

**Dear health-care professionals,**

I am proud to tell both members and non-members more about the Ontario Nurses' Association (ONA), the union I am very proud of – and with good reason. As you may be aware, employees at Ontario Health atHome will soon have the opportunity to vote for ONA as your union.



As Canada's largest nurses' union, ONA has a profound understanding of the issues facing health-care professionals working at Ontario Health atHome. Together with grassroots members, we fight for better working conditions, compensation, and high-quality care for our patients, residents and clients.

Our 68,000+ members provide care in more than 500 Ontario workplaces and we are proud to represent 4,200 already working at Ontario Health atHome locations across the province. We also work in hospitals, public health, the community, clinics and industry.

ONA exclusively represents health-care professionals; specializing gives us a huge edge in collective bargaining. We lead by setting the standard for wages and working conditions in the health-care sector because all our resources are devoted to advancing our members' interests.

Let's stand strong together. When the time comes, vote for ONA to represent you at Ontario Health atHome.

In solidarity,

**Erin Ariss, RN**  
Provincial President  
Ontario Nurses' Association



## We're in this together.

ONA is a member-led movement defending the rights of health-care professionals – in workplaces, with government and in our communities. Together, our more than 68,000 health-care professionals and 18,000 nursing student affiliates provide care to our patients, residents and clients.

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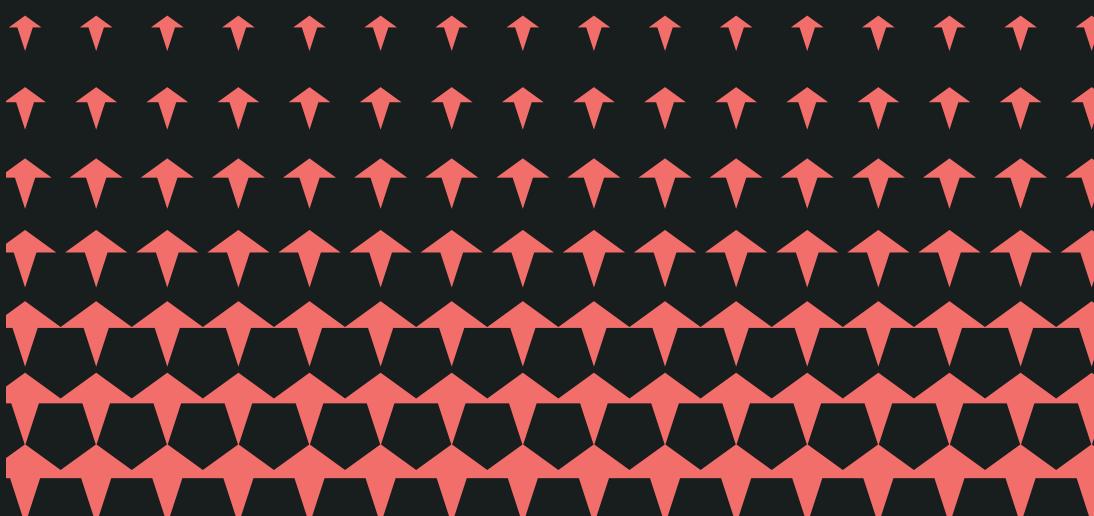
[ona.org/ohah-vote](http://ona.org/ohah-vote)

**February 2026**

**Vote  
ONA**

**Ontario Health  
atHome PSLRTA**

[ona.org](http://ona.org)



# Why Vote ONA?

## We know health care.

We were founded more than 50 years ago by 85 independent nurses' associations from across Ontario to provide representation, labour relations and services for and by nurses and health-care professionals.

The intervening years show the strength of our movement. We are now Ontario's largest health care-focused union and the largest nurses' union in Canada. Quite simply, there is no one who can better represent health-care professionals.

### Services

ONA members can access many services and benefits tailored

to the needs of health-care professionals including:

- Specialized professional practice support.

- Occupational health and safety specialist support and guidance.

- Workplace Safety and Insurance Board (WSIB) specialists to assist with claims appeals.

- Long-term disability (LTD) base coverage for members without employer LTD plans.

- Critical illness coverage.

- Free education workshops and training.

- Opportunities to attend member events and meetings.

- Advocacy through lobbying, media relations and mobilizing.

- Membership in the Ontario Federation of Labour (OFL) and the Canadian Federation of Nurses Unions (CFNU).

- A digital member magazine to tell your stories.

- And so much more!

### Representation

We empower members to ensure powerful representation at every level, including:

- At the bargaining table, negotiating collective agreements.

- Handling grievances and arbitrations.

- At Workplace Safety and Insurance Board (WSIB) hearings.

- At licensing body hearings (regulatory colleges).

- In certain courts of law and at inquests related to your work.

- On the Healthcare of Ontario Pension Plan (HOOPP) Board of Directors.

- On the Nursing Homes and Related Industries Pension Plan ("NHRIPP") Board of Trustees.

- Before government committees.

## Membership Dues

The services and benefits members have access to are funded by membership dues. This makes it possible for us to fight for workplace rights.

ONA membership dues are a flat rate – a set amount that you pay monthly through payroll deductions after your first collective agreement is ratified. You can deduct union dues from your taxable income. Some unions calculate dues as a percentage of wages, including 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.

As of January 2026, rates are:

Straight Time Hourly Rate	Monthly Dues	Tax Deductible
Equal or greater than \$37.50	\$132.69	\$129.19
Greater than \$31.00 but less than \$37.50	\$78.20	\$74.70
Equal or less than \$31.00	\$68.20	\$64.70
Stand-by Pay	\$5.00	\$1.50

## First Collective Agreements Under PSLRTA

We have had great success in bargaining first collective agreements under the Public Sector Labour Relations Transition Act (PSLRTA), preserving superior conditions and negotiating improvements. Some of our many wins include:



## ONA Leads the Way

We lead the way in collective bargaining for health care in Ontario, setting the standard for wages and working conditions through hard-won bargaining victories. Specializing in representing health-care professionals gives us a clear edge in achieving the best results for you.

### Legal Expense Assistance Plan (LEAP)

There may come a time when you need legal representation for a situation related to your work. Becoming involved in a regulatory college case, a coroner's investigation or inquest, or a criminal matter can be an overwhelming and frightening experience. That's where our Legal Expense Assistance Plan (LEAP) comes in. LEAP can help if you are faced with legal or regulatory body problems relating to your work as part of an ONA Bargaining Unit.

### Malpractice Insurance

We offer professional excess liability insurance. Malpractice insurance protects members who are found to have been negligent and have to pay damages that exceed the employer's primary insurance coverage. This secondary insurance program provides up to a maximum of \$6 million per member.

### Professional Responsibility Clause (PRC)

We are a leader in taking action to address the growing shortage of registered nurses and health-care professionals and in holding employers accountable for workload concerns. To protect our members, our collective agreements include a Professional Responsibility Clause (PRC). By using the PRC process and reporting unsafe patient care, workload or practice concerns to their employers, health-care professionals can meet their professional standards and push their employers to find solutions and resolve issues. The PRC process can lead to increased staffing, safe workplaces, and improved quality of care.

**At Parkdale Queen West Community Health Centre**, we achieved annual professional development funds, paid education leave, improved scheduling language, harmonized benefits across the Bargaining Unit as well as benefit improvements.

**At Halton Healthcare**, we achieved a significant arbitration award to harmonize wages for two classifications – the higher rate would apply in both instances.