

Our Proposals Protect Quality Care After Sound Takes Over

We provide the great care CPC clients need, and because we have a great contract, many of us stayed at CPC and continued providing quality care for our clients for years. Now, our clients will have to rely on us at Sound, but in order to maintain excellent care standards, the great benefits and security we have under our contract should be brought along with us as we transition to Sound.

As a union, we have the right to bargain over the impact of CPC's decision to join Sound and how it affects us and our co-workers. Our team has met with management twice to share our stories and how we feel frustrated and anxious about the ways the move is impacting us and our clients. The proposals we put forward ensure that those moving over to Sound and those moving on to other pursuits would have their service to our clients respected, and put us in the best position to continue to care of our clients that are moving to Sound with us.

Under our proposals to CPC management:

1. Everyone who did not receive an initial offer let will receive an offer letter for an open position at Sound they are qualified to perform, and shall only be laid off if there are no open positions at Sound they qualify for.
2. Everyone shall receive a written letter of recommendation from their appropriate manager at CPC for future employment purposes.
3. No members' unemployment claim will be contested by CPC.
4. Every member shall receive 1 week of pay for each year of service at CPC.
5. Every member shall receive a cash bonus equal to 1 month of COBRA.
6. Every member will be able to cash out all of their vacation time.
7. Every member will be able to cash out ½ of their sick time.
8. Every member will have vacation and sick accruals (prior to cash-out) carried over to Sound.



"Many of us have worked at CPC for long enough that this place is like family to us. When you send your family somewhere new, you make sure they will be taken care of. When you send your kids to daycare you make sure they are going to be fed or you pack them a lunch. You don't just send them off and hope for the best. Every day we advocate for our clients and make sure they have what they need. We need CPC to do the same for us as we become Sound."

Rayna Heard, CSS, LCW

Our bargaining team:

Rayna Heard LCW
Abby Minor Northgate/Willows
Lisa Williams El Rey
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