



# News Digest

July 2015, Issue No. 27

## *Message from the President*

I am often surprised by the way in which OASIS and our committees, through continued diligence and participation in the numerous opportunities to influence policy through countless government channels, how we achieve through sheer determination and perseverance, our ultimate goals! Such is the case as we learn this week that the OASIS contribution to committee work under the auspices of the Office of the Ontario Fire Marshall has resulted in additional revenue allocations for most agencies in Ontario, to meet the new fire code retrofitting requirements. Our representatives in this effort were David Ferguson and Marion Graves, who over the last several years had felt that they were making little or no progress in making our concerns known. This further validates our commitment as volunteers, to continue to pursue what we know is the best way in which we as professionals in the Developmental Service Sector, can continue to meet the needs of vulnerable people.

These past few weeks have been very productive. Bob Butella, Donna Marcaccio and myself met with Minister of Labour Kevin Flynn as recommended by the Minister Responsible for Women's Issues Tracey MacCharles to discuss the Proxy Pay Equity dilemma. As we previously indicated, at least 50% of our Executive Directors are women and approximately 92% of our staff compliment of over 25,000 employees, are women. We acknowledged that allocating resources specifically to fund Pay Equity, although something we support unconditionally, may not be realistic at this time due to budgetary constraints. In the interim while we are waiting for a resolution to this matter, we indicated that OASIS believes that a reasonable and alternate recommendation would be to re-examine our comparator (insofar as the current comparator is in the health sector). We recommend that OCAPDD in Ottawa which is the highest wage rate for agencies that had Internal Comparators for pay equity purposes, as the best choice to fairly reflect current realities. In addition, we asked for a freeze on the time frames for implementation in that without the resources, we have no means of meeting our targets without reducing services to people with an intellectual disability and decreasing our staff levels. We explained that the unions are aware of our recommendations and have raised no objection. The Developmental Services Sector as a whole approves. We find no opposition from MCSS. We know of no group or organization within the larger community focusing on women's issues that is resistant to our proposed solution. Given that no resources need be expended, we do not anticipate any objections from the Ministry of Finance or Management Board.

The minister drilled down and asked why part of the \$810M was not used for pay equity purposes. We explained MCSS had directed we would only be able to do what the unions agreed to. The unions' priorities are wage increments. They see pay equity as a separate issue all together. In addition, we identified that historical pay equity issues were strictly prohibited from being addressed with these new resources by MCSS. As an example, we

were fortunate to provide the minister with the minutest details regarding how serious the matter is by giving him a copy of the report prepared by Marty Graff from Tillsonburg on his agency's Proxy Pay Equity impasse.

Insofar as it costs nothing to make these changes, in the spirit of his mandate letter from Premiere Wynn, Minister Flynn need only confirm that what I have shared with him is correct and then direct his staff to proceed. I am confident we will make progress. I asked Minister MacCharles to please speak with him personally and encourage him to take action. We will follow up prior to our August OASIS Executive meeting.

The next meeting of the OASIS Board of Directors will take place on September 9-10, 2015 in Hamilton. 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

### **Group Purchasing Webinar**

*"This is not just about saving money- it's about how non-profits can buy more strategically and put the sector's collective impact to work for further public benefit"*

On July 16<sup>th</sup>, OASIS hosted a Group Purchasing Webinar made possible through a partnership established with the Ontario Non-profit Network (ONN) and their partner, Round Table Procurement Services (RTPS). As agencies continue to overcome cost pressures, we must continue to find new ways to innovate and implement cost saving measures. One area that agencies can see substantial cost savings is looking into group purchasing. By harnessing the collective buying power of Ontario's non-profit sector, agencies will be able to explore reducing costs on common goods and services.

In this webinar you will see:

- How we can harness buying power,
- What strategy the non-profit sector needs for the future to support and strengthen its organizations, and
- What the opportunities are for group buying. (ONN and RTPS have conducted a survey of the non-profit sector to determine what buying categories organizations would be most interested in. To date, feedback has identified the following categories: Office Supplies, Employee benefits, Printed stationery and signage, Long Distance Telecommunications and Cellular Telecommunications).

In addition, this webinar was also used to gain feedback on the purchasing categories that OASIS' members would like to group together. This webinar will soon be posted on OASIS's website.

If you have any suggestions that you would like to see a webinar on, please forward these to Amanda Brown at [administrativesupport@oasisonline.ca](mailto:administrativesupport@oasisonline.ca)

