



About Our Legal Expense Assistance Plan (LEAP)

Services you can rely on

At ONA, you're supported by experts every step of the way. Our Legal Expense Assistance Plan (LEAP) Team brings together professionals with legal and nursing expertise to guide and protect ONA members facing legal or regulatory challenges arising from their work within an ONA Bargaining Unit.

Why you need LEAP

As a health-care professional, you may practice for 20, 30 or even 40 years. You may at some point in your career be the subject of a patient, family or employer complaint or report to your regulatory college. We hope this will not happen, but if it does, you need to be prepared. There are no time limits on complaints to regulatory colleges, so allegations can sometimes arise months or even years after an alleged incident. Time limits where complaints are not adjudicated by a regulatory college are governed by appropriate legislation.

LEAP provides you with advice and/or representation in the following situations:

- Complaints or reports to your regulatory body (including health issues that might affect your ability to practice) and appeals of regulatory body decisions.
- Criminal investigations or charges arising from a work-related incident.
- Coroner's investigations and inquests.
- Complaints to the Information and Privacy Commissioner; prosecutions under the *Personal Health Information Protection Act*.
- Being subpoenaed as a witness in a criminal case, regulatory matter, coroner's inquest or custody dispute.

French-language representation is available on request.

All registered nurses, graduate nurses and health-care professionals for whom ONA is the bargaining agent, and who regularly pays dues, are covered by LEAP. In addition, ONA members who are not health-care professionals are eligible for help with coroner's and police matters, and for

witness advice.

Eligibility is limited to incidents that occur in the course of your employment for or at a workplace for which ONA is the bargaining agent subject to t

LEAP facts and figures

- Regulatory colleges investigate complaints and reports about the practice of regulated health professionals. They also investigate health matters that might affect your ability to practice safely (e.g. mental health and substance use disorders).
- Complaints and reports to regulatory colleges can take anywhere from six months to a year or more to be resolved. If a complaint is appealed, the case can take a further year or more.
- Without LEAP services, retaining legal help to resolve regulatory college matters could cost between \$2,000 and \$30,000. If the matter were referred to the Discipline Committee, the cost of representation in a hearing could exceed \$100,000.
- Privacy violations, criminal cases, ranging from theft or fraud to sexual assault and even murder, could also involve extremely high legal fees.

For details of coverage, please refer to the LEAP Plan itself, available at ona.org/leap.

Important note about professional liability (malpractice) lawsuits:

- ONA provides secondary coverage for professional liability (malpractice) lawsuits, through Trisura Guaranteed Insurance Company. This professional liability Insurance policy is designed to provide coverage that is secondary and in addition to the coverage that is carried by health-care employers where ONA is the bargaining agent.
- The Professional Liability Plan is provided to all members as part of their union dues. Please see the policy for full terms, conditions, and limitations at ona.org/liability-insurance.

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>
OPSEU	Additional costs	Additional costs	Not included	Not included

Membership Dues Comparison Chart

ONA membership dues are monthly, flat and predictable while OPSEU 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	
				OPSEU (1.375%)	ONA (Flat rate)	OPSEU	ONA
Tier 1- = <31.00/hr	26.21	3,975.18	47,702.20	54.66	68.20	655.91	818.40
	31.00	4,701.67	56,420.00	64.65	68.20	775.78	818.40
Tier 2 - >31.00 - <37.50/hr	31.01	4,701.67	56,420.00	64.65	78.20	775.78	938.40
	37.49	5,687.50	68,250.00	78.20	78.20	938.44	938.40
Tier 3 - = >37.50/hr	37.50	5,687.50	68,250.00	78.20	132.69	938.44	1,592.28
	72.07	10,930.62	131,167.40	150.30	132.69	1,803.55	1,592.28

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

