



# News Digest

March 2016, Issue No. 33

## *Message from the President*

At our last OASIS Board meeting we had the pleasure of hosting ADM Erin Hannah and Christine Hughes of MCSS Policy Branch. We discussed the main thrust of their current policy initiatives which include employment and housing. It was a lively conversation and one wherein we were encouraged to share our vision for the future. Former OASIS VP Volunteer Allan Mills of Christian Horizons currently represents OASIS on the Housing Task Force and the Transformation/ Partnership Table and has kept us apprised of developments. It is our understanding that they are currently at work on a second version of the budget with a possible third in the works depending on their ability to increase the budget. With respect to the employment piece, OASIS Board Member Sherry Parsley of Community Living Hamilton is our lead on Abilities Connect and the Ontario Disability Employment Network (ODEN).

Given the ministries focus on the development of employment opportunities and their endorsement and support of ODEN, you may wish to give consideration to sending a representative to their conference June 1st - 3rd, 2016 <http://us2.campaign-archive1.com/?u=d404ae37d73eb59e125333262&id=1ad0360022&e=8dd6490135>

I had the opportunity to meet with Ms. Camille Gooden Senior Policy Advisor, Treasury Board Secretariat and Mr. David Gordon Policy Advisor to MPP Mitzie Hunter, Assistant Minister of Finance responsible for the ORPP shortly after they announced the postponement of the implementation of the ORPP until after January 1, 2018. During that conversation it was revealed that the information provided to us in Ottawa during the pre-budget consultations was incorrect and that Group RRSP DC Plans would **NOT** be considered acceptable comparable plans for the purpose of the ORPP. Most disappointing insofar as our OASIS Survey indicates that almost 100% of members in our sector who have plans, have a Group RRSP DC Plan. We continue our discussion going forward and we will keep you posted.

I look forward to seeing one and all at our OASIS 2016 Conference and AGM wherein we will have the pleasure of the company of MCSS Minister Jaczek, The Honourable John Baird PC, former Deputy Leader Christine Elliott Ontario's first Patient Ombudsman and founding member of the OASIS Patrons Council, ADM Karen Chan and many other MCSS ministry personnel. Book now as I kid you not, we are way ahead on our registrations, double over last year.

Please note that there was error made in the last issue of the OASIS News Digest identifying Nancy Brown as a member of the Labour Relations Committee, wherein her name was incorrectly listed as Nancy Allan. Our apologies.

The next meeting of the OASIS Board of Directors will take place on March 30-31, 2016 in Hamilton and we will have the pleasure of hosting MCSS Director Sal Mareello in conjunction with a report from the ORBC. 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](mailto:president@oasisonline.ca) or by phone at 1-800-961-9144.

Sincerely,  
L. David Barber  
President, OASIS

### ***Budget 2016***

On February 25, 2016, the Ontario government tabled its 2016 Budget - Jobs for Today and Tomorrow. Highlights include:

- Confirmation of the Ontario Retirement Pension Plan (ORPP) contribution rate starting January 1, 2018 for Wave 1 employers.
- Updates about progress on the review of solvency funding for single employer defined benefit pension plans, the timing for the extension of existing temporary solvency funding relief measures, the timing for final pension advisory committees regulations under the Pension Benefits Act (PBA), progress on target benefit plan consultations and the implementation of pooled registered pension plans.
- Changes to the Ontario Drug Benefit Plan and harmonization of group benefits in the education sector.
- Development of an employment strategy for persons with disabilities and the creation of a Directorate to address racism in Ontario.
- Updates on government initiatives currently underway, including managing public compensation, the Changing Workplaces Review and the Gender Wage Gap Strategy.

On February 29<sup>th</sup> Hicks Morley included an overview of the budget in their electronic publication, FTR Now. Here are a few highlighted excerpts from their paper....

#### ***Employment Strategy for Persons with Disabilities***

The government has announced it will develop a provincial employment strategy for persons with disabilities that will, among other things, involve employers with a view to breaking down employment barriers for persons with disabilities and promoting inclusive workplaces. The government will create the Partnership Council on Employment Opportunities for People with Disabilities to assist with this strategy.

#### ***Gender Wage Gap Strategy***

The government created a Gender Wage Gap Steering Committee in April 2015 to consider, among other things, the factors causing Ontario's gender wage gap and to assess the impact of government actions, business practices and other factors on that gap. One mandate of the Committee was to consider how government, businesses, labour and other organizations can work together to deal with the systemic barriers confronting women.

The Committee was asked also to consider whether provincial legislation, such as the Human Rights Code, the Pay Equity Act and the ESA, adequately deals with the gender wage gap. However, the Committee was asked not to propose any legislative amendments. The Budget states the Committee is due to make its recommendations in May 2016.

### ***Managing Broader Public Sector Compensation***

The Budget reaffirms the government's commitment to managing compensation in the Broader Public Sector (BPS), and signals the government's expectation that "All public-sector partners must continue to work together to control current and future compensation costs."

With respect to collective bargaining, the Budget confirms that it expects that BPS organizations will continue to strive for settlements that achieve a "net-zero outcome" (i.e. where "modest negotiated wage increases" are offset by other measures), a requirement first stated in the 2015 Budget.

The Budget also confirms that the government is moving ahead with its stated intention to develop sector-specific executive compensation frameworks under the Broader Public Sector Executive Compensation Act, 2014 (BPSECA), referring specifically to the compensation information that has been collected from all colleges and universities. See our FTR Now of March 10, 2015, "New BPS Compensation Restraint Law to Come into Force March 16 [2015]", for a detailed explanation of the BPSECA, including the frameworks to be established.

The Budget indicates that consultation (and research on executive compensation at postsecondary institutions across Canada) is informing development of the college and university frameworks that are in progress. Moreover, the government also indicates in the Budget that it will begin to collect financial information from, and engage in consultations with, organizations in other sectors of the BPS over the coming months.

To read the complete article by Hicks Morley go

to: [http://www.hicksmorley.com/index.php?name=News&file=article&sid=2658&catid=6&utm\\_source=FTRNow&utm\\_medium=Email&utm\\_content=FEB%2B29%2B2016&utm\\_campaign=%20BUDGET2016\\_20160229](http://www.hicksmorley.com/index.php?name=News&file=article&sid=2658&catid=6&utm_source=FTRNow&utm_medium=Email&utm_content=FEB%2B29%2B2016&utm_campaign=%20BUDGET2016_20160229)

### ***Governance Webinar Series***

With over 206 individual participants and 85 agencies registered, the Governance Webinar Series has been a wonderful success. After completion of the first 2 sessions in the 4-session series 90% of the participants are reporting that they have found the webinars comprehensive and time well spent. Through our surveys we have received reports from participants where we saw a significant migration of knowledge from a self-reported "comfortable grasp of understanding" to a "strong grasp of understanding". With 2 webinars 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 2-sessions, or would

like to register for the 2 upcoming webinars 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 [abrown@clsm.on.ca](mailto:abrown@clsm.on.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 March 23rd from 11:00AM to 1:00PM**

### ***Educational Component***

If not already done so, this is a reminder to submit your application for the 4th Annual OASIS Scholarship Awards for 2016 (Gerry Sutton Scholarship; the George Braithwaite Scholarship, and the President's Scholarship). **All applications are due by March 31st, 2016.** Information can be found at <http://oasionline.ca/research-resources/scholarships/>.

### ***OASIS Board Meeting Highlights – February 17-18, 2016, Hamilton***

#### ***Ministry of Community & Social Services***

ADM Erin Hannah and Christine Hughes of the Ministry's Policy Branch attended the OASIS Board meeting on February 17<sup>th</sup> to talk about, among other things, employment for people with disabilities and the need for an overall framework that ties into the transition away from sheltered workshops.

#### ***2016-17 OASIS Membership***

The Board of Directors voted in favour of keeping the 2016-17 OASIS annual membership renewal fee at \$1,500 for existing members and \$750 for new members. Membership renewal packages and invoices were distributed over the Executive Director and Finance listserves on Friday, February 26<sup>th</sup>.

#### ***Housing Task Force***

March 15<sup>th</sup> is the submission deadline for the current round of Innovative Housing Solutions to the Developmental Service Housing Task Force. Updates can be found on the ConnectAbility website.

#### ***Gender Wage Gap Strategy Steering Committee***

OASIS has prepared a submission to the Gender Wage Gap Strategy Steering Committee that focuses on two major portions of the consultation process: examining the ways our organization can work to help address systemic barriers that contribute to the wage gap;

and understanding issues that intersect with gender, such as disability, that may increase the wage gap, and ways to address it. To read the full submission go to: <http://oasisonline.ca/top-stories/oasis-submission-to-the-ontario-ministry-of-labour-steering-committee/>

***OASIS Conference 2016***

Approximately 280 delegates have already registered for the 2016 OASIS Conference May 4-6<sup>th</sup> in beautiful Niagara Falls. To register go to: <https://www.starwoodmeeting.com/Book/OASIS16>

