

STANDING TOGETHER FOR WHAT'S RIGHT: NO UNILATERAL CHANGES



"Community mental health work is hard enough. We need support, not micromanagement and bureaucracy."
—**Sanjay Shenoy (He/him), AS Clinician, Union Delegate**



Earlier this year, a strong majority of union members at Sound signed a petition calling on Sound to stop making unilateral changes to our working conditions. On April 2, a group of us marched into the Tukwila office to deliver that petition.

Our message was clear: Enough is enough.

But Sound did not listen.

In late July, several teams were told that employees who miss three timecard punches in a week will be placed on a coaching plan and could face progressive discipline if the problem continues. This new policy was announced without bargaining it first, even as many of us continue to deal with problems stemming from the chaotic rollout of UKG.

It was yet another unilateral change.

On August 7, 2026, union delegates delivered a cease-and-desist letter demanding that Sound stop making top-down changes to working conditions.

The letter stated: →→→

"The Union learned on July 29, 2026, that Sound unilaterally made the decision that employees who miss three timecard punches in a week will be subject to coaching or corrective action, with no regard for the chaotic way UKG was rolled out and the persistent technical difficulties.

This is a violation of the National Labor Relations Act. Changes in working conditions are subject to the bargaining process. We hereby demand that you cease and desist from making unilateral changes to working conditions at Sound and immediately restore the practice of non-formal coaching and troubleshooting for members still learning to navigate the UKG time system."

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WE CAN DO BETTER TOGETHER

Better decisions and more effective rollouts happen when management listens to and collaborates with the workers who will actually be affected.

We all want Sound to be successful. Let's make it happen together.



"We are headed into bargaining. If the ELT wants to make changes, they should bring those changes to the bargaining table." —**Cyndie Tumelson (She/her), SUD Clinician, Union Delegate**



"Join us. Stand together and be ready to back our bargaining push for a fair contract while we demand that Sound stop making changes without negotiating with us." —**Lori Horton, LPN, Union Delegate**

WHAT IS A BARGAINING TEAM? WHAT IS A CONTRACT ACTION TEAM?

The union Bargaining Team (BT) is a group of our coworkers, elected members, who commit to representing and leading their coworkers in a fair, responsible manner by attending bargaining team meetings, negotiating sessions and leading workplace actions. This group makes decisions by consensus on behalf of the membership at Sound.

The Contract Action Team (CAT) is the link between the bargaining team and their coworkers, whose responsibilities include generating support, communicating ideas and goals back and forth with the Bargaining Team, and leading actions in the workplace. The Contract Action Team are leaders and activists who are ready to support the BT's decisions but do not serve on the bargaining team.



L to R: Lori Horton, Carly Rademacher (They/them), Sanjay Shenoy (He/him), Keilani Melton (She/her, They/them), Cyndie Tumelson (She/her), Chelsea Taylor (She/her)

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The app is a member-only benefit. After downloading the app, you'll be prompted to create an account and verify your union membership. For automatic membership verification, the information you enter must match what we have in our union records.

OUR UNION WEINGARTEN RIGHTS

Know Your Rights: Union representation during investigatory interviews 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 called to a meeting with management, read the following to management before the meeting starts.

"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 participate in this discussion."

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.

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



"A lot of people, especially in helping professions tend to think that they just have to accept it when they are being treated unfairly. Like if we want to be able to help our clients and our coworkers, and stay employed, we have to just deal with it. But that's the thing; we don't have to. Let our union be your sanity check, and the bad guy if you need us. Talk to your delegates before a meeting where you think you might get in trouble, or when a change happens that you don't feel right about. It is your right, and what we are here for!" – **Bee Isabella (They/them), Clinical Intake Specialist, Union 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.

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KNOW YOUR DELEGATES AND REACH OUT!

Our Delegates at Sound

- | | |
|---|---|
| ★ LT Townsend (She/her), A S Clinician | ★ Sanjay Shenoy (He/him), AS Clinician |
| ★ Lori Horton , LPN | ★ Cyndie Tumelson (She/her), SUD Clinician |
| ★ Paula Anna De Leon (They/them), CFS Clinician | ★ Carly Rademacher (They/them), TSP Clinician |
| ★ Bee Isabella (They/them), Clinical Intake Specialist | ★ Keilani Melton (She/her, They/them), TSP Clinician |
| ★ Shane Curtis (They/them), IDD Clinician | |

Delegates are respected and trusted coworkers that you elect to help represent us and are the main bridge of union support in our facilities. 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.

Want to help make our union stronger?

Want to help grow our union? No union delegate in your department or job class?

Feeling disconnected from our union? Do you have a trusted and respected coworker that you would like to nominate to be a union representative?

Reach out to organizer James Williams at JamesW@seiu1199nw.org

KNOW YOUR RIGHTS: WE HAVE THE RIGHT TO ENGAGE IN UNION ACTIVITY IN OUR WORKPLACE!

This is a legally protected right you have under labor law.

- If you can talk about subjects other than work (the Seahawks game, what you did over the weekend, etc.) while you're on the clock, you can also talk about your union!
- If you can wear shirts, buttons, stickers for other topics, you can wear them in support of your union!

If a supervisor or someone in management tells you to stop talking about your union or remove a union button, sticker etc. you have the right to ask the question, "If I don't will it lead to discipline?" If they say YES, it may be an unfair labor practice. Take note of what was stated, the date, time and who said it, and report it to your bargaining team member or organizer.