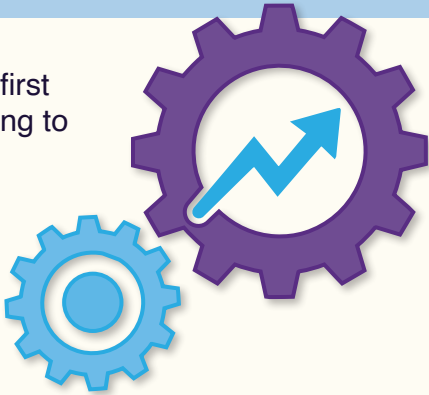


WE'RE GEARING UP TO BARGAIN OUR NEXT CONTRACT AT SOUND

Our unity and strength made it possible for us to win real improvements in our first two contracts and raise standards across our workplaces. Now, we are preparing to negotiate our third contract at Sound.

Each contract has been a step forward — building on the wins of the last one and creating stronger protections, better standards, and more accountability from Sound administration.



ROADMAP TO A GREAT CONTRACT



WHAT ARE WEINGARTEN RIGHTS?

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, these rules apply:

The employee may request union representation before or during the interview. After the request, the employer must choose from among three options:

- Grant the request and delay questioning until the union representative arrives;
- Deny the request and end the interview immediately; or
- Give the employee a choice of:
 - o Having the interview without representation or
 - o Ending the interview

If the employer denies the request for union representation and questions the employee, it commits an unfair labor practice, and the employee may refuse to answer.

- o Do not resign your position.
- o Do not be insubordinate. If you are denied your rights, comply and alert your delegate as soon as possible.

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my union delegate be present at the meeting. Without union representation present, I choose not to respond to any questions or statements."



"One of the most significant benefits of being unionized at Sound is the guarantee of representation and support during any conflict with management. If you are asked to meet with a manager and you suspect it may result in some kind of disciplinary action, ask your manager if this is the case. If disciplinary action now or down the line is possible, then do not meet until you are able to have a delegate present. This is your right!"

- LT Townsend, AS Clinician, Sound Delegate

WEINGARTEN RIGHTS

Union Representation During Investigatory Interviews
(If called to a meeting with management, read the following to management or present the 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.

KNOW YOUR DELEGATES AND REACH OUT!

Delegates are respected and trusted coworkers who we elect to be the main bridge of union support in our worksites. You should reach out to a delegate if:

- Your manager asks to talk to you about your job performance.
- Your manager/HR says you are being investigated.
- You have a question about your union contract.
- You have a safety, staffing, or general workplace concern or need some additional support in navigating an HR issue.
- You want to help make our union stronger.

Our Delegates at Sound

- ★ LT Townsend, AS Clinician
 - ★ Shane Curtis, IDD Clinician
 - ★ Lori Horton, LPN
- ★ Paula Anna De Leon, CFS Clinician
 - ★ Bee Isabella, Clinical Intake Specialist
 - ★ Sanjay Shenoy, AS Clinician

WANT TO HELP GROW OUR UNION?

No union delegate in your department or job class? Feeling disconnected from the union? Do you have a trusted and respected coworker that you would like to nominate to be a union representative?

Reach out to your organizer, James Williams at Jamesw@seiu1199nw.org

Check out our full union contract to learn more about your rights and protections on the job.



1199nw.org/3S3e7s6

New Website!



We are pleased to share that we are now operating as the Healthcare Training Fund, and as of May 18, our website is **healthcaretrainingfund.org**. This reflects our continued growth and commitment to serving our members and partners across Washington State. While our name and visual identity have been updated, our mission, services, and commitments remain the same - building a diverse and empowered healthcare workforce through our unified labor management partnership.

Visit our new website to learn more about training opportunities, resources, and how we support your career in healthcare at healthcaretrainingfund.org.



Scan the QR code or visit bit.ly/HTF-Home