Our unity made the difference: Our contract is now ratified!

We are excited to have ratified our new contract. It is now in effect as of Saturday, June 8!

Our new agreement with Sound will help to retain current workers and recruit new co-workers so that we can provide critical resources to our clients. We came together to take an important action showing management that we are united, and we were able to move Sound to agree to a contract that has important improvements in:

- ✓ Respect for our organization
- Respect for us
- Recruitment and retention: Time off, benefits and wages
- Rights at work and equity
- ✓ Voice in our work

Read on for details about our wage increases, and look out for future bulletins with information about all the other workplace improvements we won.

ext steps: Implementation updates

Implementation of our contract will be the next important steps that we take together with Sound. We will be working with Sound on the process for credit for past experience, application of language premium, case loads and many of our improvements. Stay tuned!

We will see our new wage rates reflected on our June 28 paychecks. E3 is still getting updated and Sound is identifying through the payroll system when our backpay will be on our checks. In the meantime, if you have questions reach out to a bargaining team member.

Our Bargaining



Kim Daniels CFS Clinician Bel-Red



Khaila Hartung-Dallas AS Clinician Belltown



Rik Deskin Client Services Assistant Redmond



Anna Shepard Crisis Clinician Broadway



Bill Nolan SUD Clinician Cap Hill



Kristen Badin Crisis Clinician Crisis Team



Meg Miller WISe Clinician WISe



Rayna Heard Clinical Intake Specialist Lake City Way



Lori Horton Licensed Practical Nurse **Broadway**



Dae Kim Clinician MHP Outreach









Wages (Non-Medical Staff)

- ✓ Effective January 1, 2024, new wage scale You will receive back pay to January.
- ✓ No one will receive less than a 3% increase and range from 3%-25% •
- ✓ July 1, 2024 3.25%
- ✓ July 1, 2025 3%

If you'd like to know what your specific increase will be, speak to a member of the bargaining team.

Wages (Medical Staff)

- ✓ Effective January 1, 2024, new wage scale with a minimum of 2% ← You will receive back pay to January.
- ✓ July 1, 2024 2%
- ✓ July 1, 2025 2%

Each year on our anniversary date, we will receive a 1% wage increase per the wage scale unless at the top of the scale. Once at the top, we will continue to receive 1% up to a maximum of 110%.

Our language differential has increased from 1% to 2%.

To read the new wage scale, find your old scale grade below to find out how it was renamed, if applicable. The intention is to make the wage scale much more understandable, and have the scale grades correspond with the reality of our experience, education and certifications.

Current Scale Grades	Action	New Grade
Clinician-MHP	Deleted, and merges with Clinician MPH	Clinician MHP
Clinician-MHP II (Intake-Wise-Forensics)	Becomes Clinician MHP	Clinician MHP
Peer Specialist 1	Deleted, merges with Peer Specialist	Peer Specialist
Peer Specialist 2 (Wise-Forensics-CCBHC)	Becomes Peer Specialist	Peer Specialist
Program Support	Becomes Support	Support
RCM BA	Becomes Case Manager Bachelors	Case Manager Bachelors
RCM Lic	Becomes Case Manager Licensed	Case Manager Licensed
RCM MA	Becomes Case Manager Masters	Case Manager Masters
RCM MHP	Becomes Case Manager MHP	Case Manager MHP
Reaching Recovery Clinician	Deleted, merges with Clinician	Clinician
Residential Case Mgr II	n/a	Case Manager
RRC II (Wise-Forensics)	Becomes Clinician	Clinician
RRC LIC	Deleted, merges with Clinician Licensed	Clinician Licensed
RRC LIC II (Wise-Forensics)	Becomes Clinician Licensed	Clinician Licensed
RRC MA	Deleted, merges with Clinician Masters	Clinician Masters
RRC MA II (Wise-Forensics)	Becomes Clinician MA	Clinician Masters
SUD Clinician	Deleted, merges with Clinician SUD	Clinician SUD
SUD Clinician II (Wise-Forensics)	Becomes Clinician SUD	Clinician SUD

New Wage Scale

Year1	0		1		2		3	4	5	6	7	8	9	10	11	40	4.9	14	15	16	17	18	4400
							-	-		0	,	0	9	10	11	12	13	14	10	10	1/	10	1109
Admin I	\$	22.96	\$	23.19	\$	23.42	\$23.66	\$23.89	\$24.13	\$24.37	\$ 24.62	\$ 24.86	\$25.11	\$ 25.36	\$ 25.62	\$25.87	\$26.13	\$ 26.39	\$ 26.66	\$ 26.92	\$27.19	\$27.46	\$ 30.21
Admin II	\$	24.01	\$	24.25	\$	24.49	\$24.74	\$24.99	\$25.24	\$25.49	\$25.74	\$26.00	\$26.26	\$ 26.52	\$ 26.79	\$27.06	\$27.33	\$ 27.60	\$27.88	\$ 28.15	\$28.44	\$28.72	\$ 31.59
Admin III	\$	25.06	\$	25.31	\$	25.56	\$25.82	\$26.08	\$26.34	\$26.60	\$ 26.87	\$ 27.14	\$27.41	\$ 27.68	\$ 27.96	\$28.24	\$28.52	\$ 28.81	\$ 29.09	\$29.39	\$29.68	\$29.98	\$ 32.97
ARNP	\$	75.80	\$	76.56	\$	77.32	\$78.10	\$78.88	\$79.67	\$80.46	\$81.27	\$82.08	\$82.90	\$83.73	\$84.57	\$85.41							
Case Manager	\$	25.44	\$	25.69	\$	25.95	\$26.21	\$26.47	\$26.74	\$27.01	\$27.28	\$ 27.55	\$ 27.82	\$28.10	\$28.38	\$28.67	\$28.95	\$29.24	\$29.54	\$29.83	\$30.13	\$30.43	\$ 33.47
Case Manager Bachelors	\$	26.44	\$	26.70	\$	26.97	\$27.24	\$27.51	\$27.79	\$28.07	\$ 28.35	\$28.63	\$28.92	\$29.21	\$ 29.50	\$29.79	\$30.09	\$30.39	\$30.70	\$31.00	\$31.31	\$31.63	\$ 34.79
Case Manager Liscensed	\$	29.44	\$	29.73	\$	30.03	\$30.33	\$30.64	\$30.94	\$31.25	\$31.56	\$31.88	\$32.20	\$32.52	\$32.85	\$33.17	\$33.51	\$ 33.84	\$34.18	\$34.52	\$34.87	\$35.22	\$ 38.74
Case Manager Masters	\$	27.44	\$	27.71	\$	27.99	\$28.27	\$28.55	\$28.84	\$29.13	\$29.42	\$29.71	\$30.01	\$30.31	\$30.61	\$30.92	\$31.23	\$31.54	\$31.86	\$32.18	\$32.50	\$32.82	\$ 36.10
Case Manager M HP	\$	28.44	\$	28.72	\$	29.01	\$29.30	\$29.60	\$29.89	\$30.19	\$30.49	\$30.80	\$31.10	\$31.42	\$31.73	\$32.05	\$32.37	\$32.69	\$33.02	\$ 33.35	\$33.68	\$34.02	\$ 37.42
Clinician	\$	29.00	\$	29.29	\$	29.58	\$29.88	\$30.18	\$30.48	\$30.78	\$31.09	\$31.40	\$31.72	\$32.03	\$32.35	\$32.68	\$33.01	\$33.34	\$33.67	\$34.01	\$34.35	\$34.69	\$ 38.16
Clinician B	\$	29.50	\$	29.80	\$	30.10	\$30.41	\$30.72	\$31.03	\$31.35	\$31.66	\$31.99	\$32.31	\$32.64	\$32.97	\$33.31	\$33.64	\$ 33.98	\$34.33	\$34.68	\$35.03	\$35.38	\$ 38.97
Clinician Licensed	\$	32.00	\$	32.32	\$	32.64	\$32.97	\$33.30	\$33.63	\$33.97	\$34.31	\$34.65	\$35.00	\$35.35	\$35.70	\$36.06	\$36.42	\$36.78	\$37.15	\$37.52	\$37.90	\$38.28	\$ 42.10
Clinician Masters	\$	30.00	\$	30.30	\$	30.60	\$30.91	\$31.22	\$31.53	\$31.85	\$32.16	\$32.49	\$32.81	\$33.14	\$33.47	\$33.81	\$34.14	\$34.48	\$34.83	\$35.18	\$35.53	\$35.88	\$ 39.47
Clinician MHP	\$	31.00	\$	31.31	\$	31.62	\$31.94	\$32.26	\$32.58	\$32.91	\$33.24	\$33.57	\$ 33.90	\$34.24	\$34.59	\$34.93	\$35.28	\$ 35.63	\$35.99	\$36.35	\$36.71	\$37.08	\$ 40.79
Clinician SUD	\$	31.00	\$	31.31	\$	31.62	\$31.94	\$32.26	\$32.58	\$32.91	\$33.24	\$33.57	\$ 33.90	\$34.24	\$34.59	\$34.93	\$35.28	\$ 35.63	\$35.99	\$36.35	\$36.71	\$37.08	\$ 40.79
Clinician B SUD	\$	31.00	\$	31.31	\$	31.63	\$31.95	\$32.27	\$32.59	\$32.92	\$ 33.25	\$33.59	\$33.93	\$34.27	\$34.61	\$34.96	\$35.32	\$ 35.67	\$36.03	\$36.39	\$36.76	\$37.13	\$ 40.87
Clinician Licensed SUD	\$	32.25	\$	32.57	\$	32.90	\$33.23	\$33.56	\$33.90	\$34.23	\$34.58	\$34.92	\$35.27	\$35.62	\$35.98	\$36.34	\$36.70	\$37.07	\$37.44	\$37.82	\$38.19	\$38.58	\$ 42.43
Clinician Masters SUD	\$	31.25	\$	31.56	\$	31.88	\$32.20	\$32.52	\$32.84	\$33.17	\$ 33.50	\$33.84	\$34.18	\$34.52	\$34.86	\$35.21	\$35.57	\$35.92	\$36.28	\$36.64	\$37.01	\$37.38	\$ 41.12
Clinician MHP SUD	\$	31.50	\$	31.82	\$	32.13	\$32.45	\$32.78	\$33.11	\$33.44	\$33.77	\$34.11	\$34.45	\$34.80	\$35.14	\$35.49	\$35.85	\$36.21	\$36.57	\$36.94	\$37.31	\$37.68	\$ 41.45
Cook	\$	22.38	\$	22.60	\$	22.83	\$23.06	\$23.29	\$23.52	\$23.76	\$ 23.99	\$24.23	\$ 24.48	\$24.72	\$24.97	\$25.22	\$25.47	\$ 25.73	\$25.98	\$26.24	\$26.51	\$26.77	\$ 29.45
Courier	\$	22.96	\$	23.19	\$	23.42	\$23.66	\$23.89	\$24.13	\$24.37	\$ 24.62	\$ 24.86	\$25.11	\$25.36	\$ 25.62	\$25.87	\$26.13	\$ 26.39	\$ 26.66	\$26.92	\$27.19	\$27.46	\$ 30.21
EVS	\$	22.96	\$	23.19	\$	23.42	\$23.66	\$23.89	\$24.13	\$24.37	\$ 24.62	\$ 24.86	\$25.11	\$25.36	\$ 25.62	\$25.87	\$26.13	\$ 26.39	\$ 26.66	\$ 26.92	\$27.19	\$27.46	\$ 30.21
Kitchen Aide	\$	21.36	\$	21.57	\$	21.79	\$22.01	\$22.23	\$22.45	\$22.67	\$22.90	\$ 23.13	\$ 23.36	\$23.60	\$23.83	\$24.07	\$24.31	\$ 24.55	\$24.80	\$ 25.05	\$25.30	\$25.55	\$ 28.11
Landscaper	\$	25.59	\$	25.85	\$	26.10	\$26.37	\$26.63	\$26.90	\$27.16	\$27.44	\$27.71	\$ 27.99	\$28.27	\$28.55	\$28.84	\$29.12	\$29.42	\$29.71	\$30.01	\$30.31	\$30.61	\$ 33.67
LPN	\$	38.20	\$	38.59	\$	38.97	\$39.36	\$39.76	\$40.15	\$40.55	\$40.96	\$41.37	\$41.78	\$42.20	\$42.62	\$43.05	\$43.48	\$43.91	\$44.35	\$44.80	\$45.25	\$45.70	\$ 50.27
Maintenance I	\$	24.01	\$	24.25	\$	24.49	\$24.74	\$24.99	\$25.24	\$25.49	\$25.74	\$26.00	\$26.26	\$26.52	\$26.79	\$27.06	\$27.33	\$ 27.60	\$27.88	\$28.15	\$28.44	\$28.72	\$ 31.59
Maintenance II	\$	26.11	\$	26.37	\$	26.64	\$26.90	\$27.17	\$27.44	\$27.72	\$ 27.99	\$28.27	\$28.56	\$28.84	\$29.13	\$29.42	\$29.72	\$30.01	\$30.31	\$30.62	\$30.92	\$31.23	\$ 34.35
Medical Assistant	\$	25.00	\$	25.25	\$	25.50	\$25.76	\$26.02	\$26.28	\$26.54	\$26.80	\$27.07	\$27.34	\$27.62	\$ 27.89	\$28.17	\$28.45	\$28.74	\$29.02	\$29.31	\$29.61	\$29.90	\$ 32.89
Medical Support	\$	23.00	\$	23.23	\$	23.46	\$23.70	\$23.93	\$24.17	\$24.41	\$ 24.66	\$24.91	\$ 25.15	\$25.41	\$ 25.66	\$ 25.92	\$26.18	\$26.44	\$26.70	\$26.97	\$27.24	\$27.51	\$ 30.26
Peer Specialist	\$	24.00	\$	24.24	\$	24.48	\$24.73	\$24.97	\$25.22	\$25.48	\$25.73	\$25.99	\$26.25	\$26.51	\$26.78	\$27.04	\$27.31	\$27.59	\$27.86	\$28.14	\$28.42	\$28.71	\$ 31.58
PA	\$	75.80	\$	76.56	\$	77.32	\$78.10	\$78.88	\$79.67	\$80.46	\$81.27	\$82.08	\$82.90	\$83.73	\$84.57	\$85.41							
RN	\$	54.00	\$	54.54	\$	55.09	\$55.64	\$56.19	\$56.75	\$57.32	\$ 57.90	\$58.47	\$59.06	\$ 59.65	\$60.25	\$60.85	\$61.46	\$62.07	\$62.69	\$63.32	\$63.95	\$64.59	\$ 71.05
Support	\$	23.49	\$	23.72	\$	23.96	\$24.20	\$24.44	\$24.69	\$24.94	\$ 25.18	\$25.44	\$ 25.69	\$ 25.95	\$26.21	\$26.47	\$ 26.73	\$ 27.00	\$27.27	\$ 27.54	\$27.82	\$28.10	\$ 30.91
	0-10	00 hours	1001-2001 h 2002 +		2+																		
Peer Specialist Apprentice	\$	24.00	\$	24.12	Jou	urney at S	Step 2																
Case Manager II Apprentice	\$	25.44	\$	25.57	Jou	urney at S	itep 2																
SUDP Apprentice	\$	27.28	\$	27.55	\$	29.74																	

Our wage increases are changing our futures!

"Before, me and my coworkers required government assistance to live with the McDonald's wages we received. Now, we have fought to come closer to having a livable wage. We still have ways to go, but we now at least are not pushed into poverty and homelessness for choosing to do the essential work of serving our communities' most vulnerable and marginalized populations. Working at Sound, I was homeless for 10 years in poverty with children going from shelter to shelter because I could not afford housing." Anonymous

"I feel appreciation from my amazing clients, but I've been at Sound for 10 years and it goes a long way to feel more appreciation through a significant raise. We need to be recognized for our hard work to prevent burnout. This raise will take away stress in my personal life and therefore give

me more capacity to help clients." Aja

Crawford, SSVF Case Manager



"I am most excited to see all of my coworkers get

meaningful wage increases. I am also happy with the improved language and transparency regarding discipline. This includes us winning a just cause and progressive discipline article, which requires fair and legitimate grounds to discipline. This contract brings us more protection and closer to being accurately valued."

Rayna Heard, Lake City

Way

"Being with Sound for almost 8 years, I want to feel like this is my forever home, which means being appropriately valued. Our new contract achieves this not only with significant wage increases, but also with a new longevity step article, which will help us retain staff, and with new step placement procedure and credit for past experience articles, which will help us recruit experienced staff."

Daeyoung Kim, Outreach

"One of the key progressions of this contract is equal pay for equal work. Regardless of what team or program you work in, you deserve to be paid equitably for the skills, experience, and education that you bring to our community. We fought to ensure that we all are valued for the nuanced emotional labor

we invest in our community." Kim Daniels, Bel-Red



"I think the contract is an amazing accomplishment that took a lot of hours and commitment to achieve. Members like you who supported us by coming together made this possible!" Lori Horton,

Broadway

Equity Adjustment

If at any time an employee is hired into a position at a rate higher than that of a current employee(s) in the same position with the same or greater experience, or credential held length of time, that current employee(s) shall be moved to the same step on the wage scale as the newly hired employee.

Credit for past experience

For a period of 90 days after the signing of this agreement, you will be able to request a review of your past experience and/or credential held to have your step adjusted accordingly. No one will see a decrease in pay as a result of this review, nor will retro payments be applied.

The process for implementation will be determined soon. Let a bargaining team member know if you want to be added to the list for review.

Shift differentials

We won new shift differentials as follows:

- Swing shift (3:00 p.m. to 11:00 p.m.) \$1 per hour
- ✓ Night shift (11:00 p.m. to 7:00 a.m.) \$1.50 per hour
- ✓ Weekend premium (5:00 p.m. Friday to 11:59 p.m. Sunday) \$2 per hour

Crisis team on-call and after hour shifts

Any employee who works on the on-call or after-hour crisis team will receive weekend/holiday shift pay equaling \$30 an hour for on-call or standby.

When we are called in to work, OT calculation for all time worked is 1.5 times our regular rate of pay.