

## 10.1 PARENTAL EMPLOYEE

### **Overview**

Our Collective Agreement supports employees to place their children in BACI Child Care Services. Providing service to a child in the same program that the parent works in, however, has some possible negative impacts including:

- (1) **Confusion of, and negative impact on an employee's child**  
A young child could experience anxiety and confusion if he/she received a different level of care from his/her parent depending on whether the child and the parental employee were in the work environment as opposed to the home environment
- (2) **Real or perceived conflict of interest**  
If an employee was required to provide care to a group of children that included his or her own child, the parental employee might experience difficulty maintaining an appropriate distinction between the dual roles of parent and professional early childhood educator. Beyond the parental employee's ability to appropriately balance the dual roles, there is likely to exist a perception on the part of the other parents that there is a conflict of interest.
- (3) **Real or perceived lack of objectivity**  
If an employee was required to provide care to a group of children that included his or her own child, the parental employee might not be able to respond to emergency situations in an objective, unbiased manner

In addition, the parental employee might not be able to objectively describe situations and interactions involving his or her own child to management, staff and/or parents of the other children for whom the parental employee provided care. When a parental employee is able to maintain an objective point of view, others may perceive a lack of objectivity.

### **Definitions**

For the purpose of this policy, the term 'program' will refer to each individual age group, for example, Infant Toddler, 3-5 and Out-of-School Care.

The term 'parental employee' will refer to the employee in Children's Services who requests to enroll his or her child in a BACI childcare program. The term 'Manager' will refer to the Manager of Children's Services.

### ***Policy***

BACI Children's Services will not enroll a child in the same program in which his or her parent is employed. BACI recognizes the position of privilege that the dual role as a professional Early Childhood Educator and a parent will bring into this childcare partnership. This policy applies to all employees employed within Children's Services at Burnaby Association For Community Inclusion.

To avoid further confusion and disruption to services for the child, an employee's child already enrolled in a BACI childcare program, may remain in his/her existing space, without prejudice.

### ***Accommodation of Parental Employees***

We recognize that this policy places limitations on the Children's Services employees and his/her ability to enroll their children in the childcare programs at BACI. Children's Services will work co-operatively with its parental employees in an attempt to accommodate their requests, while still adhering to the policy.

1. The parental employee will advise the Manager which childcare program they are requesting to enroll their child.
2. The Manager will attempt to locate a space for the child in a childcare program different from the parental employee.
3. If the Manager can not provide a space for the child in an alternative program, the Manager will attempt to facilitate a 'job switch' with an employee in another program or center. This type of job switch will only occur with the consent of the other employee and only when each employee is qualified to perform the duties of the other.
4. If the Manager facilitates a 'job switch', the parental employee will switch jobs with the other employee on a permanent basis or as long as the child is eligible for that program.
5. If the Manager cannot facilitate a 'job switch', the parental employee will continue to work in his or her current program, but shall not enroll his or her child in that program.