

There is no such thing as a free lunch...



...You can't get something ...for nothing

Wise advice --- True advice --- Realistic advice

FACT -- As a non-union employee with the City of Toronto you are not automatically a member of COTAPSA, and as such aren't entitled to COTAPSA member benefits. You have to join!

Often we are contacted by individuals who chose not to join COTAPSA but when encountering HR/LR issues call or arrive in-person at our office seeking immediate advice or help ... we even have some who have left the employ of the City, call for help and the reality is it's too late and we can't (*but had they been a member we would investigate trying to assist*).

REALITY-- *If you aren't a member ... we can't help with HR/LR issues ...*

If you aren't a member ... you can't attend our educational sessions...

If you aren't a member ... you can't access our benefits...

Compare our fees to union dues and you will see it's a deal... \$12 per pay covers you for HR/LR advise and support when required and also access to our other benefits, including our popular *Bring Your Lunch and Learn* educational sessions, the member only portal on the COTAPSA website and our insurance plan.

The longer you wait to join, the higher the cost to you as we charge 'back-dues' if immediate HR/LR assistance is required. These charges are in place to make it fair for those who have financially supported COTAPSA over the years ... because without them we would not be here when you need us.