

Our Voice, Our Union

We have come a long way at Sound from our union election in 2020. Before we voted for a union, we did not have a voice in our workplace, no guaranteed wage increases and no protections against layoffs or unfair discipline. Since we have formed our union everyone at Sound has received at least a 6% raise, with guaranteed step increases for every year of service at Sound and credit for past experience. We have protections against layoffs as well as maintenance of benefits, meaning management can't take our benefits without negotiating with us.

Most importantly, we now have a voice! We have coworker delegates and a Labor Management Committee who meets regularly to raise our concerns to management. We have the right to representation in any meetings which could lead to discipline or affect our working conditions.

While we have come a long way, we still have a long way to go. We are continuing to make sure Sound is a place where every worker is respected and valued and where we are paid a living wage!

Our union is only as strong as our membership.

Sign a membership card today to build our union in 2022, 2023 and the years to come!

joinseiu1199nw.org



"I was at Sound before we had a union so I know what it costs not to have a union. For me personally I am making \$9,000 more after our union contract! Having a union means accountability from management. It means that our raises are guaranteed and our benefits protected. Having a union means we have a voice in Olympia in the decisions that affect us and our clients. Before we had a union management could do whatever they wanted. Now we as workers at Sound are able to have a say!" - **Kirstin Badin, Crisis Clinician**

Our Clients are People, not Numbers

We are calling on Sound management to trust our ability to be professionals and to provide us with support, NOT discipline. Every one of us at Sound is dedicated to making sure that our clients receive the best care possible. However, too many of us are forced to work under the threat of discipline over service intensity. Sound can do better. We are calling on management to end discipline for service intensity and invest in supporting us so we can support our clients.

"Discipline is not the answer for low service intensity. Support from management is more in line. If we do all we can and follow our suggestions provided by our supervisors we should not be punished. There needs to be a better solution that all parties can feel good about. Sound needs to put our values back where they belong, with our staff and our clients." - **Rayna Heard, Intake Specialist, Lake City Way**



Know Your Rights in the Workplace

Because we are a union, we have the right to have union representatives with us in any meeting with management which could affect our working conditions or possibly lead to discipline. These are called Weingarten Rights and it's important that exercise them!

"It's important that we exercise our rights as workers to have union representation! That way none of us at Sound have to face a tough situation with management alone. Having a union delegate can ensure that none of us are treated unfairly or have to face discipline without just cause." - **Rik Deskin, Client Services Representative, North Creek, Union Delegate**



If called to a meeting with management, read the following to management or present a Weingarten rights card before the meeting starts.

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or delegate be present at this meeting. Without representation present, I choose not to participate in this discussion.