

LEAP versus LAP

You have asked us to explain the difference between ONA's Legal Expense Assistance Plan (LEAP) and the RNAO's Legal Assistance Plan (LAP). The following chart shows what each plan provides.

	LEAP (ONA)	LAP (RNAO)
Eligibility	All RNs, graduate nurses and allied health professionals employed in a facility where ONA is the bargaining agent. Every case is covered providing that the criterion is accurate.	Covers the individual nurse, RNs, graduate nurses, associate membership to nursing students and out-of-province RNs. Must be an RNAO member with LAP coverage at the time of the incident. Coverage is determined on a case-by-case basis.
Cost (annual)	Included with union dues. Coverage under the plan does not require the nurse to pay out of pocket unless the member chooses a lawyer off the roster who charges above the plan's hourly rate – otherwise, no cap on non-criminal cases.	Individual membership fee of \$265 plus additional \$60 for LAP coverage (discount given to group membership). The program provides up to \$10,000 in legal expense reimbursement for qualified issues.
Representation before the CNO as a result of a job-related complaint, report or other investigation	Yes	Yes
Representation at Health Professions and Review Board Tribunal under the <i>RHPA</i>	Yes	Yes
Appearance as a witness at an inquest or job-related incident in accordance with the <i>Nursing Act</i>	Yes	Yes
Sexual Harassment	Yes, if the nurse is alleged to be the perpetrator.	Yes, if the nurse is alleged to be the perpetrator.
Defence against criminal prosecution arising from a job-related incident (providing the nurse is successfully defended)	Yes Maximum of \$300,000.00 if at the end of the process including all appeals, the member is found to be not guilty.	No (Covered under Canadian Nurses Protective Services at no additional fee, determined on a case-by-case basis).
Coverage of fees for representation in a criminal investigation	Yes Prior to charges being laid.	No
French-language availability	Yes	Yes
Coverage under multiple employers	Yes, providing ONA is the bargaining agent for all.	Yes