

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 union, we know what services and resources health-care professionals need. All ONA members have access to the services listed below, regardless of your designation. With ONA, these specialized services are included in your dues.

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

Membership Dues Comparison Chart

ONA membership dues are monthly, flat and predictable while CUPE dues are a percentage of your regular wages. This means that the more you earn, the more you pay. At ONA you're not penalized you for earning more. The collection of union dues is a democratic and transparent process. At ONA Biennial Conventions, 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 (1.5%)	ONA (Flat rate)	CUPE	ONA
Tier 1- = <31.00/hr	24.27	3,680.95	44,171.40	55.21	68.20	662.57	818.40
	31.00	4,701.67	56,420.00	70.53	68.20	846.30	818.40
Tier 2 - >31.00 - <37.50/hr	31.01	4,701.67	56,420.00	70.53	78.20	846.30	938.40
	37.49	5,687.50	68,250.00	85.31	78.20	1,023.72	938.40
Tier 3 - = >37.50/hr	37.50	5,687.50	68,250.00	85.31	132.69	1,023.72	1,592.28
	59.09	8,961.98	107,543.80	134.43	132.69	1,613.16	1,592.28

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

