

WE DID IT!

Our Bargaining Team Unanimously Recommends a YES! Vote on Our First Contract at Sound

We reached a tentative agreement for a first contract at Sound that improves wages and benefits, strengthens our voice in the organization and care for our clients, and protects and enforces our rights. Come to a vote meeting to learn about our wins, and what's next to keep moving us forward.

Sign up for a virtual vote meeting at this link:



Scan the QR code or visit

<https://forms1199nw.org/sound-ratification-vote-sign-up/>

Our Bargaining Team

- Rayna Heard, Clinical Intake Specialist, LCW
- Rik Deskin, Administrative Assistant, North Creek
- Jess Woolen, SSVF Case Manager, SSBP
- Anna Shepherd, AS Clinician, LCW
- Molly Downes, AS Clinician, Wallingford
- Lori Horton, LPN, Keystone
- LT Townsend, SUD Clinician, Capitol Hill
- Bill Nolan, SUD Clinician, Capitol Hill
- Kristin Badin, Crisis Clinician, Capitol Hill
- Angie Houck, Call Center Representative, Capitol Hill North

Wednesday, August 11

7:30 am - 8:00 am
8:00 am - 8:30 am
12:30 pm - 1:00 pm
1:00 pm - 1:30 pm
5:30 pm - 6:00 pm
6:00 pm - 6:30 pm

Thursday, August 12

7:30 am - 8:00 am
8:00 am - 8:30 am
12:30 pm - 1:00 pm
1:00 pm - 1:30 pm
5:30 pm - 6:00 pm
6:00 pm - 6:30 pm

Friday, August 13

7:30 am - 8:00 am
8:00 am - 8:30 am
12:30 pm - 1:00 pm
1:00 pm - 1:30 pm
5:30 pm - 6:00 pm

Rayna Heard

“When we first started this process, management didn’t want to give us jack! In fact, they were taking away benefits and talking about freezing our wages. But I’m amazed that we stuck together, through this process and pandemic! Now I’m in awe of the agreement that we won! This agreement will bring real stability to our lives and our money. I can’t wait to recommend a YES vote.”

- Rayna Heard, Clinical Intake Specialist,LCW



Jess Woolen

“This agreement is a HUGE first step. Before this contract, we didn’t have any steps, we had nothing to stand on. Now we have an agreement which includes fairness and stability for all my coworkers! It is a huge step forward for all of us and I’m recommending a YES



vote!”

- Jess Woolen, SSVF Case Manager, SSBP



Lori Horton

“We won a lot — what I’m most excited about is the new tools it gives us to hold management accountable. At Keystone, we’ve seen a lot of our valued coworkers leave because of concerns not addressed by management. Now, not only do we

have a contract that helps spell out clear policies with a grievance procedure, but a joint labor management committee where we can come together across sites to address concerns as they come up and support each other as a team. That’s why I’m strongly recommending a Yes! vote.”

- Lori Horton, LPN, Keystone

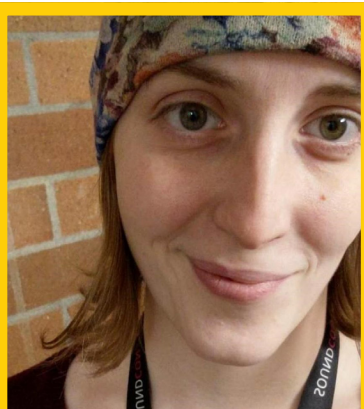


LT Townsend

“I’m so excited to have bargained our first union contract! I’m hopeful that the wins on wages and benefits, among other things, will help Sound retain and continue to recruit dedicated and talented staff. A more stable workforce cannot help but result in better care

and greater continuity of care for our clients.”

- LT Townsend, SUD Clinician, Capitol Hill



Kristin Badin

“This contract is a step forward in the right direction at improving quality of life for Sound employees. I think this contract represents a solid foundation to grow from in the future and demonstrates a commitment to making employee retention a priority.”

- Kristin Badin, Crisis Clinician, Capitol Hill



Molly Downes

“It took us over a year and we had to fight hard, but this agreement is a HUGE win for us. For the first time we have real protections on our wages and benefits. Knowing that we have security for the next two years and wage increases which respect all staff

will make a real difference. That is why I’m recommending a yes vote.”

- Molly Downes, AS Clinician, Wallingford

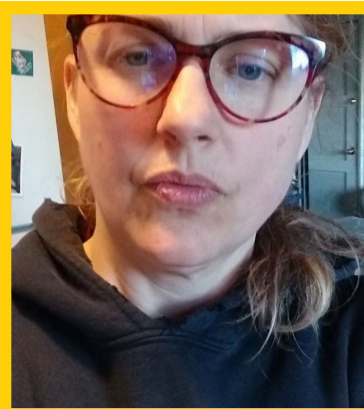


Rik Deskin

“I’m excited that we won a contract with real wage increases and protections for all of my coworkers. Most importantly, I’m excited that Sound finally has to recognize all of us as the union. Without a contract there is not much you can do, but by

voting to ratify this contract Sound will have rules to follow and we will finally have the tools we need to address our concerns. Ratifying this contract is the first step — that is why I’m recommending a YES vote.”

- Rik Deskin, Administrative Representative, North Creek



Angie Houck

“Sound employees should vote Yes to ratify our contract because it benefits them in wages, healthcare and retirement, and it is a fair beginning foundation for a contract.”

- Angie Houck, Call Center Representative, Capitol Hill North