

Our many services for our members – ONA dues primer

ONA provides an exhaustive list of services to improve the working lives of our members, but the reality is those services cost money. Our members are nurses and health-care professionals and, as such, all of our resources advance the interests of our members. ONA brings specialized expertise to the following services:

- At the bargaining table negotiating collective agreements in which ONA leads Ontario's health-care sector for wages. In the summer of 2023, ONA received an arbitration decision in which our hospital members' wages increased, on average, by 16 per cent. Additional benefits and shift premiums were awarded, and members received unlimited mental health benefits for themselves and their dependents.
- Litigating court cases that directly affect our members, including Bill 124, pay equity, and Workplace Safety and Insurance Appeals Tribunals to achieve important wins that affect our members and all workers.
- Negotiating more than 500 local collective agreements that covers our 68,000+ members working in all sectors: hospitals, long-term care facilities, public health, home and community care services sector, communities, home care, clinics, family health teams, community health clinics and industry.
- Fighting members' workplace rights with our ONA servicing labour relations specialists, achieving significant wins.
- Managing members' grievances and arbitrations. Over the past two years alone, ONA has managed more than 9,000 grievances. About 6,000 of those have been resolved.
- Representing members at licensing body hearings (such as the College of Nurses of Ontario, at coroners' inquests and more). Access to our Legal Expense Assistance Plan for legal help.
- Professional practice specialists who work with leaders and members to solve workplace issues.
- Human rights and equity, anti-racism and anti-oppression initiatives to support and find solutions to racism and discrimination.
- Expertise in occupational health and safety to help prevent workplace injuries and illness.
- Workplace Safety and Insurance Board and long-term disability specialists working hand-in-hand with members for their rights.
- Initiating province-wide radio, social media and TV campaigns calling out the government on health-care privatization and raising awareness with the public about the state of our public health-care system.
- Through the ONA benefits program that provides base long-term disability for members not covered through their employer, all members have critical illness coverage in the event of a life-threatening event.

- Access to our communications, government relations and mobilizing specialists to move workplace issues forward to achieve results.
- Tailored education for our members; including workshops, lecturettes and more.
- If you have questions about ONA services, please reach out to your Bargaining Unit President.