



# OASIS Board Highlights

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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 Member (see Board list) or Monica Zeballos-Quiben, Executive Coordinator Consultant.

The functions of the Board of Directors are as follows:

- To articulate the mission, vision, values, principles, strategic priorities and overall direction of OASIS
  - To develop policies to establish a framework for the actions and decisions of OASIS
  - To monitor the effectiveness, quality, efficiency and financial stability of OASIS as a means of ensuring accountability to the OASIS members
  - To promote the needs of its member agencies and the developmentally disabled
  - To promote effective governance through board recruitment, orientation, development and evaluation
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The Board of Directors met on:  
December 17-18, 2018 in Hamilton, ON

Next meeting:  
February 28 – March 1, 2018 in Hamilton, ON

## **“SHARE” OASIS Go Local and Social Media Campaign – A CALL TO ACTION**

Partial funding for Bill 148 Fair Workplaces, Better Jobs Act, 2017 should not detract us from the core challenges. We need your help to bring attention to the important issues in our sector. We appreciate the announcement of partial funding to help agencies begin to address the imposed costs of Bill 148, but the reality is that the 9 years of flat line budgets and investments that have not kept current with demand has left the systems of support provided through agencies significantly compromised and eroded.

### Recent Announcements

MCSS just prior to Christmas announced that the Developmental Sector will be receiving funding commitments to address the increased costs associated with the introduction of Bill 148. As stated;

*“In Minister Helena Jaczek’s letter dated December 21st, 2017, she announced the Ontario government is investing \$24.3M in 2017-18 to support the community and developmental services sectors in addressing increased costs associated with the introduction of Bill 148, Fair Workplaces, Better Jobs Act, 2017.*

*The government heard the concerns raised by the developmental services sector through the fall regional engagements and a series of other meetings that Bill 148 may impact operating expenses of agencies, as well as the services people and their families may purchase through our direct funding programs. This investment will assist with the continued delivery and receipt of high-quality services and supports to people with developmental disabilities.*

*We appreciate the opportunity for continued dialogue with agencies and community partners as we work together on strategies to assist in addressing ongoing pressures. We are confident that working together we will find innovative and effective solutions.*

*We will be providing further details on the implementation of this investment in the coming weeks. As always, please continue to connect with your local Regional Office Program Supervisor, should you have any questions.”*

### Challenges for the Sector based on this Announcement

A collaborative conversation between MCSS and our Sector Leaders will be required to ensure that these investments are delivered in a way that meets the very specific regulatory implications and costs of Bill 148 and as experienced by both agencies and families.

1. No one really knows the cost - One of our current challenges is that the earliest investigation into the associated costs included feedback from only 55% of the sector and was completed early in the consultation process and prior to the final language and legislation being set. These earliest projected costs stated that the sector would need a minimum of \$55M to address the funding shortfall caused just by implementing costs associated with Bill 148. Since that time and as people became more familiar with the implications of Fair Workplaces, Better Jobs Act 2017 we are now predicting that costs will be more than double these earliest numbers.
2. The costs are unique - We also know that based on the scope and number of ESA changes related to this Bill the financial impact will be experienced differently by each agency and each family. There will be no one-size-fits-all approach.
3. Funding bill 148 isn't funding services - We cannot accept a funding announcement to underwrite bill 148 as helping agencies individuals or families. This funding does not address the cumulative financial realities experienced from 10 years of flat-lined budgets. The four key issues identified by the sector in July of this past year remain. We have worked hard to increase Government awareness of the heightened instability of the sector and the erosion of service capacities. Further we have very clearly articulated to MCSS that without financial investments, immediate and long term we are being faced with serious challenges and tough decisions for survival.

### Solutions and our ASK of Agencies

For these reasons **OASIS Board of Directors and our Provincial Partners continue to request formal conversations with MCSS** and pressing them for a commitment to meet and carry out a consultative process for how these dollars flow. We have and continue to be committed to having conversations with government at a high level and through your provincial organizations, but we need to diversify and spread our conversation of need beyond a few and engage all MPPs. Your local MPPs have skin in their local game and they need your vote and they are committed to helping the voice of their community be

heard. These MPPs will help get our conversations beyond the walls and at the tables where tough conversations are happening, decisions are being made and where we can't be. We need you to make sure they understand our need and that they are helping lend their voice to creating the change and investments we require.

Your agency can help profile the need by:

1. Clearly communicating the costs of this legislation to your Regional Offices through your Program Supervisors keeping them well apprised of financial pressures - PLEASE SEE # 3 BELOW. Your individual experiences and ability for Regional Offices to articulate cumulative numbers and impact will assist in shaping the demand for the investment to agencies so that it reflects the actual costs and not fall short of the demand.
2. Communicating with your local MPPs to raise awareness of the impacts of both Bill 148 and the long-term inattention and lack of investments into our sector. Included with this correspondence is a [template letter](#) created and being shared with permission from REENA. Open it now and edit it today for your agency.
3. In addition we have included on the OASIS website the [GO Local Campaign Kit](#) and [Q and A document](#) to help align our conversations across the province.

We are asking all of you to use this sample letter as a template to formally submit the costs and implications in writing to your local MPPs within the next 1-2 weeks. Please cc your Program Supervisor and MCSS Minister on these letters.

Request a meeting with your local MPPs to discuss what habitual inattention has and continues to mean for their constituents, their communities and the health of Ontario. The impact related to this are clearly set out within the [OASIS Operating Pressure survey](#). Not sure who your MPP is just click [here](#) and look them up, call now and book an appointment better yet get all your board members to call.

Our ASK is for their help to pressure the province to prioritize an investment to the Developmental Sector. The ASK and relevant information is clearly set out in the [OASIS Pre Budget Consultation Paper](#).

Both the [Operating Pressure Survey](#) and the [Pre Budget Consultation Paper](#) should be printed, shared and left with the MPP at the time of your meeting.

Actively using [Facebook](#) and [Twitter](#) to resend our message, to insure attention is realized. The next series of graphics will be released within the next few weeks using the #DevelopmentalServicesMatter hashtag. We will be advising of these releases through the OASIS and other Member Group list serves as well as through aligning our timing with known community events such as meetings, forums, coordinated calls etc.

To ensure that the sector maintains alignment and seizes opportunities gained through this initiative we are asking agencies to provide updates on their activities and progress. This can be done by copying OASIS at [executivecoordinator@oasisonline.ca](mailto:executivecoordinator@oasisonline.ca) on your written submissions, updates provided by your local planning tables that summarize your local collaborative and individual efforts and use of the lists serves to quickly share and receive feedback/support from your peers.

If at any time you have questions with this initiative, please do not hesitate to contact Michelle Marshall at [mmarshall@phdurham.com](mailto:mmarshall@phdurham.com).

Thank you in advance to all our community partners for participating in this initiative and in their efforts to SHARE in the efforts that will be required to evoke change and attain our collective goals. Remember that together our voice is stronger.

#### **OASIS Business Resource Committee (OBRC)**

Angelica McKay, OBRC Chair, updated the Board concerning the [OBRC work plan](#) and OBRC's commitment to OASIS and the Sector. The Board of Directors provided acknowledgement and expressed great appreciation for the Committee's efforts to respond to the needs of the sector. Their expertise, guidance and conviction to provide high quality, informed tools, recommendation and insight is greatly appreciated.

#### **Meeting with Randy Pettapiece**

On December 12<sup>th</sup>, 2017 OASIS Board members, Trevor McGregor, Michelle Marshall and Bryan Keshen met with MPP Randy Pettapiece (PC MCSS Critic) and Mitchell Davidson, Director Policy and Legislative Affairs PC Caucus Research Services. The meeting was called by MPP Randy Pettapiece to discuss with OASIS potential strategies to address the hardships imposed on our sector as an outcome of Bill 148.

During this meeting, OASIS was presented with the PC proposed plan to push for the opening of Bill 148 and to pressure for changes, that outside of the minimum wage, would exempt the Developmental Services sector from the impacts of the Bill. Their specific ASK was for our sector to stand behind and provide positive support for their position.

Our response was that while we appreciate the commitment to focus support for the sector, we did not support our sector being further denied opportunity that other citizens are afforded. While we could stand behind a broadened exemption across the public service sector, as a whole, we could not endorse something that would erode our relations with our employees and further the lack of investment to our sector.

We indicated Bill 148 is not the sole issue and a positive adjustment to the bill would not replace 9 years without base increase nor solve the pay equity pressures. More importantly we as a province will

experience the “autism effect” where advocates parents and providers will be demanding services as essential and seek mandated service.

We stressed that in order to keep alive quality community-based services we need to protect and invest in quality agencies.

They were surprised by our position to not stand behind their Developmental Services sector exemption strategy but through conversation did come to understand that there could be ways to accomplish wins if there was a more global approach. The example given was if legislation referenced Pay Equity comparisons where clear differentiation was made between positions this could assist us by providing a platform to reason the equal pay equal job issue. This would be an approach beyond our sector that would have great impact to reducing financial implications.

While there was commitment for discussions around how there could be quick wins there was not any appetite for discussion around funding. They have clearly articulated that they cannot make monetary commitments until they see the books.

We are in the process of scheduling further meetings with Randy Pettapiece, Rupert Gordon and Jonathan Bradshaw. We will keep members aware of any further developments.

### **Submission to the Standing Committee on Finance**

We have sent our [Budget Submission](#) to the Minister of Finance. This document has also been posted to the OASIS website.

The following outlines our asks:

1. The Government immediately invest \$300 million on an annualized basis to stabilize the foundation of existing services. This funding will enable agencies to cover the inflationary pressures that have built up over the past nine years of no base funding and to address the impacts of the unfunded liability of the Pay Equity Act. We encourage the Government of Ontario to immediately enact recommendations 6, 7 and 8 of the Gender Wage Gap Steering Committee Final Report. Once these changes are in place, the government must also commit to funding Pay Equity adjustment to completion. This will prevent the loss of 3,600 full-time positions and mitigate risk of impact to services for people with developmental disabilities and their families.
2. Annualized funding on a long-term basis to address the ever-increasing wait list is a reasonable and obvious solution.
3. Individuals and families want a choice between managing their own funds or having an agency assist them where individuals have support dollars allocated to them to meet their needs.
4. A mechanism to monitor and adjust funding levels annually is urgently required. Statistical information such as the annual cost of living allowance (COLA) and any wage adjustments

provided or legislated by the Government of Ontario should be used to assist in determining if funding levels are up to date.

5. The negative impacts that Bill 148, Fair Workplaces, Better Jobs Act, 2107, has created on the Broader Public Service Sector offers a significant opportunity for the Government of Ontario to take constructive funding action.

### Pay Equity

Donna Marcaccio provided an update to the Board and shared that new lead on Pay Equity for the Ministry has failed to respond to any requests to meet, etc. The committee finds this discouraging and asked that the Board intervene on behalf of the committee to raise concerns about this issue and the lack of response.

### Sensory Partners

The last meeting was on January 11, 2018, held via teleconference. The committee welcomed two new members, Terri Korkush, Community Visions and Networking and Deborah Hook, Community Living Wallaceburg. Discussions continue on system issues with the DSO to ensure that there are linkages with the Sensory Partners for individuals who require specialized sensory services that reside outside the DSO catchment area. A follow-up meeting with the Ministry is being planned for June. The Networks of Specialized Care are also interested in receiving the sensory training that was previously provided to DSOs. *A soft launch of the single point of access for Intervenor Services will occur April 1, 2018.*

### **Save the Date for: An Introduction to the Federal Housing Framework: A Place to Call Home**

The federal government has recently released its **National Housing Strategy**. For the first time, this 10-year, \$40 billion-dollar investment allocates at least 2,400 units for individuals with a developmental disability.

OASIS and Toronto Developmental Services Alliance (TDSA) will be hosting a discussion on the framework. Joining the discussion will be **Adam Vaughan MP, Trinity/Spadina**, Parliamentary Secretary to the Minister of Families, Children and Social Development (Housing and Urban Affairs). Further details to follow.

Webcast: Thursday, March 8th 2018  
10 a.m. - 12 p.m.

### **OASIS Education Committee Survey**

OASIS has taken an active role in supporting the development of leadership in the DS Sector. With the support of member agencies, MCSS and other funders, such as the Oakville Foundation, we established the Advanced Leadership Program with the Queen's School of Business. The program has run successfully for the past 10 years. We have also partnered with MCSS to participate in the Rotman School of Business on the Public-Sector Leadership Institute.

OASIS remains committed to supporting the development of leaders in the sector and to ensuring that member organizations can develop strong internal leaders to provide effective management, strong succession planning and agency sustainability.

To assist us in our work we would ask that you take a few minutes to complete the following survey: <https://www.surveymonkey.com/r/YCPBP3R>



Game Changer is the theme for OASIS 2018 and co-hosts, Community Living Essex County and Community Living Windsor are asking that you mark your calendars and wear your jeans and jerseys! **OASIS Game Changer 2018** will be held at Caesars Windsor, May 2-4, 2018. Registration for the conference will open soon in February.

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*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://goo.gl/forms/75FzMQsNUffZECAC2>*



## 2017-2018 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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