

We're Making Our Voices Heard To Win Wages That Respect Our Experience

All across Sound, high-level managers and the ELT are hearing our message—that we are united behind fair raises and a wage scale that recognizes our years of service. A few days ago, we delivered our wage B.I.N.G.O action to management. At the next bargaining session, we followed this action with a counter to management's last economic proposal, because we know that 1% raises and a wage scale that only provides an additional 1% on the anniversary date of our hire doesn't reflect the reality of the high cost of living in and around Seattle.

Furthermore, low starting wages for integral positions like peers and residential case managers do not acknowledge the vital role these members play in client care and making Sound run. Our proposal uplifts these positions in addition to increasing our raise to 4% with an additional 2% between years of service.

To win this, though, it will take all of our voices united behind our union's vision for Sound.

I SUPPORT OUR UNION'S FIGHT FOR LIVING WAGES AND A FAIR WAGE SCALE BECAUSE:

U I can't afford to live in the city where I work.	N I have lost over \$1000 in savings this year.	I I can't afford my student loans.	N I want to be able to afford my gas.	O My carpool goes up with inflation.
O I can't afford to take my child to school.	N I can't afford to take my child to school.	I I can't afford to take my child to school.	N I can't afford to take my child to school.	O I can't afford to take my child to school.
What would a livable wage at Sound mean to you?				
O I can't afford to take my child to school.	N I can't afford to take my child to school.	I I can't afford to take my child to school.	N I can't afford to take my child to school.	O I can't afford to take my child to school.



"Living closer to work, being able to afford medical bills, not dipping into/using up my savings for doctors' visits and car repairs. Being able to save money, have hobbies, travel will improve my mental and physical health."

Molly Downes, Wallingford AS Clinician

Capitol Hill Delegation Dropping Off Bingo Cards



"In a powerful and inspiring demonstration of unity and strength across Sound, we dropped off our Bingo cards with management."

LT Townsend, Capitol Hill SUD Clinician



"I've seen too many good clinicians leave simply because they can no longer make it on our low wages. This not only is demoralizing to the team, but to the clients who experience a revolving door of clinicians and other care staff. Better wages would help create a space where staff can continue to work in community behavioral health and directly improve client outcomes." **Bill Nolan, Capitol Hill SUD Clinician**

Our Unity in Olympia Won New Opportunities to Work in Behavioral Health

As front-line behavioral health workers, we have fought in our union to make behavioral healthcare more accessible to BIPOC clients, and to make it possible for more people—particularly BIPOC, low-income, and immigrant workers—to have good jobs in healthcare. We scored a major victory in the Legislature by passing House Bill 1311, authorizing the creation of a registered Substance Use Disorder Apprenticeship. The SUDP apprenticeship will be registered with the state and administered by our SEIU Healthcare 1199NW Multi-Employer Training Fund through the Healthcare Apprenticeship Consortium.

The SUDP apprenticeship will help recruit and retain workers by lowering financial barriers and allowing apprentices to "earn while they learn." Apprenticeships are in particularly high demand by BIPOC workers—nearly 80% of recent applicants to our Training Fund's Medical Assistant apprenticeship identified as people of color.

Apprenticeships are credited, so workers who have completed an apprenticeship will get credit for that education and experience if they go back to school.

Our Training Fund, working with frontline union members, employers and educators, will build the SUDP apprenticeship this year alongside new Behavioral Health Tech and Peer Specialist apprenticeships. These programs join the Medical Assistant, Pharmacy Tech, Sterile Processing Tech and Pre-Apprenticeship options, all available because of our union's Training Fund.

Contact your delegate or organizer if you want to learn more.



"Advocacy days give Sound members the opportunity to support mental health legislation like the SUDP apprenticeship program created by House Bill 1311, which benefit both clients and team members." **Angie Houck, Capitol Hill North Call Center Representative**