable child care is very important for us, i plan to return full time.	Sep 4, 2009 6:01 PM
44	Arbutus Grove did not follow the UVic Calender it followed the school calender. Therefore there were many days (e.g. Pro-D days) when it was not available during the year when the university is open. This meant scrambling to find alternatives or staying home.	Sep 4, 2009 6:10 PM
45	it did in those 1st 3 years before we got him into UVic childcare; if the caregiver was sick there was no backup so I'd have to miss work; quality also not as good as UVic	Sep 4, 2009 6:14 PM
46	Convenient daycare or out-of-school care would be an enormous boon to those of us who need to conduct research in order to sustain our careers.	Sep 4, 2009 6:17 PM
47	N/A. No children	Sep 4, 2009 7:07 PM
48	There is no opportunity for overtime during the week. If I have to put in extra hour, I have had to do this on the weekends.	Sep 4, 2009 7:17 PM
49	I have worked part time since having children.	Sep 4, 2009 7:19 PM

Please comment		
50	I checked this box because it was the only one close. We were very close to having no adequate childcare solution for the 12-18mth old period of our daughter's life and had cobbled together a "solution" that would allow me (mother) to return to work part-time by hiring 5 students/friends to cover those hours of childcare requirements for 6 months.	Sep 4, 2009 7:32 PM
51	We had to hire a nanny, which cost an arm and a leg.	Sep 4, 2009 7:40 PM
52	My two children were on the waitlist for UVic childcare for 3 years (each) before securing a spot.	Sep 4, 2009 8:18 PM
53	NA	Sep 4, 2009 8:42 PM
54	We had to find childcare through unlicensed providers, and we spent our entire first year in Victoria searching and struggling with low-grade and part-time providers. The only benefit to not being with UVic childcare is the cost: it is prohibitively expensive on Asst Prof salaries, especially if you have more than one child.	Sep 4, 2009 9:08 PM
55	I spend more time driving to pick up at another daycare, so I have to leave work earlier than if I had care at U Vic	Sep 4, 2009 9:12 PM
56	When my child was of preschool age it would have been much more convenient to use UVic childcare. It would be important for the childcare to be as flexible as possible (part-time/ half-day and full-time child-care available)	Sep 4, 2009 9:18 PM
57	this happened for a period of 4 months when I was waiting for a space to be available at Uvic daycare before I got a spot after my maternity leave was over.	Sep 4, 2009 9:46 PM
58	We went through a nightmare of childcare disasters. There was one year we had a sequence of 13 nannies who quit or were fired for various reasons. That is extremely disruptive to work. The stability of UVic day care would have been greatly appreciated.	Sep 4, 2009 10:20 PM
59	It put me 4 years behind in all aspects of my career--professional development, publishing-- and caused immeasurable stress between myself and my husband. One of us had to be at home with our daughter for her first 6 years. Our incomes remained low, and we were both overwhelmed all the time. ALL the time. I started grad school pregnant and began teaching as a sessional after grad. Had I been able to drop my child off at UVic daycare, I would have been able to complete creative work that would have led to a regular faculty position much sooner. I was 47 when that finally happened. My daughter was 12.	Sep 4, 2009 10:20 PM
60	None of the above, but it caused considerable stress during maternity leave knowing I would probably not get my daughter in and spending a lot of time and energy on looking at alternatives.	Sep 4, 2009 10:21 PM
61	Although both children are currently in UVic childcare, I returned to work after both Parental Leaves before they were in UVic childcare. During these periods, I undertook more daytime childcare than I currently do and thus had less daytime hours to devote to work. (I worked evenings after children were sleeping and weekends during naptimes.)	Sep 4, 2009 10:40 PM
62	I end up doing work that I would normally do between 3 and 5 when my children are in bed (between 9:30 pm and midnight or later). This means that I am perpetually exhausted.	Sep 4, 2009 10:44 PM
63	I was very lucky to find a home-based day care for both of my children that did not get into UVic daycare.	Sep 4, 2009 10:55 PM
64	Lose time with commuting to other child care places	Sep 4, 2009 11:10 PM
65	N/A - no kids	Sep 4, 2009 11:13 PM
66	A burden on family members	Sep 4, 2009 11:24 PM
67	This was a big issue for me before my daughter could access the UVic childcare - particularly the last six months before she could get in (she was on the waitlist over two years)	Sep 4, 2009 11:38 PM
68	my children were to old to go to daycare by the time I came to Uvic	Sep 4, 2009 11:44 PM

Please comment		
69	day care was a nightmare, particularly with inconsiderate faculty colleagues who didn't seem to give a rip about kids (or anything else concerning a temporary faculty member, for that matter). Hmm, didn't realize I was still angry about this -- more than 10 years later!	Sep 5, 2009 12:35 AM
70	My life would have been SO much easier had our daughter been able to get a spot in UVIC daycare. It was very challenging finding childcare.	Sep 5, 2009 1:38 AM
71	Actually we were lucky--we were able to get the care when we needed it. If our situation changes, however, I'm sure this would be a major issue.	Sep 5, 2009 2:24 AM
72	N/A	Sep 5, 2009 2:36 AM
73	had to change my contract with uvic from full time to part time.	Sep 5, 2009 3:19 AM
74	I did my work late at night, after my son was asleep.	Sep 5, 2009 3:51 AM
75	while on the waitlist, my children attended other child care situations which I found less desirable (unqualified care givers, inappropriate space, etc)	Sep 5, 2009 6:39 AM
76	Although we do have care (a licensed family daycare) now, when my first baby was born I was working as a sessional, went back to work when he was 4 months old, and had to employ a nanny for several months: very expensive and not as socialising as a group daycare. Of course, with work and a baby I was only sleeping a couple of hours per day.	Sep 5, 2009 7:12 AM
77	Without adequate care it is extremely difficult to balance work and life adequately. I am currently on sabbatical in another country and was able to find full time care and affordable very easily but I still have no care for when I return to work. This is a real stressor for me and my family	Sep 5, 2009 8:23 AM
78	Basically, it is a struggle.	Sep 5, 2009 2:50 PM
79	Because the daycare is a 30-40 minutes commute away from UVic, with restrictive hours, I can only work between 9 and 4 each day. This has lead to a significant loss in productivity when compared to my 7 to 6 work schedule before having a child.	Sep 5, 2009 3:27 PM
80	none of these responses reflect my situation, since I was not at UVic when my sons were younger. However, I have answered the questions anyway, since daycare concerns DID cause problems for me earlier in my career.	Sep 5, 2009 5:14 PM
81	Once my children were older, I would like to have been able to take advantage of after school care.	Sep 5, 2009 7:56 PM
82	all of these will apply to me when I return to work after my parental leave, as we are on the wait list but will not be able to get a space when I return to work	Sep 6, 2009 12:37 AM
83	We have applied for university daycare for both of our children. For our eldest child we were left not knowing whether we would get into the University daycare until the last moment. We had been assured that the chances were good (by the receptionist), but then inexplicably found his name going down rather than up the waiting list. As a result we had only the option of hiring a nanny to care for our son. Aside from the very considerable expense, the nanny was only able to work limited hours and, for most weeks, only four days-a-week. I expect you can imagine that this created a major problem for my work as meetings, lectures, and seminars could not be scheduled after about 3.30 when I had to leave to be back by 4pm (when our nanny stopped work).	Sep 6, 2009 2:09 AM
84	When I came to Victoria I was surprised by the shortage of child care.	Sep 6, 2009 1:32 PM
85	it has also influenced our decision to not have another child.	Sep 6, 2009 7:03 PM
86	Not having enough space at Uvics childcare has compromised our situation.	Sep 6, 2009 11:51 PM
87	I think that having to drive back from UVIC early each day to pick up kids in Sidney and arrive late because of drop off times has left me working less time at UVIC and more hours into late evening and early hours of the morning at home.	Sep 7, 2009 3:20 PM

Please comment		
88	Daycare for second child is noisy and he doesn't sleep there in the afternoons. I usually pick him up at 1 and take him home. As long as he continues to have 3 hour naps (and as long as I don't teach in the afternoons), I can work at home while he sleeps. But I am not able to put in an eight-hour day and I am missing meetings. I make sure that I put in the rest of the hours at night after the children are asleep, but I tend not to be as productive at night. Of greater concern to me is that the second child is not getting the quality of care that I'd like him to have (i.e., the quality that my first child is getting at U.Vic.).	Sep 7, 2009 8:57 PM
89	My wife reduced her small business involvement to almost nothing.	Sep 8, 2009 4:14 PM
90	I am on the waiting list for UVic daycare, hoping very much I won't have to face the issues above if we don't get in.	Sep 8, 2009 4:36 PM
91	People in our department typically work long hours, but I can only work while my son is in daycare because my husband could not find a job in Victoria in the 4 years that I have been here and still works in Vancouver and comes home only over the weekend. Also, because I could not find daycare close to UVic, I had several nannies none of whom I was very happy with. However, I had to hire each of them at the time because I had no alternative if I wanted to not give up my job.	Sep 8, 2009 4:55 PM
92	Having someone else care for your child is stressful. So is having to travel to and from the childcare location when it's quite a bit out of the way... all of this impacts one's productivity, time at work, general stress levels...	Sep 8, 2009 5:17 PM
93	I worried about my children and had to run from work to my child care to drive them to school for 1/2 day kindergarten and drive them back to child care after school. Any time they were sick or there was no school I had to worry how to look after them.	Sep 8, 2009 5:41 PM
94	No compromises, just had to slightly adjust work hours.	Sep 8, 2009 6:52 PM
95	We had to spend a lot of time trying to secure daycare and we also had to spend a lot of money to secure a position outside of UVic even while my husband was not working (and could look after our child) which was very stressful and impacted on our family budget, adding to work pressure	Sep 8, 2009 7:35 PM
96	I have to drive to campus. I used to take the bus. My childcare provider lives far away.	Sep 8, 2009 8:17 PM
97	My son was in a family licensed day care, but he may have not received the optimal intellectual or social environment that he might have received with more professional caregivers.	Sep 8, 2009 8:52 PM
98	It impacts the focus on work, there is a greater requirement for flexibility to attend to child needs in the midst of normal work life etc.	Sep 8, 2009 9:21 PM
99	The round trip (home <-> daycare 1 <-> daycare 2 <-> work) takes an hour, so I have about 1.5 hours less than I would otherwise have to work.	Sep 8, 2009 9:38 PM
100	Had to request a modified work day when I first started working here because I had no after-school care for our two children.	Sep 8, 2009 9:45 PM
101	Getting daycare in this town was HELL - I've had it full time for less than a year and my kids are 3 and 5	Sep 9, 2009 3:29 AM
102	Not having reliable childcare except when classes are in session severely limits my productivity. I would very much appreciate part time childcare.	Sep 9, 2009 4:01 AM
103	just arrived	Sep 9, 2009 3:58 PM
104	Speculating here or course, as I have no children	Sep 9, 2009 5:19 PM
105	My son is just weeks old right now. However, given the wait list, I expect that inadequate UVic daycare will significant compromise my productivity and time available for work.	Sep 9, 2009 6:42 PM
106	N/A because I do not have children yet.	Sep 10, 2009 9:28 PM
107	I'm not the primary caregiver - but my wife is a sessional instructor and could have worked more had the daycare been available.	Sep 10, 2009 9:32 PM

Please comment		
108	An on campus daycare for all faculty who need it should be a basic parameter of our employment	Sep 10, 2009 9:38 PM
109	I was a grad student when my children needed daycare. Having them at the UVic daycare would have made life so much easier.	Sep 10, 2009 9:46 PM
110	During my first year, and most of my second year at UVIC, my husband stayed home with our children, due to the shortage of childcare spaces not only at UVIC, but anywhere in the city, and lack of spousal employment opportunities. Both issues have made our transition to Victoria somewhat challenging.	Sep 10, 2009 9:48 PM
111	Our daughter was in UVic daycare and then out of school care for 6 years, and it greatly helped us with juggling work/childcare responsibilities.	Sep 10, 2009 9:50 PM
112	if my children were able to "come to work with me" ie. be at UVic daycare it would not be such a struggle to "get away" to come to the office to get things done. the number of hours i am able to spend at the university each week is lessened by childcare responsibilities away from here. ie. in my neighbourhood/pick-up times, etc	Sep 10, 2009 10:06 PM
113	My wife is still on Maternity Leave.	Sep 10, 2009 10:16 PM
114	this question strikes to the heart of the issue for me. childcare is a real challenge and having more accessible services at uvic would really help	Sep 10, 2009 10:21 PM
115	-ready access to uvic childcare would reduce travel time (to and from childcare) -cost/hr is higher than a subsidy through UVic would be. As mentioned above, UVic's cost/hr would be best if there were a degree of flexibility (perhaps 2 or 3 tiers) in the hours of weekly childcare provided.	Sep 10, 2009 10:29 PM
116	When I first arrived at UVic, I had to accept substandard care for my daughter. When that situation - a family daycare that I was unhappy with - became problematic, I took quite a bit of time off from work to resolve the issue and find a better situation. It was tremendously stressful - I was guilt-ridden and it occupied my mind even when I was at my desk. A spot at UVic daycare would have allowed me to begin my position with confidence and devote all of my time 8-5 to my job.	Sep 10, 2009 10:48 PM
117	longer pick-up commute	Sep 10, 2009 10:49 PM
118	no assistance was available so I chose to stay home	Sep 10, 2009 10:57 PM
119	I am currently sessional (and have been for 16+ years) precisely because I had my daughter when I was writing my dissertation. I opted to focus on her for her school years, and so only worked sessionally as there really was no university care available. Sadly I am now relegated to earning less than \$6000 per class (and teach about 5 a year) while my husband earns nearly \$170,000/year as a professor. He is horribly over-paid; I am ridiculously under-paid. I have zero job security. And, my educational background and experiences are excellent. I am a "scarlet letter sessional," because I was a mother first. Had there been good, on-campus daycare and school available, our daughter would have loved it - and she would not have been the only one to reap the rewards. Really quite sad.	Sep 10, 2009 11:04 PM
120	My spouse is taking care of my two children (1 month and 2 years)	Sep 10, 2009 11:06 PM
121	For many years when my son was in elementary and middle school I chose to work only .75 FTE in order to take him to school and pick him up at school. It was a definite compromise regarding my availability for work. I don't think I could have afforded out-of-school care.	Sep 10, 2009 11:32 PM
122	Sure did. My wife contracted a serious illness and I had to hire a nanny. Somewhat ironically, it was my most productive year. How does that happen?	Sep 11, 2009 12:29 AM
123	Its hard to judge; I have been exceptionally fortunate to have other alternatives.	Sep 11, 2009 12:36 AM
124	though I did not have problem getting childcare when my kids were younger I can appreciate how difficult it is now.. I feel thankful that I don't have this challenge and believe that parents really need to be supported to be students and employees at uvic.	Sep 11, 2009 2:24 AM
125	If we could use UVic daycare then my wife could continue her working career and I could spend more time at work.	Sep 11, 2009 2:31 AM

Please comment		
126	N/A	Sep 11, 2009 2:46 AM
127	Finding quality daycare is difficult. I was lucky in that I found wonderful caregivers, but it was not easy and often very expensive. If I had had the opportunity to know that my children were on campus, in a very high quality daycare, I would have been able to devote a great deal more time to my work.	Sep 11, 2009 3:43 AM
128	I had two children, only one of whom got into UVic. So i was required to find care of lesser quality for the second child, and to do pick up/drop off at two different locations (one quite a drive away). It was a nightmare for me.	Sep 11, 2009 4:56 AM
129	I have no children.	Sep 11, 2009 5:12 AM
130	In Victoria is VERY difficult to find a spot in an afterschool program which makes it very hard for women to have enough time to do research!!!	Sep 11, 2009 5:51 AM
131	BOth my children were able to get into UVic childcare and we were very happy with the Facility and care that was provided. The wording of this questionnaire consistently assumes the worst.	Sep 11, 2009 5:55 AM
132	We often hired students to take care of our kids. They were able to drive our kids to lessons. Usually it worked out well. With two kids, it was cheaper than two daycare slots. But there were times when we scrambled to get care or did it ourselves.	Sep 11, 2009 3:35 PM
133	I was able to juggle scheduling with my Husband when our child was younger -- it was HELL on our relationship but we managed.	Sep 11, 2009 4:57 PM
134	We can't afford daycare and therefore don't have kids (in other words, it has strongly affected our decision)	Sep 11, 2009 4:58 PM
135	Do not have children	Sep 11, 2009 5:02 PM
136	To avoid any out of school care costs, my friends and I swap babysitting to help each other out. It's just too costly otherwise.	Sep 11, 2009 5:06 PM
137	None of the above.	Sep 11, 2009 6:00 PM
138	It may not be me, but my spouse, at least one adult from the family needs to contribute...	Sep 11, 2009 6:05 PM
139	Not being able to afford UVic child care / space available has resulted in my husband working part time/ nights to care for our youngest child until she is of school age.	Sep 11, 2009 6:09 PM
140	n/a	Sep 11, 2009 6:24 PM
141	not applicable, no dependent children	Sep 11, 2009 6:37 PM
142	Child care close to work is ideal.	Sep 11, 2009 6:49 PM
143	My wife cant work and we have to survive on 1 person's income due to this.	Sep 11, 2009 6:49 PM
144	days that daycare is unavailable such as the week at the end of summer or cleaning days, mean that I use holiday days to cover those periods	Sep 11, 2009 6:55 PM
145	I decided to apply for a job in which I work only during elementary school hours to eliminate the need for out of school care	Sep 11, 2009 7:21 PM
146	I have heard the problems - long waits, etc, - with getting childcare and am trying to be pro-active and plan childcare appropriately.	Sep 11, 2009 7:26 PM
147	I have been fortunate enough to have 2 in UVic care	Sep 11, 2009 8:32 PM
148	Because the cost is so high now for full-time in home care, I have had to reduce my hours.	Sep 11, 2009 8:44 PM
149	na	Sep 11, 2009 8:49 PM
150	no kids	Sep 11, 2009 9:09 PM
151	no	Sep 11, 2009 9:32 PM
152	N/A	Sep 11, 2009 11:10 PM