

**RESEARCH  
BRANCH**

# REPORT

Local 561

K-12 Support Staff Experiences

Of Working

During the Pandemic

July 2020

## Q1 What School District do you work in?

Answered: 60 Skipped: 0



School District 43 Coquitlam

100.00%

60

## Q2 What is your CUPE local?

Answered: 60 Skipped: 0



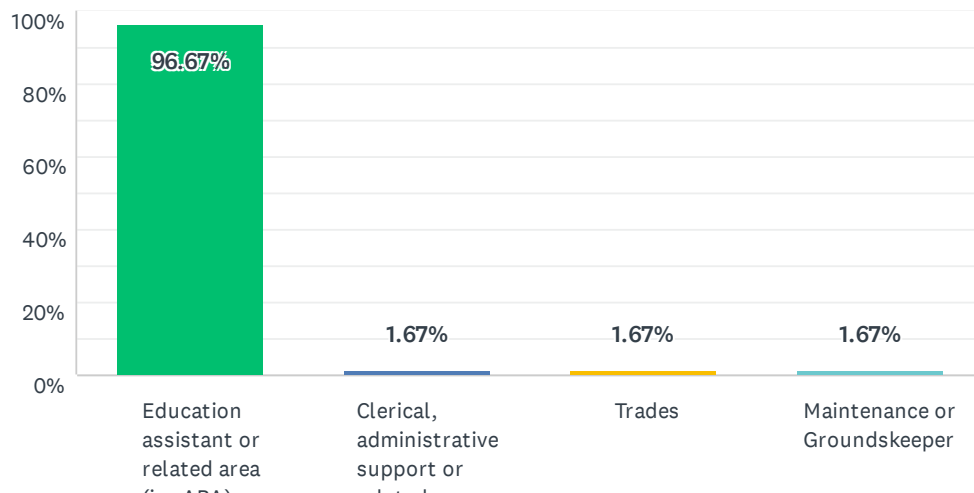
CUPE 561 (Coquitlam)

100.00%

60

### Q3 Which of the following general classifications most accurately describes your regular job/s in K-12?

Answered: 60 Skipped: 0

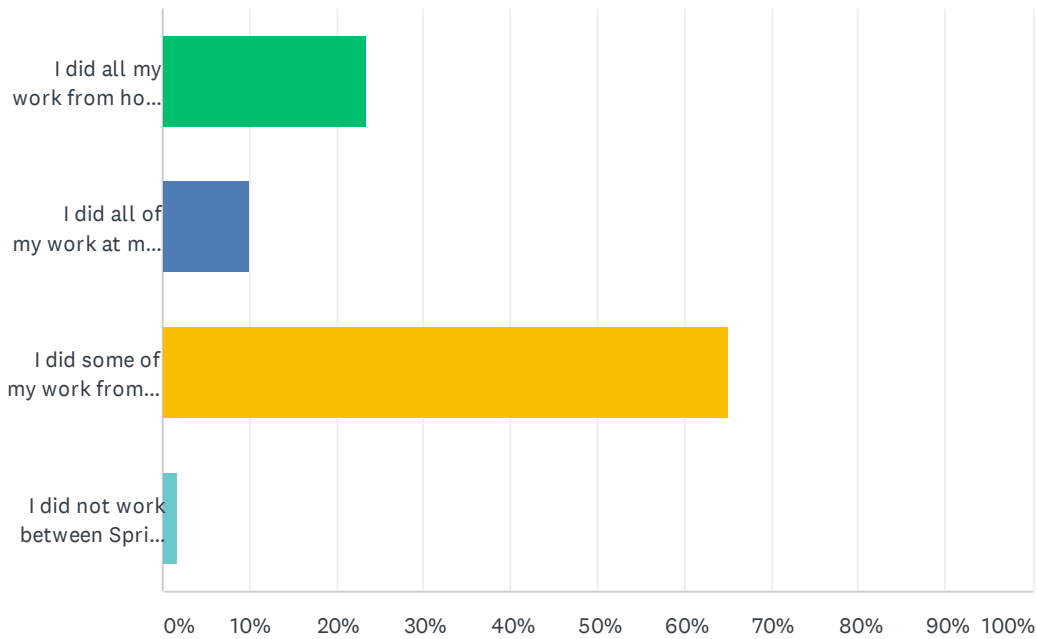


ANSWER CHOICES	RESPONSES	
Education assistant or related area (i.e. ABA)	96.67%	58
Clerical, administrative support or related area	1.67%	1
Trades	1.67%	1
Maintenance or Groundskeeper	1.67%	1
Total Respondents: 60		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

### Q4 Were you working at home or working at school (or a district site) between Spring Break and June 1?

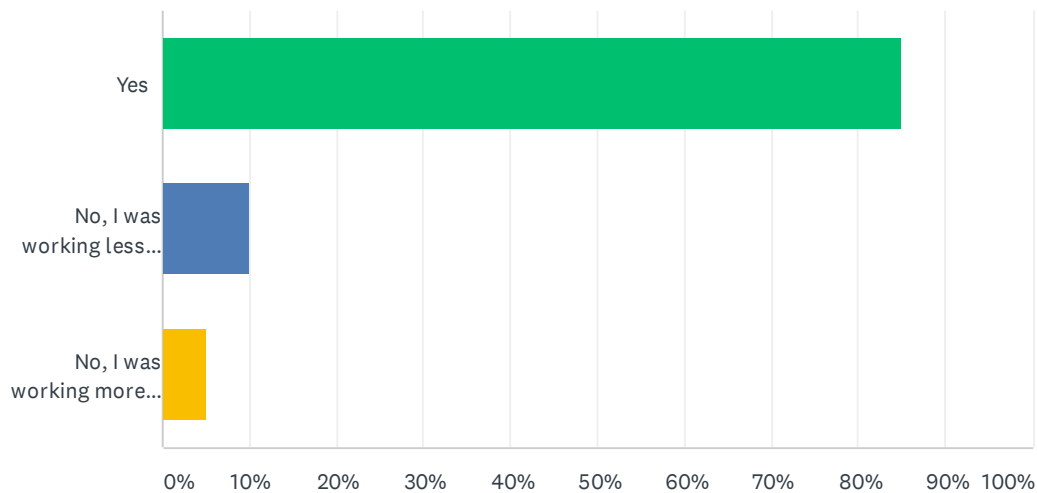
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
I did all my work from home between Spring break and June 1	23.33%	14
I did all of my work at my school (or district site) immediately following Spring break.	10.00%	6
I did some of my work from home and some of my work at my usual site between Spring break and June 1	65.00%	39
I did not work between Spring break and June 1	1.67%	1
<b>TOTAL</b>		<b>60</b>

### Q5 During the pandemic, but prior to June 1, were you working your usual hours (regardless if you were working at home or in your school)?

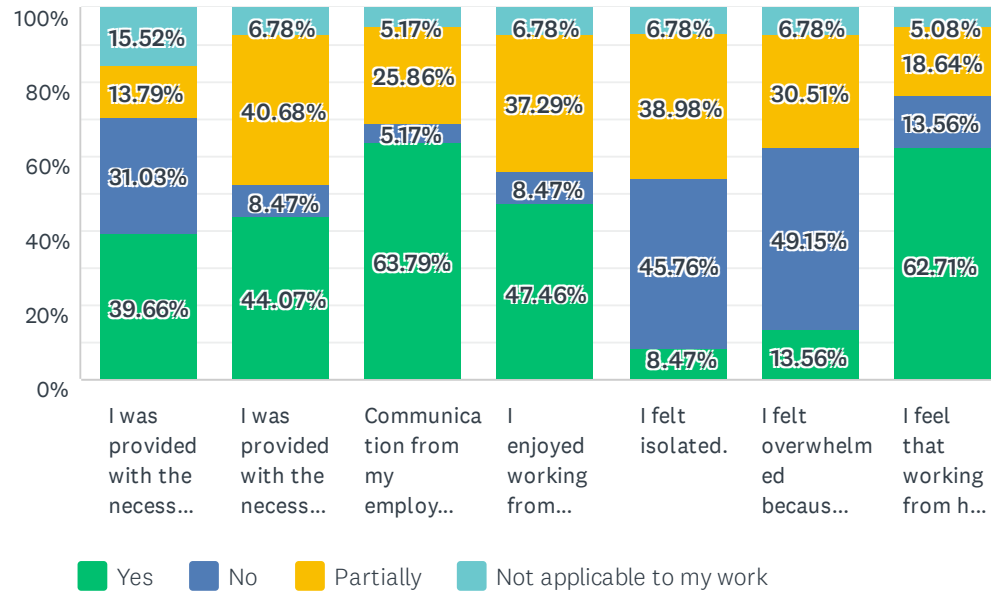
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	85.00%	51
No, I was working less than normal	10.00%	6
No, I was working more than normal	5.00%	3
TOTAL		60

Q6 If you were/are doing some or all of your work from home, please answer the following questions:

Answered: 59 Skipped: 1

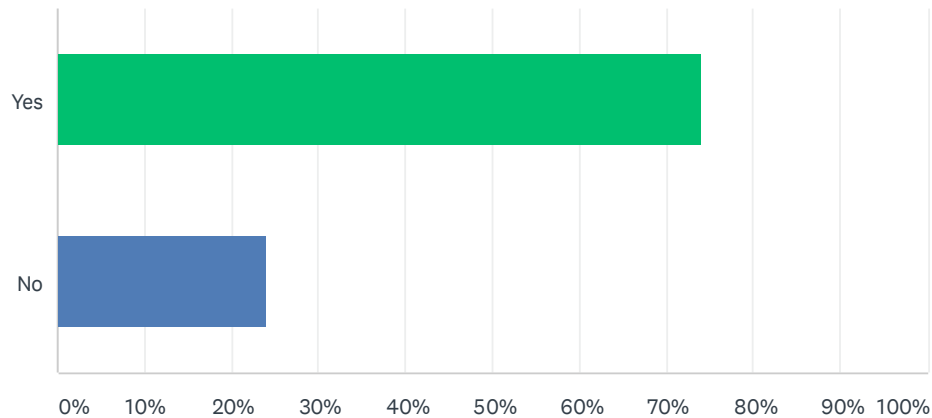


## K-12 Support Staff Experiences of Working During the Pandemic

	YES	NO	PARTIALLY	NOT APPLICABLE TO MY WORK	TOTAL
I was provided with the necessary equipment if I required it.	39.66% 23	31.03% 18	13.79% 8	15.52% 9	58
I was provided with the necessary instructional support to be able to work well from home.	44.07% 26	8.47% 5	40.68% 24	6.78% 4	59
Communication from my employer was timely and effective.	63.79% 37	5.17% 3	25.86% 15	5.17% 3	58
I enjoyed working from home.	47.46% 28	8.47% 5	37.29% 22	6.78% 4	59
I felt isolated.	8.47% 5	45.76% 27	38.98% 23	6.78% 4	59
I felt overwhelmed because working from home was harder than working in my usual workplace.	13.56% 8	49.15% 29	30.51% 18	6.78% 4	59
I feel that working from home could work well if I was given more support (e.g. equipment, training, direction).	62.71% 37	13.56% 8	18.64% 11	5.08% 3	59

## Q7 If you were working from home and your job involves working directly with students, were you able to connect with them during this period?

Answered: 58 Skipped: 2



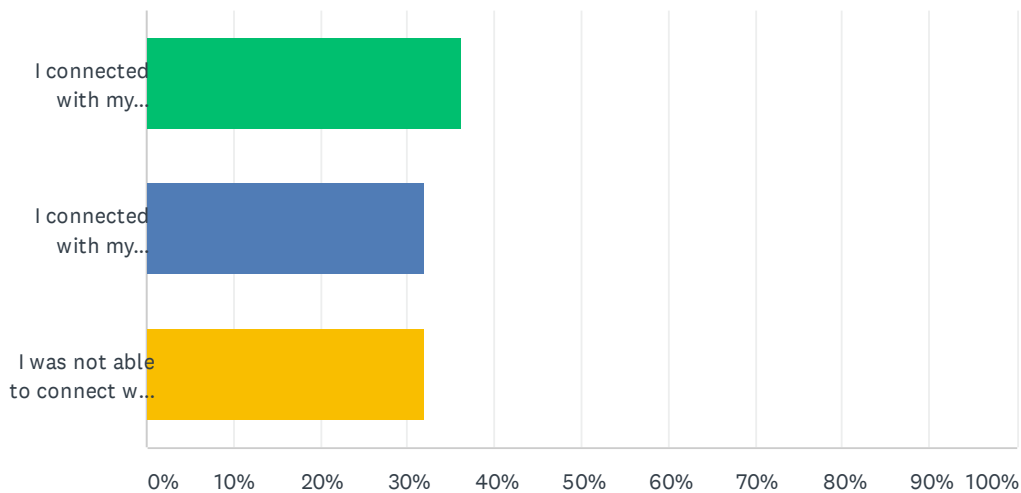
ANSWER CHOICES	RESPONSES	
Yes	74.14%	43
No	24.14%	14
TOTAL		58

#	IF YOU ANSWERED NO, PLEASE TELL US WHY.	DATE
1	Told by administrators we were not to contact our students. Were not allowed to zoom, use teams ( chat or email)	7/16/2020 11:11 PM
2	We were not allowed to contact our students directly. I was preparing material for my student to pickup from school	7/16/2020 10:50 PM
3	Did not have reliable laptop. Teams program would not allow direct calls. Some students did not answer emails	7/16/2020 7:17 PM
4	Admin's told us we were to have no contact with our students	7/16/2020 6:53 PM
5	N/a	7/16/2020 6:45 PM
6	Although it was challenging at times!	7/16/2020 6:34 PM
7	Yes and no depending on the student some students would not reach out or attend any meetings set up. When student attended most of the time it was good. But it all depends on the student and the support at home.	7/16/2020 6:30 PM
8	Sometimes but many students would not answer for our appointment or class time. Teachers, parents and admin where informed but students (middle school) continued to be dis-engaged	7/16/2020 6:27 PM
9	Was not given info on whst ir how to contact and connect with kids. All contact was done by class teacher and skill teacher and relayed to EAs	7/16/2020 5:31 PM
10	Admin instructed us not to connect	7/16/2020 4:48 PM
11	Some of my kids were very hard to track down.	7/16/2020 12:40 PM
12	No involvement with students	7/15/2020 5:39 PM
13	I'm putting no even though I did connect with a couple of students but not regularly.	7/15/2020 4:57 PM



### Q8 If you answered yes to the question above, please tell us about your experience.

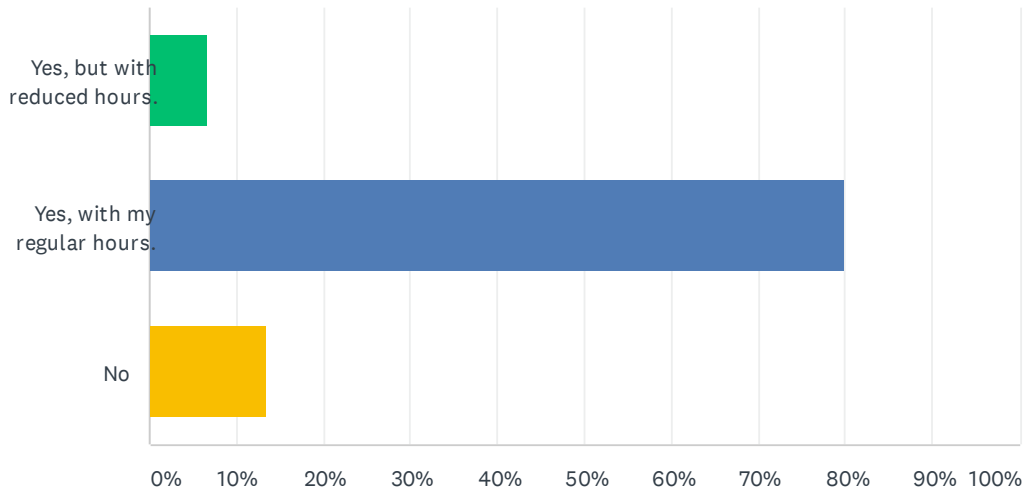
Answered: 47 Skipped: 13



ANSWER CHOICES	RESPONSES	
I connected with my students regularly and found that this was as effective as the support I usually provide.	36.17%	17
I connected with my students regularly, but do not feel that my work can be done effectively when working from home, even with additional supports (e.g. adapted materials, better communication tools etc).	31.91%	15
I was not able to connect with my students as much as I felt was necessary, but I think this could be improved with additional supports (e.g. adapted materials, better communication tools etc)	31.91%	15
<b>TOTAL</b>		<b>47</b>

## Q9 Were you working in a school or district site after June 1?

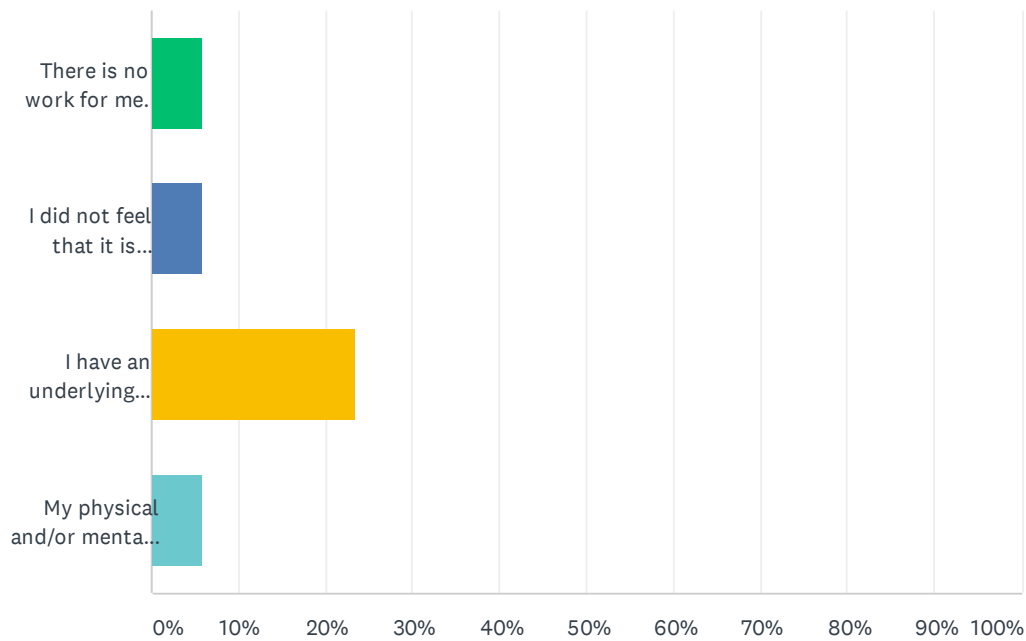
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, but with reduced hours.	6.67%	4
Yes, with my regular hours.	80.00%	48
No	13.33%	8
<b>TOTAL</b>		<b>60</b>

### Q10 If you did not return to work in a school or district site after June 1, what is the reason?

Answered: 17 Skipped: 43



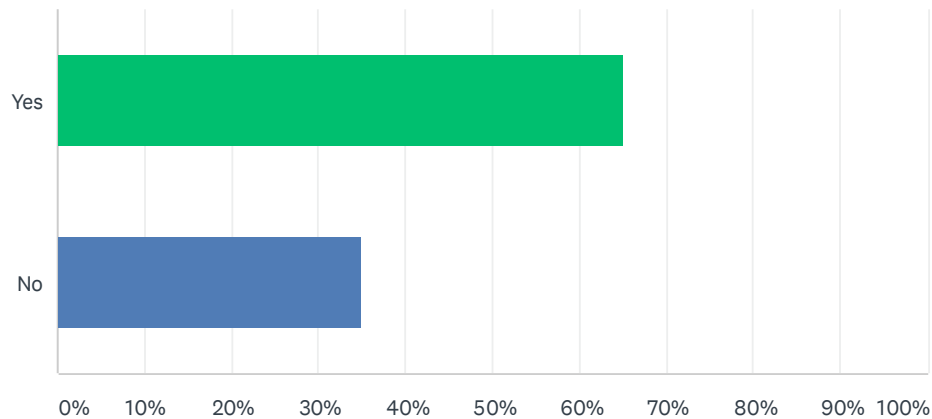
ANSWER CHOICES	RESPONSES	
There is no work for me.	5.88%	1
I did not feel that it is safe.	5.88%	1
I have an underlying health condition that puts me at risk for Covid-19.	23.53%	4
My physical and/or mental health has been negatively affected by the Covid-19 pandemic, preventing me from returning at this time.	5.88%	1
<b>TOTAL</b>		<b>17</b>

## K-12 Support Staff Experiences of Working During the Pandemic

#	OTHER REASONS FOR NOT RETURNING TO WORK (PLEASE ANSWER ONLY IF YOU DID NOT RETURN TO WORK AFTER SPRING BREAK)	DATE
1	na	7/17/2020 2:43 PM
2	After June we are having summer vacation.	7/17/2020 1:35 PM
3	I returned	7/17/2020 9:12 AM
4	N/A	7/17/2020 12:49 AM
5	Needed slightly reduced hours to be able to drop off and pick up my child from his school (no after school care for him)	7/17/2020 12:26 AM
6	I took a leave for one month as I had no daycare for my kids and was told I had to go back into work for my full regular hours.	7/16/2020 9:34 PM
7	i worked full hours april till end of year	7/16/2020 8:03 PM
8	N/A	7/16/2020 7:25 PM
9	I did return to work	7/16/2020 7:21 PM
10	I have an immunocompromised child that cannot return to school/daycare until their is a vaccine.	7/16/2020 6:31 PM
11	No Accommodations from my employer have been met.	7/15/2020 5:39 PM

Q11 Have you been given adequate information by your school-based or school district administration about the return to school health and safety measures they have in place, as well as available accommodations where necessary? ("accommodations" in this context means measures that accommodate a health condition that puts you or someone you live with at greater risk if you contract Covid-19. e.g the ability to work from home, extra measures to ensure physical distance between you and others etc.)

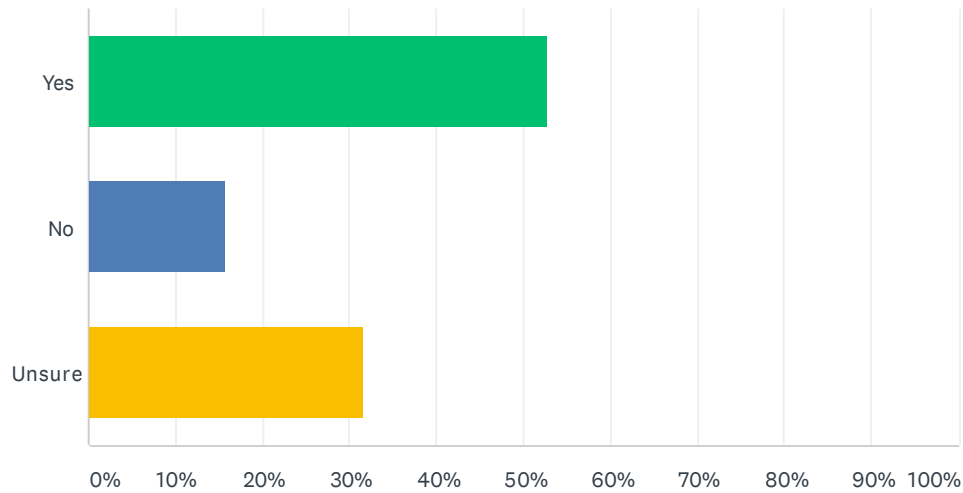
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	65.00%	39
No	35.00%	21
TOTAL		60

**Q12 Regardless of whether you did or did not return to school, will you want to return to work at your school in September given what the provincial government and your school district have announced to date about health and safety measures?**

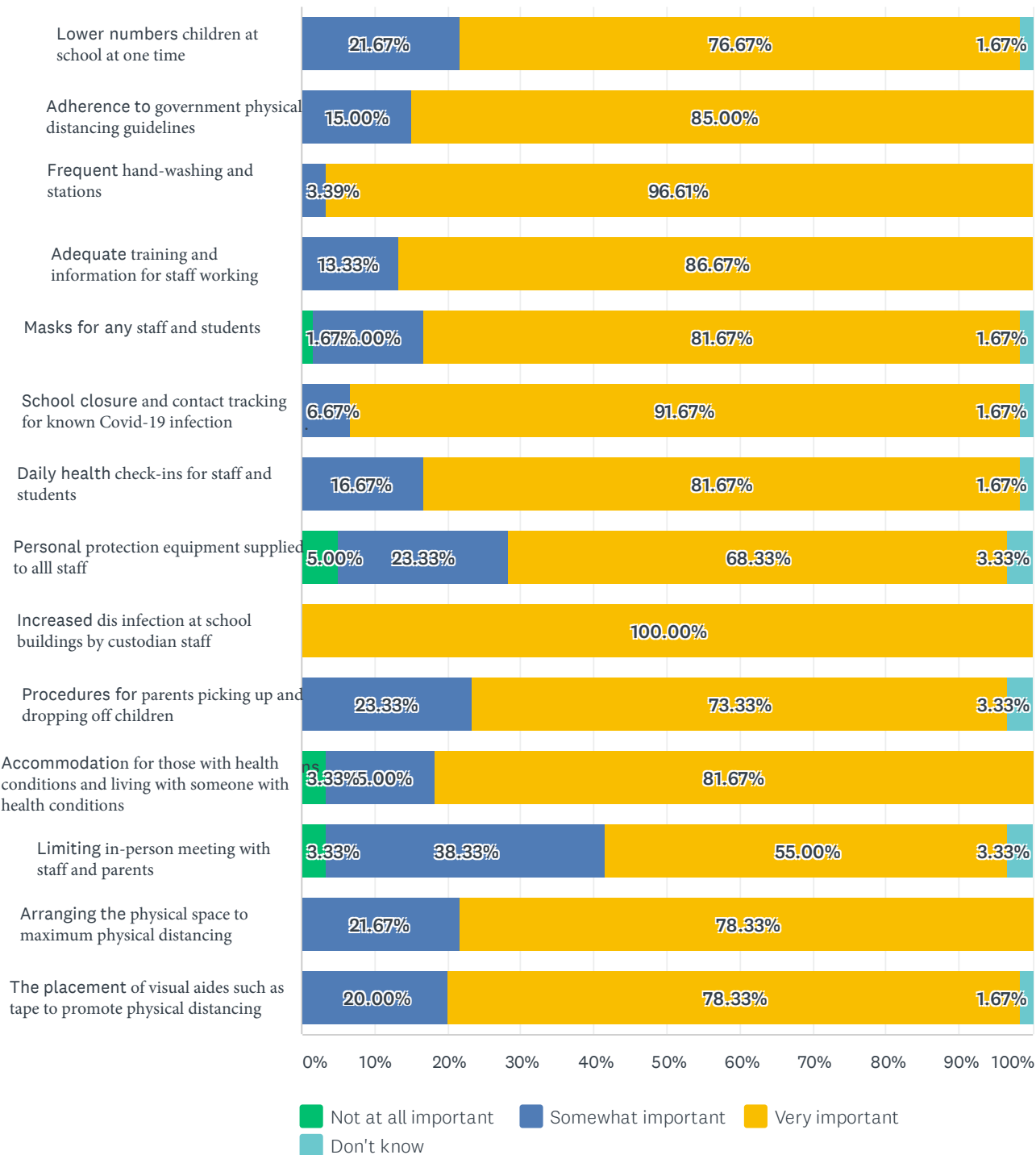
Answered: 57 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	52.63%	30
No	15.79%	9
Unsure	31.58%	18
<b>TOTAL</b>		<b>57</b>

### Q13 How important is each of the following COVID-19 health and safety measures for you while working at your school or district site?

Answered: 60 Skipped: 0



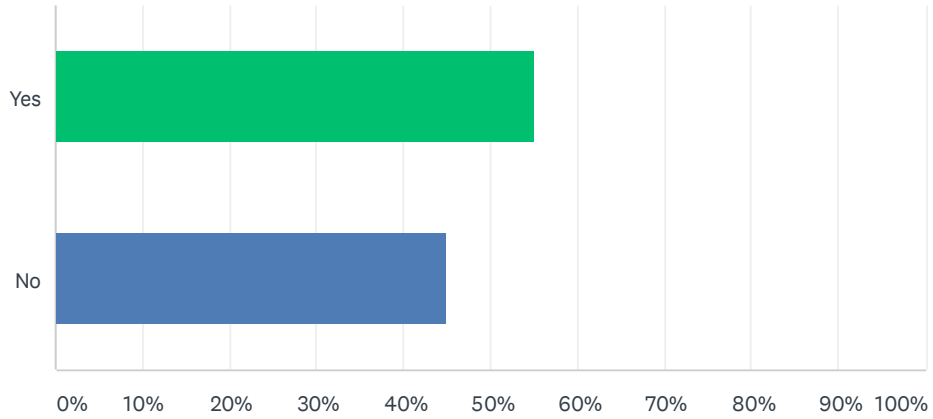
## K-12 Support Staff Experiences of Working During the Pandemic

	NOT AT ALL IMPORTANT	SOMEWHAT IMPORTANT	VERY IMPORTANT	DON'T KNOW	TOTAL
Lower numbers of children in the school at one time	0.00% 0	21.67% 13	76.67% 46	1.67% 1	60
Adherence to government physical distancing guidelines (including flow of people in common spaces, occupancy limits, etc.)	0.00% 0	15.00% 9	85.00% 51	0.00% 0	60
Frequent hand-washing and hand-washing stations	0.00% 0	3.39% 2	96.61% 57	0.00% 0	59
Adequate training and information for all staff on working during the pandemic	0.00% 0	13.33% 8	86.67% 52	0.00% 0	60
Masks for any staff or students who want one	1.67% 1	15.00% 9	81.67% 49	1.67% 1	60
School closure and contact tracing in the case of known Covid-19 infection	0.00% 0	6.67% 4	91.67% 55	1.67% 1	60
Daily health checks for students and staff	0.00% 0	16.67% 10	81.67% 49	1.67% 1	60
Personal protective equipment (PPE) supplied for all staff	5.00% 3	23.33% 14	68.33% 41	3.33% 2	60
Increased disinfection of school buildings by custodial staff, in particular high-touch areas	0.00% 0	0.00% 0	100.00% 60	0.00% 0	60
Procedures for parents and guardians picking up and dropping off children (e.g. staggered times)	0.00% 0	23.33% 14	73.33% 44	3.33% 2	60
Accommodations (special arrangements e.g. permission to work from home) for those with health conditions, or for those who live with or care for someone with health conditions that put them at higher risk if they contract Covid-19.	3.33% 2	15.00% 9	81.67% 49	0.00% 0	60
Limiting in-person meeting between staff and between staff and parents	3.33% 2	38.33% 23	55.00% 33	3.33% 2	60
Arranging the physical space to maximize physical distancing (e.g. the arrangements of desks)	0.00% 0	21.67% 13	78.33% 47	0.00% 0	60
The placement of visual aides such as tape in order to promote physical distancing	0.00% 0	20.00% 12	78.33% 47	1.67% 1	60



### Q14 Have you been provided a written copy of the Covid-19 safety policy/plan your school or district is following?

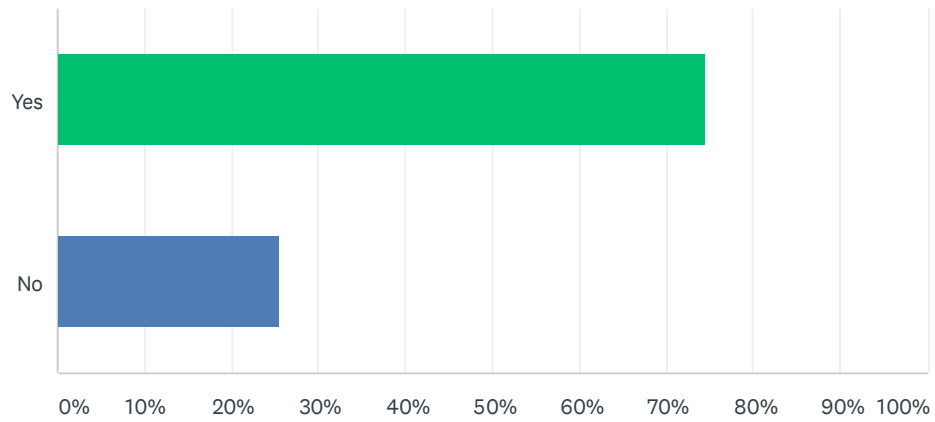
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	55.00%	33
No	45.00%	27
TOTAL		60

### Q15 Overall, do you feel that your district has implemented measures that make you feel safe working during this time?

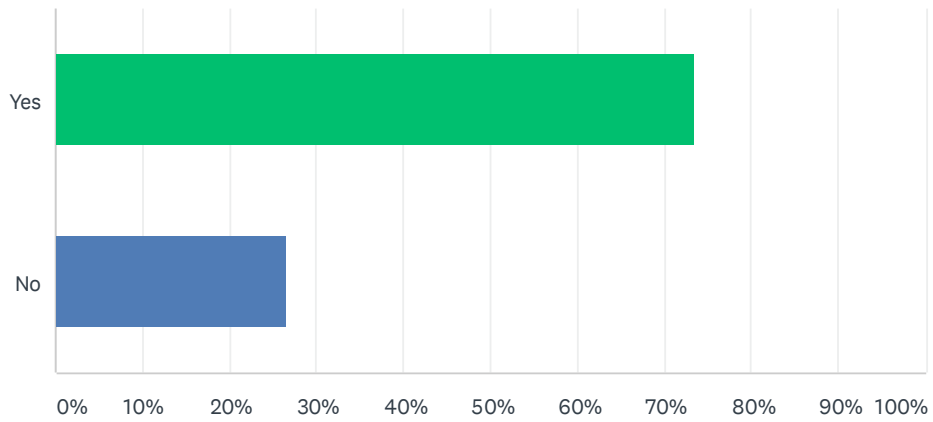
Answered: 59 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	74.58%	44
No	25.42%	15
TOTAL		59

### Q16 Do you know if your school has a joint health and safety committee (a committee comprised of union and employer representatives)?

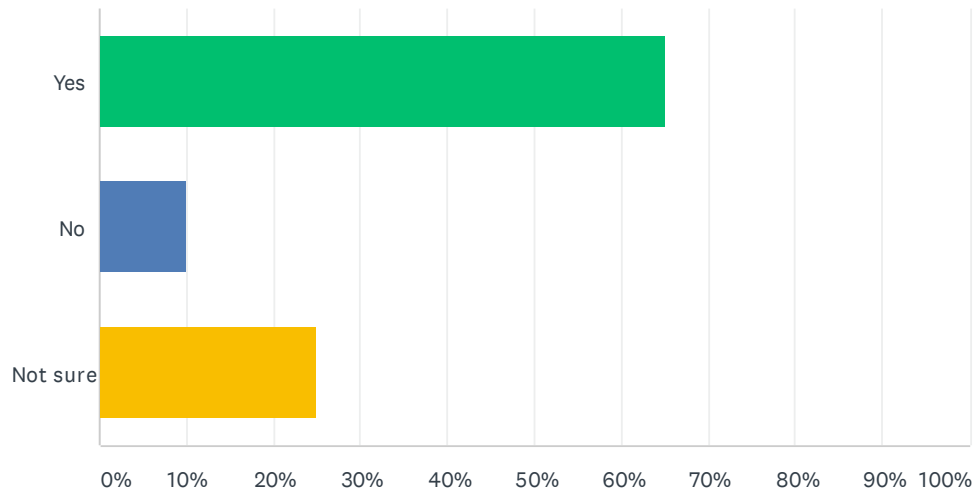
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	73.33%	44
No	26.67%	16
TOTAL		60

## Q17 Would you feel comfortable bringing concerns about health and safety to a joint health and safety committee?

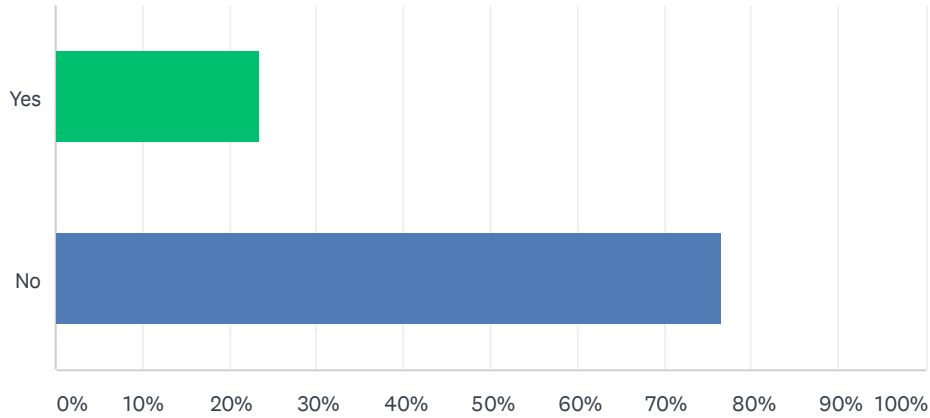
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	65.00%	39
No	10.00%	6
Not sure	25.00%	15
TOTAL		60

### Q18 At anytime during the pandemic, did you seek a work accommodation due to a health condition that puts you, or someone you live with, at high risk from Covid-19?

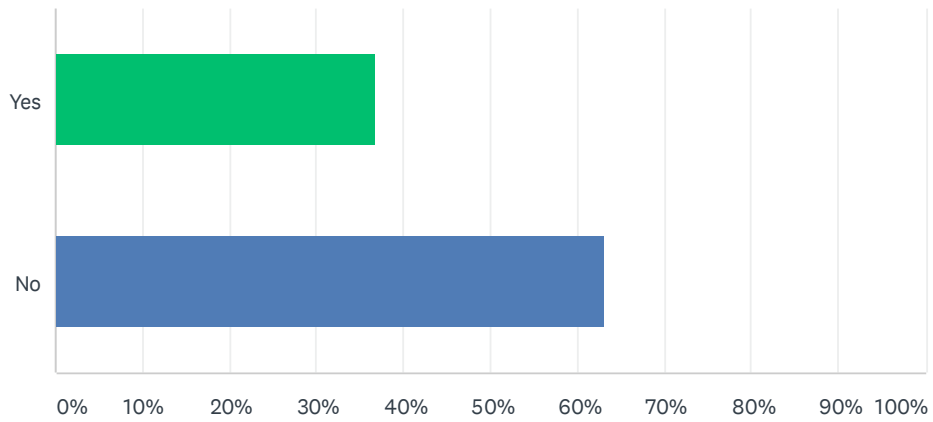
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	23.33%	14
No	76.67%	46
<b>TOTAL</b>		<b>60</b>

### Q19 If you answered yes to the above question, was this accommodation approved?

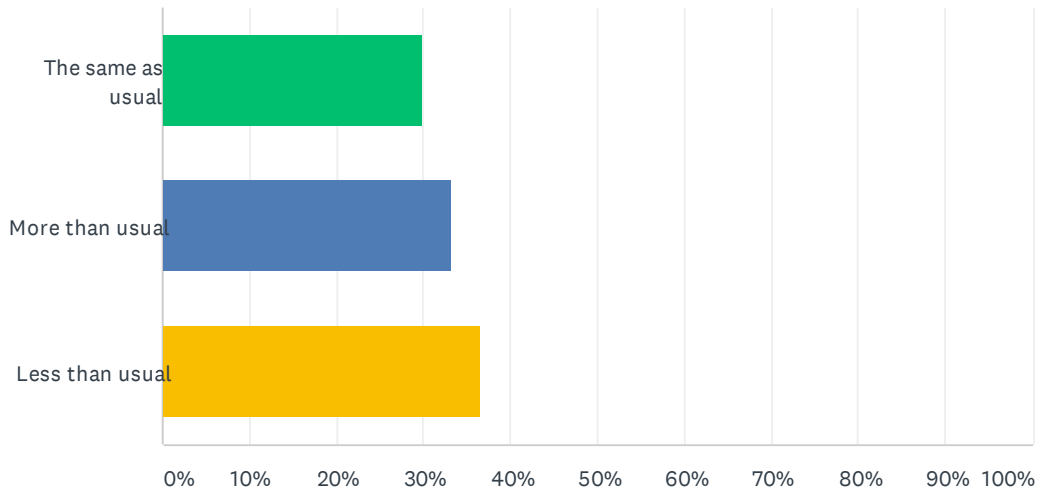
Answered: 19 Skipped: 41



ANSWER CHOICES	RESPONSES	
Yes	36.84%	7
No	63.16%	12
TOTAL		19

## Q20 During the pandemic, but before June 1, was your workload...

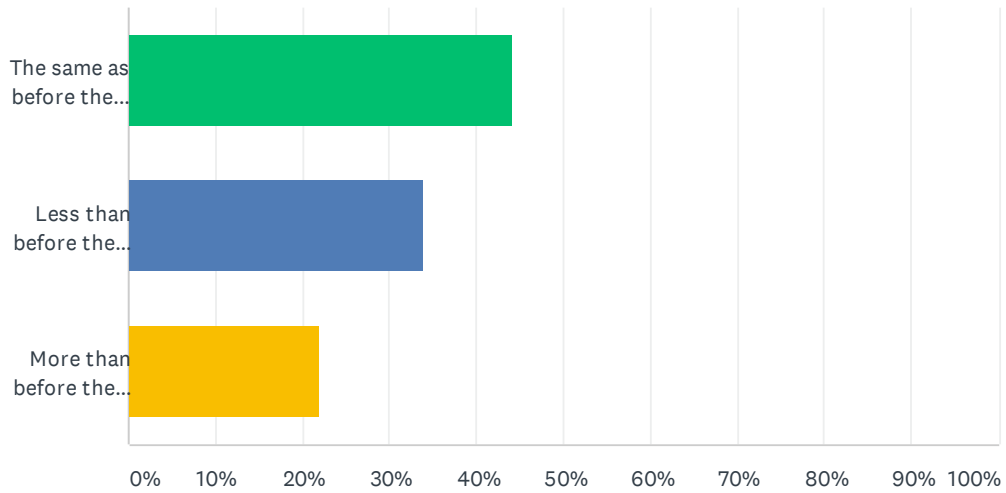
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
The same as usual	30.00%	18
More than usual	33.33%	20
Less than usual	36.67%	22
TOTAL		60

## Q21 After June 1, was your workload...

Answered: 59 Skipped: 1

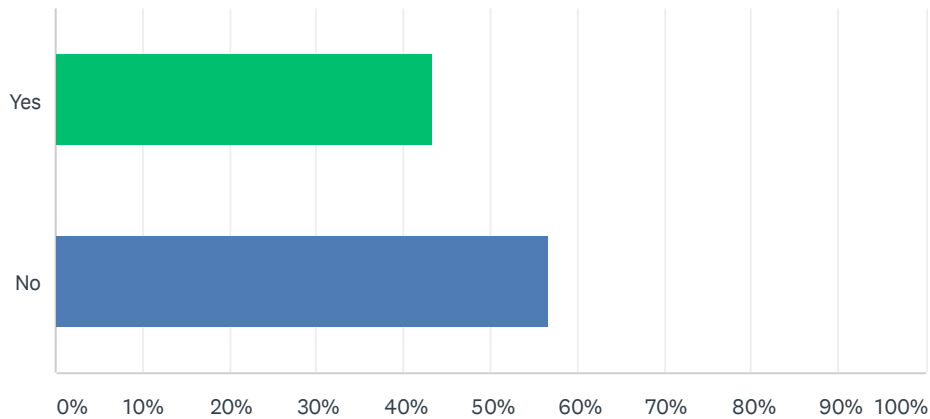


ANSWER CHOICES	RESPONSES	
The same as before the pandemic	44.07%	26
Less than before the pandemic	33.90%	20
More than before the pandemic	22.03%	13
TOTAL		59



Q22 Were you deployed to do another job at anytime during the pandemic (not including changes to the way your job is conducted, but work that is not directly related to your normal job e.g. if you were asked to clean if you are not a custodian, to prepare food if you are not an EA etc.)?

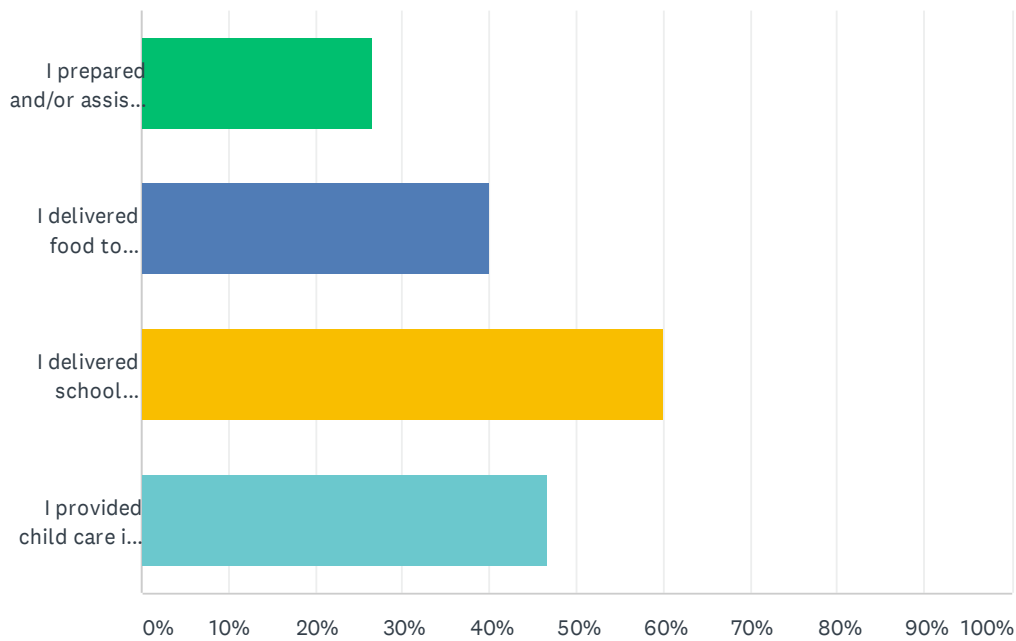
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	43.33%	26
No	56.67%	34
TOTAL		60

### Q23 If you answered yes to the question above, please tell us if you did any of the following (check all that apply):

Answered: 15 Skipped: 45



ANSWER CHOICES	RESPONSES	
I prepared and/or assisted in providing food to students and/or families	26.67%	4
I delivered food to children at their homes	40.00%	6
I delivered school materials to children at their homes	60.00%	9
I provided child care in a school or district site (but do not normally do so)	46.67%	7
Total Respondents: 15		