



News Digest

April 2016, Issue No. 34

Message from the President

We are rapidly approaching the OASIS AGM/Conference in Niagara Falls and are completely sold out six weeks before the event. Next year in Ottawa, our 150th Canadian Birthday and OASIS Twentieth Birthday, we will expand our capacity by an additional one hundred spaces to accommodate the tremendous growth in membership now rapidly approaching 200, with no limit in sight.

As any volunteer organization grows, its structure begins to test the limits of sustainability determined by the capacity of the volunteers to continue to be adequately supported and managed to bring maximum worth for the time they have committed. Sooner or later a structure must be put in place that has more permanence thus extending the legacy and life of the organization so that the valuable work we do to support our members, continues to represent real value. In this regard OASIS has created an Administrative Review Committee to determine what our needs will be going forward as we grow to 300 members strong and beyond.

The increase in the number of committees that OASIS has created over the past several years is reflective of the extension and expansion of our influence in the Developmental Service Sector. Insofar as the people we support have the same or greater needs than the general population in education, health and other government ministries, it makes sense as we have grown, that the barriers to inter-ministerial co-operation must come down, are coming down and will continue to fall as government sees that it is as much in their interest as it is in ours, that we all work together to support people with an intellectual disability.

This is my last OASIS News Digest as your President. Time has flown by. My goal during my term of office was to strengthen our positive partnership with government, to have them understand that although we have our differences, we have the capacity to work together as trusted partners and to never forget that we are all in this together. I believe I have been reasonably successful. In addition, I was determined to brand OASIS as the pre-eminent voice for agencies in the Developmental Service Sector. In this too, I believe we have had much success. I had hoped that I would have achieved a final resolution to the Pay Equity issue and believe that I have moved the yard sticks way down the field but we have not scored a goal yet, close, but no cigar.

I have two more years to serve on the OASIS Board as Past President and I pledge my full support and co-operation to the next administration.

"To you from failing hands we throw the torch; be yours to hold it high." John McCrae

The next meeting of the OASIS Board of Directors will take place on May 3, 2016 in Niagara Falls. As always, members are welcome to attend Board meetings. We welcome you to join us or contact me prior to the meeting to share your ideas and concerns. I can be reached by email at president@oasisonline.ca or by phone at 1-800-961-9144.

Sincerely,
L. David Barber
President, OASIS

Agencies Matter

<http://oasisonline.ca/top-stories/oasis-four-pillars/>

Governance Webinar Series

Transfer Payment Agencies are going through a significant period of change, growth and reflection. Key to the future of each agency is the guidance and decisions our Boards will be taking – or in other words, how the agency is governed. As per Lynn McDonnell, Governance is defined as “*to steer, control and influence from a position of authority*”. With over 206 individual participants and 85 agencies registered, the Governance Webinar Series has been a wonderful success! With 1 webinar left, and the final in-person session as one of the workshops at the OASIS conference, you don’t want to miss out!

Developmental Service Agencies who have not registered for this training series, but who would like to view the videos and associated materials from the first 3-sessions, or would like to register for the upcoming webinar can still do so but will need to register with OASIS.

Additional Books

Each agency who registers and participates will receive one set of books. If your agency would like to purchase additional copies, you may email Amanda Brown at administrativesupport@oasisonline.ca.

Additional Resources

Valuable templates and tools that you can take back to your agency and that will help you with your board governance are made available to you through registration and participation.

Next Session

The next Webinar series will be on **Wednesday April 27th from 11:00AM to 1:00PM – The Art of Chairing: Leading for Results**

Welcome New OASIS Members!

The following new member applications were reviewed and approved by the OASIS Board of Directors:

- *Valor & Solutions Professional and Community Developmental Services*
- *Community Living St. Catharines*

- *Northumberland Family Respite Services Inc.*

This brings the total number of OASIS member agencies to 188.

2015-2016 OASIS Membership Renewal

A reminder that 2016-2017 OASIS Membership renewal packages were sent out over the Executive Directors and Finance Professionals listserves at the end of February. Thank you to the more than 100 members who have already renewed their membership. If you haven't done so already, please make cheques payable to OASIS and send to:

Amanda Brown
OASIS Administrative Support
c/o Community Living South Muskoka
15 Depot Drive
Bracebridge, ON P1L 0A1

Employees Matter

<http://oasisonline.ca/top-stories/oasis-four-pillars/>

Continuous learning is a necessary and important component to insuring that quality services are always provided. Through the Provincial HR Strategy much work, efforts and established partnerships is helping pave the way to helping employees be the best that they can be. Please find attached information and requests related to the DSW Apprenticeship Program.

The Workforce Development and HR Practices Implementation Committee of the DSHR Strategy is undertaking a survey of service providers, apprentices and colleges to collect information about the DSW Apprenticeship Program in Ontario. The survey link was sent to you April 4th 2016.

Attached are two letters from the DSHR Strategy Co-Chairs provided to orient you to this important survey, as follows:

- A letter for you, a DS Service Provider—to inform you about the survey process and to be shared with the person in your agency who will be asked to complete the survey.
- A letter for all DSW Apprentices—to be provided to all employees who have enrolled in the DSW Apprenticeship Program including those who have graduated, current students and those who did not complete the Program.

Colleges are also receiving a similar letter for Colleges and a letter for the colleges to distribute to DSW Apprentices. We are asking Colleges to complete a survey and are also asking colleges to distribute the DSW Apprentices survey to all students as well. Some students may receive the information from both the Colleges and from you.

It is our hope that we receive a significant response to the surveys so that we can identify the challenges and opportunities for improvement in the DSW Apprenticeship Program in Ontario.

Nancy Wallace-Gero

Executive Director
519.776.6483 ext. 223
519.776.4472 fax

Collaboration Matters

<http://oasionline.ca/top-stories/oasis-four-pillars/>

OASIS and the Public Services Health & Safety Association (PSHSA) have partnered to develop eLearning content for the developmental services community. Workers will have 24/7 access to health and safety information. For eLearning to be effective, it needs to be engaging. It also has to be RELEVANT to the learner. OASIS and PSHSA are happy to announce the launch of a health and safety eLearning initiative tailored to the needs of workers and managers in the developmental services sector. (10) eLearning modules cover high priority topics and will empower learners to acquire the skills and knowledge they need to safely and efficiently serve persons supported across Ontario. Five modules were released March 31, 2016 (see links below); look for the remaining five to be released later this spring.

Driving: http://osach.ca/el/OASIS_Driving/story.html

Slips, Trips and Falls: http://osach.ca/el/OASIS_STF/story.html

Musculoskeletal Disorders: http://osach.ca/el/OASIS_MSD/story.html

Infection Prevention and Control: http://osach.ca/el/OASIS_INF_DIS/story.html

Workplace Violence: http://osach.ca/el/OASIS_Violence/story.html

Sustainable Services Matter

<http://oasionline.ca/top-stories/oasis-four-pillars/>

Pay Equity Hearings Tribunal Clarifies Maintenance Obligations for Employers Utilizing the Proxy Method

By: Carolyn L. Kay and Stephanie N. Jeronimo, Hicks Morley

In our May 25, 2015 edition of Reaching Out we discussed the proxy method of achieving pay equity and advised you of a decision pending before the Ontario Pay Equity Hearings Tribunal (the “Tribunal”) that dealt with the issue. The Tribunal recently issued this long-awaited decision, [*Ontario Nurses’ Association v Participating Nursing Homes*](#) (“Nursing Homes”).

At issue in this case was the Unions’ assertion that in order to maintain pay equity using the proxy method, employers were required to return to their proxy employer to obtain up-to-date information, including job rates, with respect to the job classes used to develop the original pay equity plan. The Tribunal rejected that argument but confirmed that employers covered by the proxy methodology are nevertheless required to maintain pay equity once they had achieved pay equity.

Achieving Pay Equity Under the Proxy Method

For broader public sector employers which did not have sufficient male job classes to allow them to use the job-to-job or proportional value methods of comparison, such as social service agencies, the Pay Equity Act, (the “Act”), when it was amended in 1993, required the use of the proxy method of comparison.

Affected employers were required to obtain an order from the Pay Equity Commission declaring them to be a “seeking employer”. This allowed them to obtain information from a proxy employer (typically a hospital or municipality) about job rates for job classes in their organization that were similar to key female job classes of the seeking employer.

To read the complete article, go to: <http://hicksmorley.com/2016/03/10/reaching-out-tenth-edition/#payequity>

Communique from OASIS 2016 Conference Committee

Registrations

OASIS 2016 is SOLD OUT! We have been overwhelmed by the positive response to this year’s conference, and we are pleased to announce that our registration capacity has been reached. A wait list has already been created – and any new waitlist candidates are requested to email Susan Mason (Susanm@innovcc.ca) to be placed on this list. Candidates on the wait list will be notified as spaces become available.

Accommodations

The Sheraton on the Falls Hotel is now fully booked. However, there are still rooms available at the Crowne Plaza Hotel in our group block. Please use this link to make your accommodations asap: <https://resweb.passkey.com/go/oasis16>

Are You Already Registered?

There are still spaces available for all of the pre-conference activities!

- The GOLF TOURNAMENT at Whirlpool Golf Course – join your colleagues on this scenic course!



- The WINERY TOUR at Peller Estates – only a few spots remaining!

- The WORKSHOP on Conscious Care and Support: this workshop will inspire improved support services through awareness of the CCS

approach, experiential exercises, and by the sharing of achieved results.

If you have not already registered for one of these additional events, please consider doing so today! You can re-visit your registration form to update your choices – we would love to see everyone involved in one of our activities on Wednesday afternoon!

Silent Auction

We are seeking donations for this year's SILENT AUCTION – and we've sweetened the pot for those agencies/persons who contribute! A draw ticket will be provided for each silent auction item donated – and one lucky entry will win a box of Niagara Region wines! Please connect with Lauren De Koster (Laurendk@innov.ca) to coordinate your donation.