

Our Unity Wins Wage Increases for Everyone at Sound

We have been raising our voice about staffing, caseloads, and service intensity, telling Sound that we need to recruit and retain more staff! Last month Sound agreed and offered to reopen wage negotiations. Management offered us a proposal which gave real wage increases to some jobs, but only offered to move up scheduled raises for other positions and would have caused some Sound members to fall backwards on the wage scale.

Our bargaining team pushed back! We were able to win a minimum of 3% wage increases for all positions, an additional across-the-board wage increase next July, and a guarantee that everyone at Sound kept their same step on the wage scale. Additionally, we won the ability for any job class to review their placement on the wage scale.

Because we are a union, we are able to move forward towards wages that recruit, retain and respect us for the vital work that we do!

Wage Scale from 2021 Ratification and 2022 Wage Reopener

Old Wage Scale

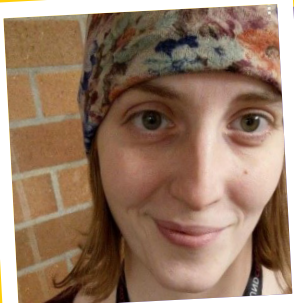


1199nw.org/3azpLpf

New Wage Scale



1199nw.org/3z0H249



"I'm proud of this agreement that we won. We had to be at the table to make sure everyone was represented. We were able to do better by all the staff at Sound by pushing to make sure that everyone received at least a 3% wage increase, as well as an additional wage increase in July 2023!"

- **Kristen Badin, Crisis Clinician**

Our Contract, Our Voice!

We voted for a union at Sound because we wanted better wages, benefits, respect for the work that we do, and a voice to improve our workplace.

Last year, we won our first ever contract! Come to a union meeting to pick up a copy of your contract, learn about what it means to be in a union, and make your voice heard.



“Our contract is our power! Come to a union meeting to pick up your contract so you can have the power to stand up for yourself in your hands.”

- **Anna Shepard, AS Clinician, Lake City Way**