

# Services You Can Rely On



The services and benefits members have access to are funded by membership dues. This makes our work of fighting for workplace rights possible.

As a health care focused union, we know what services and resources nurses and health-care professionals need. All ONA members have access to the services listed below, regardless of your designation. These specialized services are not offered by other unions or come with an additional cost.

Union	Legal Expense Assistance Plan (LEAP)	Liability Insurance	Critical Illness Coverage	LTD Coverage (with no access to employer sponsored benefits)
ONA	<i>Included</i>	<i>Included</i>	<i>Included</i>	<i>Included</i>
CUPE	Not included	Additional costs	Not included	Not included
OPSEU	Additional costs	Additional costs	Not included	Not included
COPE	Not included	Not included	Not included	Not included

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# Membership Dues Comparison Chart

ONA membership dues are a flat rate – a set amount that you pay monthly through payroll deductions. Some unions calculate dues as a percentage of wages, and may be applied to overtime, shift premiums, and retroactive pay. This means that the more you earn, the more you pay. Instead, we offer ***predictable membership dues*** that don't penalize you for earning more.

The collection of union dues is a democratic and transparent process. At ONA Biennial Conventions, our members vote on the dues structure and any increases, along with how dues are spent.

ONA Tiered Dues	Hourly Salary	Monthly Salary	Annual Salary (hourly x 1820 hrs)	Monthly Dues				Annual Dues			
				CUPE (1.8%)	OPSEU (1.375%)	COPE (1.5%)	ONA (Flat rate)	CUPE	OPSEU	COPE	ONA
Tier 1- = <31.00/hr	15.27	2,315.95	27,791.40	41.69	31.84	34.74	68.20	500.25	382.13	416.87	818.40
	31.00	4,701.67	56,420.00	<b>84.63</b>	64.65	<b>70.53</b>	68.20	<b>1,015.56</b>	775.78	<b>846.30</b>	818.40
Tier 2 - >31.00 - <37.50/hr	31.01	4,701.67	56,420.00	<b>84.63</b>	64.65	<b>70.53</b>	78.20	<b>1,015.56</b>	775.78	846.30	938.40
	37.49	5,687.50	68,250.00	<b>102.38</b>	78.20	<b>85.31</b>	78.20	<b>1,228.50</b>	<b>938.44</b>	<b>1,023.75</b>	938.40
Tier 3 - = >37.50/hr	37.50	5,687.50	68,250.00	<b>102.38</b>	<b>78.20</b>	<b>85.31</b>	132.69	1,228.50	938.44	1,023.75	1,592.28
	76.40	11,587.33	139,048.00	<b>208.57</b>	<b>159.33</b>	<b>173.81</b>	132.69	<b>2,502.86</b>	<b>1,911.91</b>	<b>2,085.72</b>	1,592.28

*Note: Values that are bold and italicized indicate dues that are equal to or more expensive than the ONA dues in the same tier.*