

Why H.O.P.E is Right for You

	HOPE Local 2220	NO UNION
Union DUES	HOPE has one of the lowest dues in the province. DUES cancelled during Covid crisis to assist you.	Unprotected when you face issues related to pay, hours, holidays, harassment, safety, or other workplace issues.
Bargaining ability	Wins agreements that meet or exceed health care sector standards. HOPE has most experienced negotiators in LTC.	No bargaining! You as a staff member Have no say in anything. Secret increases to employment Favorites.
Representation	Representatives who know the health care industry. High rate of membership satisfaction. HOPE will, have membership meetings right in your workplace	No representation No assistance with disciplines. No grievances! No rights.
Legal Assistance	Full team of in-house labour law specialists, both lawyers and para-legals. Handle grievances, WSIB and other work-related legal issues. You don't pay a cent. Our partnership with the CRC pays for everything. Even when you are not paying dues_ like right now.	No paid Legal assistance You pay out of pocket.
Workload	Advocate for fair and manageable workload through a Health & Safety Workload Grievance Demands for safer working conditions, stronger improved health and safety with Union backing.	No advocate for workers. Unmanageable workloads. No advocate for safer work loads and safer working conditions. No guidance or advocate for OH&S worker committee. No advocate for employees.

<p>Committees</p>	<p>Health and safety lead by strong union members, elected by the membership.</p> <p>Labour management brings union and memberships together to improve the organizations labour relations environment.</p> <p>Negotiation committee consisting of representatives of the union and its members to create a collective agreement that is binding. Covers how the workplace disputes are handled.</p>	<p>Employees must represent yourselves with no support.</p> <p>Without a union the employer will do whatever they want. Any committee set up by the employer will only answer to the boss. Workers will have no voice.</p>
<p>Malpractice Insurance</p>	<p>Why should RPN join HOPE.</p> <p>HOPE provides RPN with malpractice Insurance at no cost. it is paid though your dues (which is tax deductible.</p> <p>HOPE knows that all healthcare professions RPN, PSW, RA workload leaves them exhausted and worried at the end of each shift.</p>	<p>Malpractice Insurance you pay out of pocket for coverage!</p>



“It’s such a big difference, having a union that responds right away to our issues. We’re getting more respect from management. It’s a better work environment all around. We definitely made the right choice to go with HOPE.” **Roman Ortiz,**



“I’ve been a member of other unions and there is really no contest. HOPE is better in every way. I cannot think of why anyone would want to stay would join someone else when they have the opportunity to move to HOPE. **Anne Marie Samuels, Waterford & Westbury agency staff.**



“It wasn’t our imagination that our work was getting harder and management was pushing us more than ever. We really needed a union that pushes back and stands up for us. That’s why we voted in HOPE. And it’s working. Things are better. **Kathy McNutt, Waterford**