SEIU Healthcare 1199NW United for Quality Care

Sound
October 13, 2026

BARGAINING UPDATE

Introducing Our Bargaining Team

Our bargaining team members have demonstrated leadership and a commitment to strengthening our Union at their respective worksites and beyond. They have been nominated and elected by our coworkers to ensure our voices are heard at the bargaining table with management.



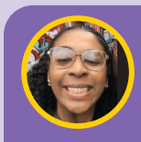
"I agreed to serve on the bargaining team because I believe that everyone at Sound across all our sites deserves a workplace where they feel safe, respected, and fairly compensated." **—LT Townsend, AS/SUD Clinician, Capitol Hill**



"I think we are stretched thin enough as clinicians, providers, behavioral health employees. And I want our workplace to support us and the work that we do, to ensure we have what we need to be able to offer support to others. So I think everyone should feel supported by their supervisors, management, and contract. Advocacy is something we do for our clients, and should be something we do for ourselves, too." **—Rinn Ramcke, CFS Clinical Care Coordinator, Rainier**



"I stepped onto the bargaining team because a workplace only thrives when the people doing the work are valued, protected, and paid fairly. We're fighting for a contract that honors that commitment." **—Lex Hernandez, Admin II, Capitol Hill**



"I joined the bargaining team because I know many of us travel long distances to get to work, and the rising costs of gas, insurance, and everyday expenses have put a strain on our finances. I believe it's important to win a strong contract that not only provides fair wages, but also practical benefits like bus passes or transportation assistance that can make a real difference in employees' lives." **—Jasmin Alila, Behavioral Health Tech, Stillwater**



"I joined the Bargaining Team because I believe every worker deserves to have their voice heard, especially when it comes to the decisions that directly affect us and the care we provide to our clients. Our experiences and concerns deserve to be taken seriously, and I'm committed to advocating for a workplace built on fairness, safety, respect, and accountability." **—Camille Koepf, Peer, MRRCT North**



"After 21 years at Sound, I understand how important clear communication is to morale, trust, and the ability to do our jobs effectively. I want to be part of the bargaining team because I believe employees deserve a voice in decisions that affect their working conditions. I am here to advocate for meaningful improvements and to help ensure that the employees' voices are represented at the bargaining table. Feel free to reach out to me, we can exchange personal phone numbers and talk during non-work hours." **—Cyndie Tumelson, SUD Clinician, Auburn West**

Union 101: We Are The Union

What Is a Member-Led Union?

Being member-led means healthcare workers lead our Union and make the choices that guide us. We connect with coworkers, learn and advocate for our rights, and organize collectively to make changes that keep us and our clients safe and healthy.

What Is in Our Contract?

- Just cause protections - management must have a legitimate and fair reason to discipline or discharge a union employee.
- Grievance procedure - the process for addressing violations of rights and protections in our Union contract.
- Set pay scales and across-the-board increases.

Roles We Can Play in Our Union

Delegate: A trained coworker who represents us with management and helps enforce our Union contract. Delegates are nominated and elected by coworkers.

Contract Action Team (CAT): Keeps coworkers updated on bargaining and actions, and brings coworker input back to the Bargaining Team.

Bargaining Team: Represents us during contract negotiations; members are nominated and elected by coworkers.

Executive Board: Elected coworkers who serve on our Union's highest governing body, help make unionwide decisions, and vote on financial priorities.

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Organizer: Union staff who support members in building workplace power and enforcing our Union contract.

Collective Action
Collective action is when we act together to improve our workplaces and uphold our contract.

Weingarten Rights
If a meeting could lead to discipline, termination, or a change in working conditions, request Union representation before participating. Ask your Delegate, Bargaining Team, or Contract Action Team member for a Weingarten Rights card.

Healthcare Leadership Fund
The Healthcare Leadership Fund is our political voice as Union members and healthcare workers. We use the Fund to endorse and elect politicians who will support healthcare workers and vote for policies our Union is fighting for and supporting. Elected officials can affect protections for workers and the clients we serve.

Changes in Working Conditions
Tell your Delegate or organizer promptly about substantial changes to duties, schedules, pay, shifts, hours, assigned locations, or new jobs.

Progressive Discipline
Verbal warning; written reprimand; final warning (which may include suspension); and discharge. See Article 5.9.

Grievances
A grievance may be filed when the employer violates an agreement with the Union, including our contract. See Article 21.

When to Contact the Union
Contact your Delegate promptly about discipline, an investigation, unilateral changes, or questions about your rights. If HR is present, you may request Union representation.

Know Your Delegates and Reach Out!

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

Delegates are respected and trusted coworkers that you elect to help represent us and are a main bridge of Union support.

Reach Out to a Delegate If:
- Your manager asks to talk with 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 support navigating an HR issue.

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.

Stay Up to Date About Bargaining and Workplace Issues Through Our New Union App!

Your referral code: ZUW512AQ

Apple App Store

Google Play Store



- » Get union updates first
- » Your contract, your benefits, your resources
- » Take action fast
- » Earn points and rewards
- » Your voice, your union

DOWNLOAD THE SEIU HEALTHCARE 1199NW APP!

union POWER

Everything we need as union members, right in our pocket.

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.

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