



New Year, New Sound

The year 2020 was a difficult one for many of us at Sound. Despite a global pandemic and many other challenges we came together last year to win our union and make it clear that we are united for a better Sound. We elected a bargaining team and are moving forward on many of our key issues.

Our Union's 2021 Resolution for Sound

A first contract that ensures:

- Wages and a scale that respects our commitment to service
- A safe workplace with proper safety equipment and protecting us from workplace assault
- Affordable healthcare
- Inclusive and anti-racist workplace
- Protection from unjust discipline and transparency in decision making
- Joint advocacy to make our voice heard for better funding and services for our clients

To make this contract a reality we need support from every coworker. Sign our petition to show that you support our bargaining team's proposals: <https://act.seiu.org/a/we-believe-sound-mission>



"We are ready to win our first contract for Sound in 2021. We need a voice. Sound is making decisions right now which affect all of us. I'm excited to win a Labor Management Committee and Joint Advocacy so that we can have a have open communication and a say in the future of Sound."

Tori Force, Art Therapist, Auburn



"In 2021 I'm excited to win a contract which improves our wages and working conditions! Wage freezes are not the way to retain great staff. We need a contact with a wage scale that respects our seniority with guaranteed raises

each year of the contract." **Rik Deskin, Admin, Redmond**

Fighting for fairness during layoffs

As a union, and as a community at Sound, we were saddened to hear about Sound's decision to lay off our coworkers this December. However, by standing together we were able to continue fighting for those affected. Our unity moved management on increasing severance and reduce the total number of people laid off. Here's what we have been able to win:

- The option for volunteers to take the place of people who were laid off
- Increased severance packages for those laid off based on years of service to Sound
- Pay out of all unused holiday and vacation pay
- Increased COBRA (Continuation of Health Benefits) for those who were laid off
- Guarantee of letter of reference and no challenge to unemployment
- The right to be recalled for 12 months should positions open up

Our unity helped push management to do better by those who served Sound and we will continue to build that unity to win a fair contract in 2021.



"One way that Sound could respect the time team members have dedicated to our agency, might be to respect their seniority, which is why our union is bargaining to protect the livelihood of those team members."

Angie Houck, Call Center,



"We weren't able to save everyone's jobs, but ultimately by not settling for what management had to offer we were able to make a bad situation better for our coworkers. We were able to push Sound to increase their severance packages for everyone

and make sure that those laid off were on a recall list so that they will be guaranteed the ability to return to Sound if positions open up." **Rayna Heard, Intake, Lake City**

