



*Because children depend on all of us*

To whom it may concern,

**RE: Important message to staff at Children's Aid Society of Toronto**

This letter is in response to your correspondence dated November 7<sup>th</sup>, 2016.

The safety and wellbeing of children and families we serve is paramount to what we do as a Sector, and when it comes to this, we will always place their best interests and needs at the centre of our decision making. The tone and tenor of your correspondence suggests otherwise and is completely unwarranted.

Unions have long sought to demonize and intimidate replacement workers who assist employers during periods of labour disruption. CAST has not, and will not, interfere with employees who chose to provide services to the children and families served by Peel CAS on their personal time. Likewise, CAST will not interfere with unionized employees who seek to support their CUPE brothers and sisters on their personal time.

We continue to be hopeful that both parties will find a mutual resolution to end the strike and trust that no divisions in workplaces will occur as inferred in your memo.

David Rivard, CEO