



OASIS Board Highlights

The Board Highlights covers some of the key items and presentations made at its meetings. If you are interested in or have questions about these items, please contact a Board Members (see Board list).

The Board of Directors met on:
August 1, 2018 (Executive meeting) and
September 5th & 6th, 2018 in Toronto ON

Next meeting:
November 7th & 8th, in Toronto ON

EMERGING ISSUES AND MINISTRY INITIATIVES

MINISTRY MEETINGS:

Darren Connolly, Brad Saunders, and David Ferguson participated in a preliminary teleconference with Minister McLeod over the summer. OASIS indicated their willingness to continue their working relationship with the Minister and her staff and shared a number of resources with the Minister to identify our issues and concerns for the sector. These included the Operating Pressures Survey, Pay Equity, waitlists and Bill 148. Following the finalization of the OASIS Business Resource Committee survey on the impacts of Bill 148, an updated position paper was sent to Minister McLeod, Minister Scott, Ministry of Labour, Deputy Minister Janet Menard and Assistant Deputy Minister Rupert Gordon. Several follow ups have been made to have a face to face meeting, however, the Minister is not having meetings with OASIS or our community partners at this time. OASIS continues to reach out to the Ministry to continue collaborations.

OASIS BUSINESS RESOURCE COMMITTEE:

Angelica McKay, Chair of OBRC, reviewed the Bill 148 survey results with the Board, the DS Finance Group and the Provincial Network. The OBRC conducted the survey over a period of two months during the summer of 2018. It was distributed to all OASIS members, and also through Community Living Ontario's membership. The survey focused on actual results from the first six months of 2018.

Responses from 91 organizations were received. Of those responding organizations, their total operating budgets accounted for approximately \$1.2 B of the sector's budget. This equates to approximately 56% of the sector's total budget of \$2.1 B.

Ontario Agencies Supporting Individuals with Special Needs
Agences ontariennes de soutien pour les personnes qui ont des besoins spéciaux

Based on the survey, the legislation has resulted in a projected cost increase to the sector in excess of \$70 million. Analysis of the survey responses have led to several significant observations. These include:

- The 'equal pay for equal work' component of the legislation was the most expensive portion of the Bill. This is projected to cost the sector in excess of \$41 million per year.
- The increase in minimum wage to \$14 / hour has resulted in a cost increase of over \$3 million in direct employee costs to the sector.
- Personal emergency leave is currently the second most expensive component of the Act, with a projected cost in excess of \$6 million each year.
- Secondary costs have increased including supply staff, contracted services, security, landscaping and cleaning.

In 2019 these costs will grow with the full implementation of the requirements of Bill 148. These include:

- The provisions regarding 'On-Call' kicking in will result in this requirement surpassing the emergency leave as the most expensive component. The On-Call requirement is projected to cost in excess of \$10 million each year.
- The projected increase in minimum wage to \$15 / hour in January 2019 will result in an additional \$3 million in direct expenses.
- Many more agency contracts will be updated to reflect the equal pay for equal work component, thereby adding to the already significant projected costs.

Based on the survey results, it is estimated that the DS sector received approximately \$26 million in fiscal funding in 2018-2019 to offset Bill 148 costs. Many of these costs are now irreversible as they have been imbedded into contracts or supply fees, but other aspects of the Bill have not been implemented yet and will create new expenditures.

At this point, the projected result of the Fair Workplaces, Better Jobs Act appears to be a **shortfall of over \$44 million** for the DS sector in fiscal 2018-2019. By December 31, 2019 once the Act is fully implemented, these costs and shortfall will be significantly higher.

This additional financial obligation being placed on OASIS member organizations, and the DS sector cannot be managed with current funding levels. It has been the position of OASIS throughout the consultations on Bill 148, that the cost of legislated change should not change how organizations support the people we serve, and that there must be corresponding funding increases by Government to offset Government imposed financial requirements.

With the announcement by the Government this month, regarding the changes to Bill 148 we will continue to monitor the impact of Bill 148 on member agencies such as impacts for equal pay for equal work that may have already been built into newly negotiated union contracts.

PAY EQUITY:

The Pay Equity Committee met recently and are preparing to start over with the new government. OASIS will continue to advocate for the changes we have requested over the past four years.

AUDITOR GENERAL'S REPORT:

As this government has made it clear that they are pursuing a 'Value for Money' philosophy, the Auditor General's Report was reviewed by the OASIS Board in detail and in efforts to assist with the planning and messaging that will go forward on behalf of the OASIS membership and the Developmental Sector as a whole.

EMERGING PRACTICES:

The Emerging Practices Subcommittee met and discussed the intent and focus around funding and financial pressures; agency transformation; collaborative strategies & solutions for serving the most complex client needs and effective models of care. Watch for future articles in the Digest and E-blast that highlight the work being done in these areas by: The Ottawa Rotary Home, Community Living London, Participation House Support Services London, Reena, Community Living Essex County, and Community Living Trent Highlands.

If you have innovations you would like to share with member agencies please contact Vice President David MacCoy, Chair of the Emerging Practices committee.

CHILDREN'S SERVICES:

OASIS would like to build on advocating for the Children's Sector and has formed a small group to survey current membership that provide both Child and Adult services. The outcomes of the survey will be reviewed for the potential to link Child Services into the OASIS Strategic Plan. This survey will be forthcoming in the near future.

THE ONTARIO PARTNERSHIP ON AGING & DEVELOPMENTAL DISABILITIES (OPADD):

Sandy Stemp, COO of Rena, will join the OASIS meeting in November 2018 and share information and updates. We are hopeful that OPADD and OASIS can work together on such initiatives as: training, emerging practices, long term care protocols, etc. Details on this will be shared in the November Board Highlights Issue.

NATIONAL CO-INVESTMENT FUND (NCIF)

Partners will play a critical role in the National Housing Co-Investment Fund. The federal government will work with provinces and territories, community housing providers, municipalities, the private sector, and Indigenous governments and organizations to support the creation and repair of affordable homes across the country.

The National Co-Investment Fund is now open with the first round gone out in June 2018 and the second in August 2018. OASIS will be forming a subcommittee to review any possibilities around these investments. The next '3 Year Plan' by the Province must be submitted by January 1, 2019. OASIS will be putting a working group together to investigate how the 'vulnerable' population fits within this plan and to ensure we are relevant to the conversations. This would be an opportune chance for the Housing Task Force and ORAN to partner. Stay tuned for more on this initiative.



OASIS BOARD ASSISTING OUR MEMBERSHIP:

OASIS wants to remind our membership that one of the many services that OASIS offers is assistance in the event that an agency should need to reach out for expertise and guidance with operational supports.

OASIS Vice President, Brad Saunders along with Supporting Executive Directors of the Board, are here to assist our membership should they be in a situation where they may face issues or concerns. Some examples are, but not limited to, requiring assistance in reviewing budgets for the first time or government relations expertise and guidance, etc. Feel free to reach out to Brad Saunders with inquiries at: vicepresidentED@oasisonline.ca

We hope you find this issue useful. As we continue to develop and grow the newsletter, your continued support and feedback is welcome. Feedback can be provided through this link: <https://qoo.ql/forms/75FzMQsNUffZECAC2>



2018-2019 BOARD OF DIRECTORS

We have Board Representatives in your community and invite you to contact us if you have any further questions

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