



February 10, 2014

TO: All CUPE, OPSEU, and Simcoe Employee Association members in all Ontario Children's Aid Societies

Dear colleague:

The Ontario Public Service Employees Union (OPSEU), the Canadian Union of Public Employees Ontario (CUPE), and the Simcoe Employee Association jointly urge you to participate in the **CAS Worker Safety Survey** released February 6, 2014 in English and French.

We know (and have heard) that you are busy. We know the survey is long—in testing it has taken about 30 minutes. But filling it out is so important and we ask each one of you to set aside 30-45 minutes and fill it out (in one sitting) as soon as possible. Why? Because the work you do in Ontario is critically important and you should be as safe as possible doing it. Collecting your experiences is the key starting place for how the unions can move forward with you to improve your working conditions every day on the job. Never again may we be able to collect such detailed health and safety information from all of you to mount a provincial picture that can help make the case for the things that you need to improve your health and safety at work in child welfare.

CUPE, OPSEU, and the Association participate with the employers and the Association of Children's Aid Societies (OACAS) at the Provincial Discussion Table (PDT) Worker Safety Subcommittee where this survey is part of the work that the parties committed to at the PDT bargaining table in 2011. The joint work of the subcommittee is funded by MCYS. The Worker Safety Subcommittee actively participates with Ted Harvey and his colleagues at SPR Associates who are conducting the project. Stage One of the project involves hearing from you because you know the work best. Your experiences, together with information collected from an organizational survey to management, will provide a clear picture of the state of health and safety in CAS today. We commit to using all the important details you take the time to provide in a concrete plan to work towards changes that will benefit you every day on the job.

The employer is just as committed to the project as we are—that is why they are jointly participating and why they are authorizing work time for you to fill out

OPSEU, CUPE, and the Simcoe Employee Association promise that your time doing the survey will be well-spent. We commit to use the survey results to work towards improving your health and safety in any way that we can.

OPSEU, CUPE, and the Simcoe Association members of the LRC/Worker Safety Subcommittee are:

Sarah Declerck	CUPE sdeclerck@cupe.ca
Cathy Matthe	CUPE catmat@sympatico.ca
Nancy Simone	CUPE nancyatlocal2190@hotmail.com
Andréane Chénier	CUPE achenier@cupe.ca
Jane Kaija	OPSEU kaijajane@gmail.com
Terri Aversa	OPSEU taversa@opseu.org
Tracy More	OPSEU tmore@opseu.org
Derek Widdicks	Simcoe Employee Association derek.widdicks@simcoecas.com

Fred Hahn
President
CUPE Ontario
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Warren (Smokey) Thomas
President
OPSEU

President
Simcoe Employee Association