

We're Not Backing Down on Wages

Wages are one of our top priorities, and we're not backing down. That's why it was disappointing at our last bargaining session when management didn't bring a response to our latest wage proposal. While we've been able to agree on many key areas of the contract, we can't settle without reasonable raises. We know that 4% raises each with an additional 2% on our anniversary date will help us retain great co-workers.

We've gotten this far by showing management we are united, and by taking action like filling out BINGO cards, attending open bargaining, and telling our stories.



Join a Membership Meeting!

The next opportunity to get involved is our membership meetings next week. Come meet your bargaining team members and get an update on what we've won so far and how we're going to achieve the rest.

Sign up here: <https://forms1199nw.org/sound-members-meeting/>

Meeting Times

Monday, May 17: noon - 1pm

Tuesday, May 18: noon - 1pm or 6 - 7pm



scan this QR code with your phone camera to sign up!



"Communication has been difficult with supervisors. Without the help of our union, I would probably not be employed at this time. This is why I feel it is imperative we all have a voice. The union enables us to have that voice. That's why I'm attending a membership meeting next week, so I can stay informed."

-Tamar Hirsch, Residential Case Manager, Keystone



"Overall, I am pleased with the progress we have made towards our very first contract here at Sound. The last time we were surveyed, increasing our wages was most important, so when management didn't come prepared with a response to our latest wage proposal, it definitely felt like they kicked the can down the street. It just means we have a little more ways to go before we reach our destination. We need everyone to be engaged in this process. Please show up to our upcoming member meetings to hear more updates and learn more about the union. This is one way you can show support and solidarity!"

-Rayna Heard, Clinical Intake Specialist, Lake City Way

What We've Won So Far

- Raises in 2021 and a Transparent Pay Scale (after Management had said there would be no raises)
- Fully funded HSA immediately
- Fully funding our retirement contributions and backdating it to January 1st
- \$500 bonus on our last paycheck
- Vacation donation for our coworkers
- Client bereavement leave
- Union security — so everyone is a member of our union and united for a better Sound
- Supervision for licensure
- Joint Labor Management Committee where we can bring problems/concerns as a union to management
- Reduced FTE for education
- Respect for seniority
- Advanced posting of schedules — covering a 4-week period at least 10 days in advance
- Alternative work schedules
- And many other improvements!