

Pushing Forward For Our Future at Sound

Our bargaining team met with management to present our proposals for our 2023 contract! We are encouraged by our sessions so far and have already reached important agreements on our proposals for racial justice and extending our contract.

We know that the proposals we bring to the table will improve our lives. Our proposals include:

Wages

- ✦ A minimum of 15% for everyone at Sound
- ✦ Additional wage increases for our lowest paid members who were left behind in 2022
- ✦ Additional wage increases for education and licensure
- ✦ Increase annual step raises from 1% to 2%
- ✦ Add 5 steps to the wage scale
- ✦ Automatic wage negotiations anytime Sound gets new funding

Benefits

- ✦ Increase our vacation rollover to 200 hours with the ability to cash out rather than lose vacation time
- ✦ Add \$2,000 to our HSA, Healthcare FSA or Child Care FSA

Fairness and Our Voice in the Workplace

- ✦ A say in our caseload sizes
- ✦ Clear and fair progressive discipline language
- ✦ Non-disciplinary approach to service intensity
- ✦ Monthly Labor-Management committee
- ✦ Joint advocacy hours

Our next session is on Monday, September 25. We look forward to receiving management's counter proposals and continuing to work together for a better Sound.

Our Bargaining Team

Rayna Heard, Clinical Intake Specialist, Lake City Way	LJ Muhm, Residential Case Manager, Keystone
Rik Deskin, Client Services Assistant, Bel-Red	Anna Shepherd-Lukasik, Crisis Clinician, Broadway
Khaila Hartung-Dallas AS Clinician, Belltown	Bill Nolan, SUD Clinician, Cap Hill
Kim Daniels, CFS Clinician, Bel-Red	Dae Kim, TSP Clinician, Cap Hill/Tuk West
LT Townsend, SUD Clinician, Cap Hill	Lori Horton, LPN, Belltown/Cap Hill North/Kent
Kristin Badin, Crisis Clinician, After Hours	Meg Miller, WISe Clinician, Lake City Way



“We all know that our current wages at Sound aren’t sustainable! Our wage proposal would be a breath of fresh air for me and my coworkers. It would mean that we could serve our clients and still afford to live!” **-Dae Kim, TSP Clinician, Cap Hill/Tuk West**



“We are all here to serve our clients, but management’s current discipline practices are hurting our important work. That’s why we need a contract with clear and transparent discipline.” **-Rik Deskin, Client Services Assistant, Bel-Red**

“I’m cautiously optimistic! We have done hard work advocating for what our coworkers need. I’m looking forward to receiving counter proposals from management.” **-Khaila Hartung-Dallas, AS Clinician, Belltown**

