

# We Deserve Real Raises Every Year

Every day we invest ourselves in our agency and the clients we serve. None of us expected to get rich in community mental health, but we do expect not to keep falling behind every year. That means we need good raises every year of our contract, not just the first year.

Together through our union, we've been able to help to win more and new money from the state legislature to provide services and improve our wages and benefits. We will continue to use our collective resources to advocate for more in 2024 and 2025 and we know we will win more, but Sound is doubtful of this, and they are refusing to invest in us beyond 2% wage increases each of those years. To keep us here, Sound has to invest in us, trust in us, and put real raises in every year of our contract.



## Where we are apart:

Issue	Union	Management	Tentative Agreement
Significant raises in the first year of the contract	<b>Yes!</b> We already raised medical staff, and have great improvements planned for 2024	<b>Yes!</b> We are in alignment on great improvements for 2024	<b>Yes!</b> It will be part of our new contract
Additional raises to retain MHPs, SUDPs, Masters Level Clinicians, and Licensed Clinicians.	<b>Yes!</b> It's built into a new wage scale for year 1	<b>Yes!</b> It's built into a new wage scale for year 1	<b>Yes!</b> It will be part of our new contract
Year 2 of the raise (our raise this year - 2024)	3.5% Effective 7/1/2024	2% Effective 1 year from ratification!	<b>No.</b> Sound still has work to do to get it right!
Year 3 of the raise (2025)	3.5% Effective 7/1/2025	2% Effective 7/1/2025	<b>No.</b> Sound still has work to do to get it right!
Wage re-openers to capture the new funding from the legislature	<b>Yes!</b> Each year of the contract	<b>Yes!</b> Each year of the contract	<b>Yes!</b> It will be part of our new contract
A strong voice in caseload size	<b>Yes!</b> Build a plan at the team level	A work in progress, management is moving, but needs more tangible items in their proposal	<b>No.</b> Sound still has work to do to get it right!
Increase vacation roll-over, and cash-out amount over roll-over	<b>Yes!</b> 50% cash-out, and 50% added to a pool for sick donation for co-workers	<b>Yes!</b> 50% cash-out, and 50% added to a pool for sick donation for co-workers	<b>Yes!</b> It will be part of our new contract
200 paid advocacy days - aid time to go and advocate for better funding for our clients	<b>Yes!</b> Let's improve care together	<b>Yes!</b> Let's improve care together	<b>Yes!</b> It will be part of our new contract
Credit for Past experience - review of our experience to make sure everyone is on the correct step	<b>Yes!</b> Let's count every year. <b>MUST BE STARTED WITHIN 90 DAYS</b>	<b>Yes!</b> Let's count every year. <b>MUST BE STARTED WITHIN 90 DAYS</b>	<b>Yes!</b> It will be part of our new contract





“To many of us leave because Sound isn’t making sure we keep up year to year. We fall behind, and then leave for more money elsewhere. They need to invest in us to keep us. We need a contract with real raises . . . every. single. year. Not just the first year, they have to improve year 2 and 3 of our contract.”

**–Rayna Heard, Intake, Lake City Way**



“We need to know that we’re getting this contract right, and that means to me ensuring that every one of us is paid appropriately - for our experience, for our degrees, our licenses and our tenure. That means getting the first year right, and getting more than 2% in the second and third year.”

**–Kim Daniels, Therapist, C&F at Bel-Red**

## We are United for a Contract that will retain quality staff.



### Stay in touch with your bargaining team member for updates and how you can help bring this contract home:

- ▶▶ Kim Daniels, Bel-Red
- ▶▶ Khaila Hartung-Dallas
- ▶▶ Rik Deskin, Redmond
- ▶▶ Anna Shepard, Broadway
- ▶▶ Bill Nolan, Cap Hill
- ▶▶ Kristen Badin, Crisis Team
- ▶▶ LT Townsend, Cap Hill
- ▶▶ Meg Miller, WISE
- ▶▶ Rayna Heard, Lake City Way
- ▶▶ Lori Horton, Broadway
- ▶▶ Daeyoung Kim, Outreach

