

## NOTICE

### **TO ALL REGISTERED NURSES IN THE BARGAINING UNIT AT THE DEFIANCE REGIONAL HOSPITAL REPRESENTED BY THE OHIO NURSES ASSOCIATION**

The labor agreement between the Defiance Regional Hospital and the Ohio Nurses Association requires all members of the bargaining unit to become and remain members of the Association or pay a fair share service fee to the Association. If you do not voluntarily join the Association, then you must pay the fair share service fee no later than 31 days from date of hire.

The amount of the fair share service fee is currently 37 dollars and 41 cents per pay for nurses on payroll deduction, or 936 dollars and 72 cents per year paid directly to ONA for nurses who do not choose payroll deduction. However, fair share service fee payers may elect to pay only the portion of the fair share service fee that is reasonably related to collective bargaining or activities undertaken to advance the employment-related interests of nurses represented by ONA. Based upon the last three years of ONA financial audit reports, ONA has determined that the portion of the ONA fair share service fee that is likely chargeable to nonmembers under applicable law for 2026 is 78.14% of dues. Based upon the last three years of its national affiliate the American Federation of Teachers' financial audit reports, ONA has determined that the portion of the fair share service fee attributable to AFT that is likely chargeable to nonmembers under applicable law for 2026 is 69.18% of dues.

ONA has adopted an internal procedure for an advance reduction or rebate of the fair share service fee to those fair share service fee payers who timely object to payment of the fair share service fee, as explained in III.B and C of the Union Security Notice. Upon completion of the annual audit of the Association's expenditures all fair share service fee payers will be (1) notified by the Association of the portion of the service fee that is allocable to the work of the Association in the realm of collective bargaining and 2) provided with a copy of the internal rebate procedure.

Contact the ONA Membership Services Department in writing at 3510 Snouffer Road, Columbus, Ohio 43235 to become a fair share fee payer and/or to obtain a copy of the Union Security Notice, including the internal rebate procedure, referenced above. A nurse who holds a non-bargaining unit position who then decides to take a bargaining unit position will promptly receive the above information as soon as ONA is informed of the transfer. Contact ONA's Membership Services Department at (614) 969-3800 if you have any questions.