

# Our Unity Moved Management on Wages!

Our unity, because we formed our union, moved management off their no raises, no wage scale position. We all remember the email from management where they insisted they couldn't afford a raise this year and that they were cutting off our retirement contributions. As a union we won back our retirement, and now management is offering a raise this year and a wage scale — unity works!

We've made great progress, but there's still work to be done, because we know the 1% they put on the table and a wage scale with step increases that provide an additional 1% on our hire date isn't what we need. While our unity is growing and our strength as a union is increasing, our bingo card action allows us to show management what a fair raise means to all of us.

**Join our fight for raises that move Sound forward!**

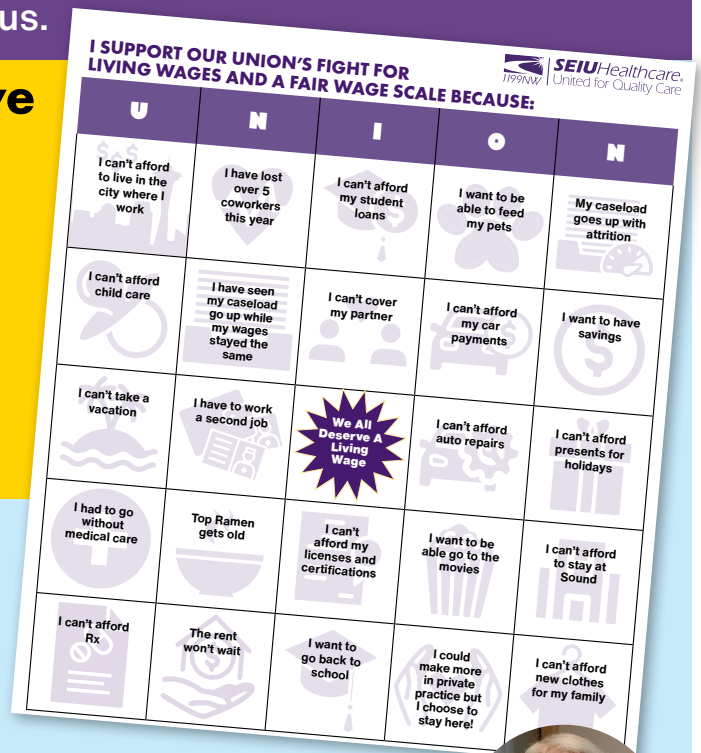
**Fill out your bingo card today.**

**Bingo Action Card in English:**

<http://1199nw.org/soundbingo-en>

**Tabla de acción bingo en Español:**

<http://1199nw.org/soundbingo-esp>



“One job should be enough. But it is not, so I work two jobs. 1% is what — like one penny? I work now to support my four kids, and a niece, as a single mom. When I get home around 11pm each day, after working two jobs, that is too late for my kids, and then when I'm off, I don't have the energy left to give to my kids. We can do better.”  
- **Delmi Mencía, Janitorial Lead**

“I know burnout is huge right now. My tank is running close to empty. A big reason why we need to raise the wage, its crucial to retain staff. Right now it's more crucial than ever to have our union!”  
- **Joy Hammond, Crisis Clinician**



“1% is not even a tiny step to giving up my second job.”  
- **Kim Mercer, Administrative Assistant, Lake City Way**



## Join us for a discussion on the Blake Decision and its impact on our clients

The war on drugs has done little to help people with drug addictions, while doing a lot to hurt communities of color. As behavioral health workers, we have fought hard for the drug treatment and affordable housing options that will create real healing in our communities. In a landmark decision in State v. Blake, the Washington State Supreme Court ruled that our state's law criminalizing drug possession is unconstitutional. This decision will have major impacts for our clients and our work, and we have the power to influence what happens next.

Join Malika Lamont, Program Director for VOCAL-WA at the Public Defender Association, and your coworkers in behavioral health across 1199NW, to learn what Blake means for our clients and patients—and discuss what we can do together to turn this state Supreme Court decision into lasting wins for our communities and our workplaces.

This forum will be held on Zoom, with time for questions and small-group discussion. Registration is required.

**Wednesday, March 24**

7 – 8 p.m.

Register here: <https://1199nw.org/3lpVB8K>