



News Digest

December 2014, Issue No. 21

Message from the President

OASIS is a founding, contributing member and an active participant at the Provincial Network Table. We have worked jointly with all of our Community Partners to take our concerns regarding the discrepancies in the \$810M allocation, directly to MCSS. As you may have already noted, OASIS has strongly expressed our disappointment and dissatisfaction with the recent revelations. In addition, OASIS ensured that participants on the Select Committee on Developmental Disabilities were made aware that the initial budget allocation is ultimately less than the sector expected. Moving forward, OASIS is continuing our discussions with government, as to the disposition of the salary dollars and how that may ultimately unfold (see below for further details). In the interim, we recognize and acknowledge that our overall budget in the sector will increase from 1.7B to 2B. This is still an increase not a decrease and is something that we need to be grateful for. We need to create a positive acknowledgement of MCSS so that as our economy improves, potential additional dollars will be made available.

OASIS is using a diverse approach that makes our serious concerns known while at the same time laying the groundwork for the future. We are an identified and trusted partner with MCSS. We recognize there is a difference between the elected representatives who control the allocation and distribution of resources and our career partners within MCSS who administer the programs and funds that are made available.

On December 3rd, a number of our member agencies recognized and celebrated the International Day of Persons with Disabilities by hosting or participating in local celebrations. In recognition of this day, People First of Ontario submitted a letter, report of activities and newsletter to the Board of Directors. People First currently has 17 local chapters in Ontario. In addition, OASIS issued a media release over the Canada Newswire (CNW) Ontario Comprehensive Network in acknowledgment of International Day of Persons with Disabilities.

The next meeting of the OASIS Board of Directors will take place on January 14-15, 2015 in Toronto. 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

Workforce Stability

Further Workforce Stability discussions were held on November 12 and 13, 2014. MCSS attended for part of the first day and provided more detail on how much funding is available (\$72M) for wages for Developmental Services. Ministry of Labour ADM, Peter Simpson, clearly outlined that MCSS were seeking “input/direction” from the group with respect to how to allocate/distribute the funding for wages. A framework document was prepared by the Employer group & presented to CUPE, OPSEU & MOL on the second day. Some of the content of this document was outlined in the discussion at the Provincial Network, but cannot be released yet. However, one of the items tabled is that each agency would have final responsibility for determining increases for their employees, regardless whether unionized or not. Further discussions are scheduled for December 11 and 12, 2014. The follow-up teleconference with the Network HR Committee was held November 21st. Feedback from that group was positive, with input being provided & their questions being addressed. Both CUPE & OPSEU indicated that they would direct their Locals to continue to pause local bargaining.

Board Meeting Highlights – December 3-4, 2014 - Toronto, ON People First of Ontario

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Electronic Funds Transfer

To ensure Board members, Committee members and vendors receive payments accurately and on time OASIS has established a new direct deposit program. The application form can be found on the OASIS website at <http://oasisonline.ca/documents/electronic-funds-transfer/>.

Queen’s Leadership Program

45 participants attended the sold out Queen’s Leadership program during the week of November 23-28, 2014. Look for information in the new year on the next session, which is scheduled to take place March 22-27, 2015. Here’s what two participants had to say about the latest session:

“The Queen’s Advanced Leadership course provided a welcoming, supportive and comprehensive learning environment. The opportunity to interact and brainstorm with fellow professionals in the sector was wonderful, sharing ideas to approach different challenges and techniques to implement them in the workplace”. - Hema Tuitt, Kerry’s Place Autism Services

“I found the OASIS Queen’s Advanced Leadership Program to be a truly inspiring experience. The instruction was world class and the theme of “thinking differently” really resonated with me as our sector continues to transform”. – Joe Persaud, Kerry’s Place Autism Services

Every Canadian Counts (ECC)

The ECC working group continues to spread word of a National Disability Insurance program through regional meetings around the province, as well as with MCSS ADM Karen Chan. To date approximately 250 organizations have signed up as supporters of the initiative. If you haven't done so already you are encouraged to visit the ECC website and take the pledge to be a Supporter of Every Canadian Counts. Please spread the word to your staff, families, stakeholders etc. You could also add the link <http://everycanadiancounts.com/> to your agency website.

Housing Task Force

OASIS Board Member, Allan Mills, of Christian Horizons, is serving on the Housing Task Force (HTF). The HTF, which was created to act as a vehicle to identify and discuss issues related to implementation of the transformation of developmental services in Ontario, has approximately \$10M available to fund innovative housing proposals over the next two years. A request for proposal submissions will soon be invited. The Task Force has launched a Facebook page as a forum for discussion, and for providing updates and communications regarding the work of the group: <https://www.facebook.com/ontariodevelopmentalservicestaskforce?ref=hl>. As well, a general information email address has also been created. Please send an email to be added to the distribution list: dshousingtaskforce@gmail.com

Pay Equity

The Equity as Fairness campaign will move forward with targeted meetings and conversations, including with Minister of Children and Youth Services, Tracey MacCharles, whose mandate includes women's issues. The OASIS Communications and Public Relations committee has worked with communications consultants, Edelman, to update the Equity as Fairness campaign documents to ensure they align with current key messages.

Communications and Public Relations

OASIS Committee Chairs will be invited to the January Board meeting to review their work over the past year and goals for the coming year. A summary of these presentations will be included in the post-meeting issue of the News Digest and will include information from:

- *Labour Relations Committee*
- *Communications Committee*
- *Pay Equity Committee*
- *Business Resource Committee*
- *Sensory Partners*
- *Nominations Committee*

Successor Rights Challenge

CUPE Local 1521, representing a group of employees from an Ottawa agency which closed its operations in the Summer of 2013, submitted an application under Section 69 of the *Labour Relations Act, 1995* seeking a declaration that there has been a sale of a business between the agency that closed to two other Ottawa agencies. Written submissions were provided to the Ontario Labour Relations Board by all three parties and a decision was reached by the Ontario Labour Relations Board on November 26, 2014. For a number of

reasons which are outlined in the decision, “the Board found that there has not been a sale of a business within the meaning of Section 69 of the Act.” This created a lot of celebratory dancing by the two receiving agencies! This ruling also has significant impact for our sector. There are a number of key points within this document. This 35 page document, outlining the case for support by the 3 agencies and the deciding factors of the Board, can be found on the members only section of the OASIS website within secure Labour Relations Access at <http://oasisonline.ca/wp-content/uploads/mediavault/Decision-to-Successor-Rights-Challenge-November-26-2014.pdf>

Welcome New OASIS Member

One new OASIS member was approved at the December Board meeting, Cochrane Temiskaming Resource Centre, in Timmins. This brings the total membership to 180 agencies.



Introducing OASIS Board Member, Darren Connolly

Darren Connolly is the founder of Allsource Depot Home Health Supplies. Darren built Allsource as a socially responsible business that not only sold products at a reasonable price, but also generously gave back to the community which supported individuals with disabilities. Allsource merged with Custom Mobility in early 2014 and Darren is now

Director of Client Relations.

He is married to Helen Connolly and father of three children, Alicia, Tyler and Bobby. Tyler was born in 2004 and was later diagnosed with severe cerebral palsy. Tyler has taken the family on an incredible journey and given them a great deal of understanding of individuals with disabilities.

In Darren’s community work he has been a mentor to small business and also has worked with youth through the Summer Company Program. Darren is an ambassador for the Innovation Centre For Entrepreneurs and is also a past graduate of the ICE program based in St. Thomas Ontario. He also is a charter member of a new Rotary Club in St. Thomas and sits on the Community Living Elgin Board of Directors.

Darren is host of the YouTube video series “Speechless”. Speechless was created to encourage and inspire other families going through a similar experience to the Connolly’s. <https://www.youtube.com/channel/UCqdpbEsyeR1tKqCK2RfMN6Q>.

Darren has been part of Rock For Dimes London which has helped raise over \$50,000.00 over the past four years. He has also been a volunteer with the March Of Dimes Canada Committee since 2011. In 2012 Darren started his fund-raising efforts with Easter Seals Ontario. In his first year he raised \$1800.00 and in 2013 he put together a team called Inspired Change in an effort to not only raise money but to inspire other caregivers and

families. Inspired Change had eleven team members who raised over \$19,500.00 in 2013. The have grown to 20 team members for 2014 and the Inspired Change Team raised over \$38,000.00. Easter Seals Drop Zone in London has raised over \$330,000.00 over the past three years.

OASIS 2015 Conference

The 2015 OASIS Conference committee is excited to be releasing the official conference brochure to you in January 2015. It is shaping up to be an informative and enlightening year smack full of ongoing information through our social media sites leading up to welcoming everyone to a wonderful Conference in May. Stay current with the highlights of our upcoming conference with regular updates on the OASIS Facebook and Twitter pages.

