

## **WE ARE UNITED FOR A CONTRACT FOR QUALITY CLIENT CARE!**

We brought management a comprehensive contract proposal at our May 14 bargaining session and showed them what it would take to settle a contract with us. Our clients deserve the best care possible, and that means that recruitment and retention of quality staff to care for them must be prioritized.

We have made important agreements at the bargaining table to help us do that, but we still have key items that we need agreement on to secure the contract we need.

### **The key items we are still apart on are:**

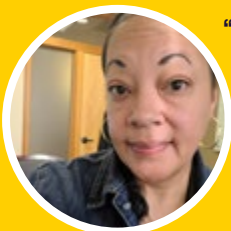
- \* A new wage scale that includes equity and equal pay for equal work and increases for everyone
- \* Wage increases for everyone with at least a 3% increase for everyone each year of the contract plus anniversary increases of 1%
- \* Increased language differential
- \* No unilateral changes to FTEs
- \* June 2026 expiration date
- \* Commitment to a process for case load limits

Our next bargaining session is **Wednesday, May 22**. It's time for us to show management that we are united around our proposals and we are united around winning a contract that will help to ensure that our clients get the care they need. Management must agree to our proposals for a better Sound.



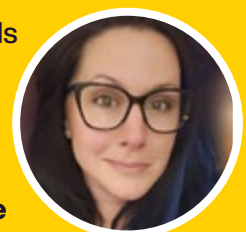
"Since I have started at Sound, I have had team members leaving because of higher pay at other jobs, I can't even count how many. It isn't a huge jump we're asking for in years 2 and 3, but it would be meaningful to us. The turnover caused by low pay is a problem, because clients need to build trust with case managers, and it is hard to build that relationship when it is always someone new."  
**Dae Kim, TSP Clinician, Capitol Hill**

"The wage increases we are asking for are about surviving easier. We can only give as much as we have, so if we are better able to take care of ourselves outside of work, we show up less stressed and can do better work with our clients. If you are stressed, how much can you really bring to a session when someone is struggling with the same issues? It is our contract, our jobs and our work that makes this company money and the ability to function. That is why we need to come together to make sure we get what we need."  
**Khaila Hartung-Dallas, Clinician, Belltown**



"The word 'community' stood out to me in Sound's mission. I thought about how sometimes it feels like Sound doesn't incorporate us as part of the community. The clients are the focus, but we, the members, get lost in that word. I tell the clients they are going to work with their therapist to build a treatment plan, and how their voice matters in that. It matters to us to be able to have input. We are the employees, we get that, but our voice does matter. We don't think it costs nothing to have a meeting, feel like our voice is valuable, show some appreciation. The productivity is taking the love out of the whole thing. A lot of time we get ignored. We just want to be able to have our voices heard."  
**Rayna Heard, Intake Specialist, Access**

"Not only do I have my caseload, but I'm also mentoring and training new people that leave. It feels like my cup is always empty. Heck, I don't even know if I have a cup anymore. It's like this broken piece of sliver that I'm trying to give people water with. We keep putting a pin in caseloads, but there is no end in sight and we are all drowning. We are not there for clients in a safe way because we are all overwhelmed. What we need is an actual commitment on caseloads."  
**Meg Miller, WISE**



# Important Progress!

## We have a new tentative agreement on vacation and sick time!

We won the ability to use our vacation rather than lose it and we won the following agreement which will be retroactive for those who lost hours in February:

*Team members are strongly encouraged to use vacation leave. A maximum of two hundred (200) hours may be carried over from one year to the next February. Members with vacation balances exceeding two-hundred (200) hours will be given 2 options: 1) excess hours will be cashed out in February, 50% shall be paid to the member, and the other 50% shall be added to the sick pool for any bargaining member to access under the sick leave donation provisions or 2) all hours can be converted hour for hour to the members sick bank balance. Team members who had more than two hundred (200) hours as of 2/10/2024 will be able to utilize this article.*



"We need everyone's support because we need to show management that we all stand together on proposals we think are fair. The progress made on vacation and sick time was the right thing to do and I am very relieved after a very long advocacy!" **Lori Horton, LPN, Broadway**



## We also shared with the employer that there is now funding available for behavioral health employers to join the SEIU Healthcare 1199NW Multi-Employer Training Fund.

We proposed to the employer that Sound join the fund when the funding becomes available. This would mean funding for us to be able to go back to school with up to \$5250 of funding, continuing education support, and conference and travel support.



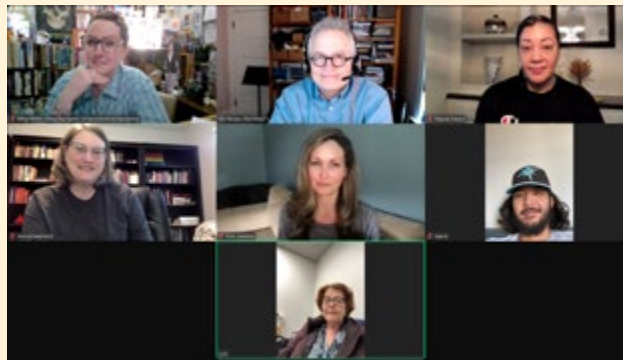
[healthcareerfund.org](http://healthcareerfund.org)

Scan the QR to learn more about the Training Fund

## We are taking action! If you haven't signed our petition yet, reach out to one of our bargaining team members.

### Our Bargaining Team

- Kim Daniels, Bel-Red
- Khaila Hartung-Dallas
- Rik Deskin, Redmond
- Anna Shepard, Broadway
- Bill Nolan, Cap Hill
- Kristen Badin, Crisis Team
- Meg Miller, WISE
- Rayna Heard, Lake City Way
- Lori Horton, Broadway
- Daeyoung Kim, Outreach



Scan the QR to sign the petition online



[1199nw.org/3WPvEo9](http://1199nw.org/3WPvEo9)