

Community Living

MISSISSAUGA

September 30, 2026

Office of the Premier
Legislative Building, Queen's Park
Toronto, ON M7A 1A1

Dear Premier Ford,

Community Living Mississauga and OPSEU Local 251 are proud to work collaboratively in support of people who have an intellectual disability and the dedicated employees who provide critical services throughout our community.

It is recognized with gratitude, that your government has made investments in recent years to strengthen developmental services and support employees. These investments have been meaningful and welcomed. However, they have also highlighted the significant challenges that remain after decades of underfunding across the sector.

For too long, developmental services organizations have been expected to do more with less. While costs have risen dramatically, funding has not kept pace with inflation, population growth, or the increasing complexity of support needs. Across the sector, operating budgets have seen only modest growth over many years, while organizations face escalating expenses related to wages, benefits, transportation, technology, utilities, insurance, and program delivery.

Developmental services organizations across Ontario compete daily for talented and qualified workers in a labour market where wages have not kept pace with inflation or the cost of living. A career in developmental services should be viewed as a rewarding and viable profession, yet many dedicated employees who have committed their lives to supporting others increasingly feel undervalued and left behind. The developmental services sector cannot continue to fall further behind while sectors such as health care and education benefit from more predictable funding mechanisms and annual inflationary adjustments.

Community Living Mississauga plays a critical role in the lives of more than 3,000 people who have an intellectual disability throughout our community. With over 500 employees delivering supports and services, we witness every day the impact that dedicated professionals have on fostering inclusion, independence, safety, and quality of life. The people we support deserve stability and continuity, and the employees who provide these critical services deserve fair compensation and recognition for the invaluable work they perform.

Our partnership between labour and management is built on a shared commitment to finding solutions. We believe that investing in the workforce and investing in the people we support are not competing priorities. They are inseparable. Strong organizations require a stable, skilled, and respected workforce, and a strong workforce is essential to achieving positive outcomes for the people and families who rely on developmental services. This shared commitment is aligned with the Ontario Public Service People Plan 2023-2026 mission of strengthening Ontario, its places, and its people, and reflects the values of inclusion, integrity, and public service excellence that are foundational to developmental services.

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We respectfully ask your government to demonstrate its continued commitment to Ontario's developmental services sector by:

- Implementing multi-year funding commitments that provide organizations with stability and predictability.
- Providing annual inflationary and cost-of-living funding adjustments comparable to those available in other publicly funded sectors.
- Investing in competitive compensation that supports recruitment and retention across the sector.
- Supporting workforce development initiatives that create clear and sustainable career pathways through Ontario's colleges and community agencies.
- Establishing long-term funding strategies that enable organizations to maintain and enhance service quality without reducing supports.

Premier Ford, we believe that all Ontarians deserve the opportunity to live rich, fulfilling, and inclusive lives. The developmental services sector is a cornerstone of that vision. The work we do may not always be visible, but it is invaluable to the thousands of people we support and families who depend on it every day.

Community Living Mississauga and OPSEU Local 251 are committed to being partners in building stronger communities and delivering the highest standard of support possible. Together, we can create a future where people who have an intellectual disability have every opportunity to thrive and where the professionals who support them are recognized, respected, and fairly compensated.

We look forward to your support and to working with your government to ensure that Ontario's developmental services sector remains strong, sustainable, and prepared to meet the needs of future generations.

Sincerely,



Trevor Lumb
Executive Director
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Evelyn Mweene
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cc: Minister Michael Parsa, Ministry of Children, Community and Social Services
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