

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

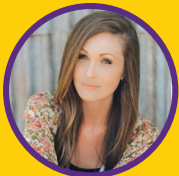
Read on for details about our wage increases, and look out for future bulletins with information about all the other workplace improvements we won.

Next 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 Team



Kim Daniels
CFS Clinician
Bel-Red



Khaila Hartung-Dallas
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Rik Deskin
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Crisis Clinician
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WiSe Clinician
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Rayna Heard
Clinical Intake Specialist
Lake City Way



Lori Horton
Licensed Practical Nurse
Broadway



Dae Kim
Clinician MHP
Outreach

Wage Increases

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

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.