



**OPSEU**  
**SEFPO**

Ontario Public Service  
Employees Union

Syndicat des employés de la  
fonction publique de l'Ontario



**Ontario's union**



# the union advantage

On average, union members:

- earn 26% more than non-union workers
- are twice as likely to have pension coverage
- are one-third more likely to have a health or dental plan
- are 25% more likely to have paid sick leave

When you bring a union to your workplace, you earn important rights under the Labour Relations Act.

A union in your workplace boosts your earning power and benefits, and gives you important new legal rights.



Union members \$20.55/hr

Non union \$16.30/hr

Union vs non-union, average hourly wage, all workers, Canada, union advantage = **26%**

Union women \$19.61/hr

Non union women \$14.08/hr

Union advantage = **39%**

Union workers of colour \$33,525/yr

Non-union workers of colour \$25,801/yr

Union advantage = **29%**

Source: Statistics Canada





OPSEU  
strong  
there for you  
responsive

# the OPSEU advantage

## you are the union

OPSEU is made up of individuals just like you. By working together, union members achieve workplace rights and lobby for laws that improve their lives – at work, at play and in the community. OPSEU offers training for local leaders, and backs that up with full-time staff who support the work of the locals.

## strength and representation

As an OPSEU member, you don't have to deal with your employer alone. Within your local, you have the support of your co-workers and the stewards you elect, who are legally empowered to deal with your employer. When you need more expertise, OPSEU is there with professional staff: negotiators, grievance officers and experts on benefits and pensions, health and safety, workers' compensation, job security, legal questions and many other areas.

## democracy

OPSEU is a member-driven union. Each local elects its own stewards and leaders and sets its own bargaining demands. Through your delegates to annual Conventions, you set OPSEU's policies and directions. Your union dues pay for staff and expertise to advise you, but you make the final decisions.

for about the price of a cup  
of coffee a day, you get  
the strength and resources of  
OPSEU at work.



## OPSEU's union dues are among the lowest

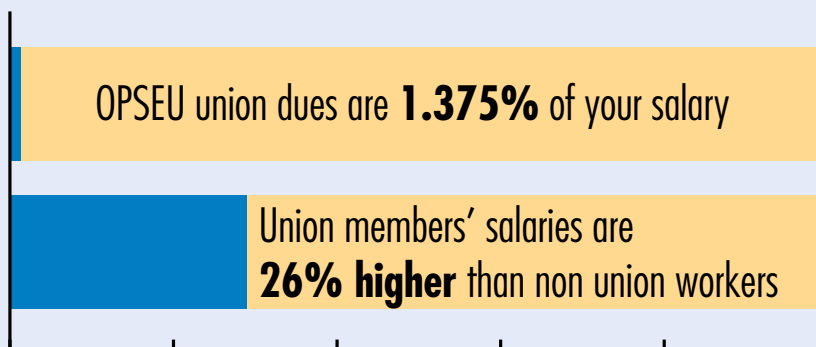
OPSEU's union dues are set by Convention at 1.375 per cent of pay – one of the lowest rates in Canada. And union dues are tax deductible.

## Dues buy services and cover your expenses

Your union dues cover the services of the union's professional staff and legal advice. They pay for contract bargaining, resolving workplace problems through grievances, training for local leaders, a network of offices and much more. They also cover your expenses when you take part in union activities at the local, provincial or national level.

## It pays to belong

Statistics show that union members earn an average of 26 per cent more than non-union workers in Canada. That means union members receive a 10- to 20-fold return on their union dues investment, even before they take advantage of any other helpful union services.



# value

## No hidden costs

Members set the rate for union dues and approve their own budgets at OPSEU annual conventions. OPSEU's financial statements and approved budgets are a matter of public record. What you see is what you get.

## Equal services

All OPSEU members are entitled to the same high level of service. The size of your workplace doesn't matter. No matter how big or how small the issue, you will always get the support you need.

## Local dues rebate

In addition to resources provided by the central union, each local receives a quarterly rebate on dues collected from its own members. You decide what to do with your own local's rebate.

## No dues until you get a contract

When you join OPSEU during an initial organizing drive, you pay no dues until your first collective agreement is ratified by the members.

<b>OPSEU gives you better value</b>	<b>With OPSEU you get more:</b>	
	job security	educational opportunities
	professional representation	group savings opportunities
	communications to support bargaining	professional and public policy influence
	health and safety expertise	If needed... OPSEU members control one of the largest union strike funds in Canada



# rights



## Union members have legal protection

Union members enjoy important rights under the Ontario Labour Relations Act that non-union workers don't have. This Act provides additional rights that apply to you when you exercise your right to join a union.

Once staff at your workplace sign union cards and OPSEU files for a union certification vote, your employer cannot legally change your wages or working conditions without consulting your union. Everyone is protected.



You gain the support you

## A powerful team

Member

Shop Steward

Local President

Staff Representative

Contract Negotiator

Pension and Benefits Expert

Grievance Officer

Workers' compensation  
advocate

Health and safety consultant

Job Security specialist

Communications specialist

Researchers

As an OPSEU member, you will have an elected union steward in your workplace, and other local leaders who are members like you.

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# ort you need to have a quality work life

A professional OPSEU staff representative will work with your local, and you can draw on other experienced staff in a nearby Regional Office. And you have

access to expert representation and advice on contract negotiations, grievances, pensions and benefits, workers' compensation, health and safety, job security, legal issues and more.

cal **your region** head office



**OPSEU**  
and **you**  
**a powerful**  
**team**



## Time proven union problem-solving tools

- Workplace dispute representation and resolution
- Empowered Employer-Employee Relations Committee/  
Labour-Management Committee
- Grievance process and arbitration
- Regulatory and Professional College representation
- Collective bargaining

# Justice

You are guaranteed professional advice and representation when your personal or workplace issues go to third-party arbitration for a resolution

# We're Ontario's union



## We know your community

OPSEU members live and work in your community, in every corner of Ontario. OPSEU is uniquely qualified to be your union because we know your community, your workplace, your profession and the real situations you face every day. OPSEU has Regional Offices and Membership Centres in dozens of Ontario towns and cities.





"Our OPSEU local is pretty independent, but we get support from OPSEU whenever we need it. And OPSEU covers our expenses."



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"OPSEU's more democratic. We elect our own bargaining team and set our own bargaining demands. And we get resources to make those decisions."



"Our unit is one of the smallest in the union, but we get the same level of service as the big guys. We get really fast turnaround and a good response to our issues."



"I get a say in how OPSEU works. As a member, I get a vote and can run for union office. And there are women at the top in this union!"



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"If we don't like OPSEU's union rules we can change them. When I was a delegate to the annual Convention, we got a decision I supported passed. It's now binding on the whole union."



Ontario's union  
Le syndicat de l'Ontario



"We really needed central bargaining because the community employers agencies we work for were united. OPSEU helped us come together and win some important victories."



"I've never been in a union before, and I had some doubts. Then OPSEU represented me and I won my grievance at arbitration. I couldn't have done it without the union."



**OPSEU  
and you,  
a powerful  
team!**

[www.opseu.org](http://www.opseu.org)



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Contact us today –  
it's confidential

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WEB: [www.opseu.org](http://www.opseu.org)

MAIL: OPSEU, 5757 Coopers Ave.  
Mississauga, ON L4Z 1R9

## Ontario's union

OPSEU members demand a high degree of **democracy** and **local autonomy** backed by strong central union support. This makes OPSEU unique. Each OPSEU local gets **equal service** at the same high level of support and representation – handled promptly and professionally. Each unit elects its own executive and bargaining team, so you get the **expertise and resources** to make your own strategies pay off. Every OPSEU member has a vote and can run for union office. At the local, regional or provincial level, **you have a say** in how OPSEU works.