



**OASIS INFORMATION BULLETIN
TO ONTARIO MEMBERS OF PROVINCIAL PARLIAMENT
April 2001**

Dear Member of the Ontario Legislature:

As part of OASIS's ongoing efforts to communicate issues of importance for our member agencies, we have prepared this Information Bulletin for the Spring Session of the Legislature, briefly outlining current topics of concern to the Developmental Services sector. OASIS agencies provide service to intellectually handicapped citizens in your riding. We appreciate the positive feedback that we received from MPP's regarding the first issue in October 2000, and look forward to continuing discussions with both MPP's and the Ministry of Community & Social Services on these matters.

Ontario Budget Development Presentation

OASIS made a presentation to the **Standing Committee on Finance and Economic Affairs** in Ottawa, on February 19th, utilizing information from the OASIS Staff Retention & Recruitment Survey (previously distributed to MPP's). While the full presentation is available from the OASIS website (see below), the focus of the presentation was on the staffing crisis local community agencies are experiencing, due to the reduced or constrained funding levels over the past 10 years. Some of the most alarming statistics reported by agencies include:

- 37% reported client needs not being fully met
- 71% of programs are operating without full staff complement
- 49% have lowered recruitment standards and use unqualified staff
- 69% had increased staff turnover
- 100% reported increases in work-related injuries

Hospital Labour Disputes Arbitration Act (HLDA)

Across the Province, many community-based agencies have had the Union representing their employees apply to the Ontario Labour Relations Board for designation as a 'hospital' under HLDA. Once designated a hospital, all unresolved items from collective bargaining proceed to binding arbitration. **Wage increases of 18% - 30%** have been awarded through arbitration awards in the Ottawa area over the past three years, resulting in multi-million dollar pressures and shortfalls in operating budgets for agencies.

Pay Equity

Local agencies continue to face the legal requirement of making Pay Equity adjustments each year, with no funds being provided from MCSS for these obligations. Many agencies are not yet paying the legislated increases, and these unfunded liabilities are accumulating and compounding for agencies. Dire consequences for individuals and their families in your riding are predicted unless a solution is found.

We hope that you find this summary to be of assistance as you resume your responsibilities within the Legislature and debate issues of social concern to the people of Ontario. We encourage you to obtain further details on these matters from the OASIS website at: www.dhagencies.on.ca.

Sincerely,

Sue Dolan, President