

**Dear health-care professionals,**

**I am proud to tell both members and non-members more about ONA, the union I am very proud of – and with good reason. As you may be aware, employees at some public health units 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 nurses and health-care professionals working in public health. Together with grassroots members, we fight for better working conditions, compensation, and high-quality care for our clients and their families.

Our 68,000+ members provide care in more than 500 Ontario workplaces and we are proud to represent more than 2,400 already working in public health units across the province. We also work in hospitals, long-term care, the community, clinics and industry.

ONA exclusively represents nurses and 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 in public health.

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 nurses and health-care professionals – in workplaces, with government and in our communities. Together, our more than 68,000 nurses and health-care professionals and 18,000 nursing student affiliates provide care to our patients, residents and clients.

85 Grenville Street  
Toronto ON, M5S 3A2  
1-800-387-5580



[ona.org/ph-vote](https://ona.org/ph-vote)



# Public Health PSLRTA

[ona.org](https://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 registered nurses and health-care professionals.

### Services

ONA members can access many services and benefits tailored to the needs of nurses and 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.
- A digital member magazine to share 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.
- Membership in the Ontario Federation of Labour and the Canadian Federation of Nurses Unions, as well as affiliation with the Canadian Labour Congress.
- 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.

### 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.

### Critical Illness and Long-Term Disability Coverage

As an ONA member, you have access to our benefits program. You may be eligible for Critical Illness coverage if diagnosed with life threatening cancer, stroke, heart attack, benign brain tumour, coronary artery bypass surgery, aortic surgery, occupational HIV or Hepatitis C. If you are under the age of 65 and do not have employer-sponsored coverage, you are covered and may be eligible for a monthly Long-Term Disability benefit, should you become disabled due to illness or injury.

At **Southwestern Public Health**, we harmonized the collective agreement and negotiated improvements beyond the existing entitlements for dental, extended health, short- and long-term disability and part-time benefits. We also negotiated harmonizing parental leave top-ups and improved work protection, return-to-work, and job posting language.

At **Huron Public Health**, we secured terms and conditions for members who transfer between sites and disclosure requirements for members outside the Bargaining Unit, including special circumstance agreements and accommodations.