



A Legacy of Unity, Strength, and Workplace Standards at HMC

Harborview was one of the first chapters organized under SEIU Healthcare 1199NW after our union's foundation. Since the beginning, we have embraced our guiding value — that we are stronger when all of our job classes wield power together.

The breakthroughs we've won through every contract we've ratified would have never happened without the unity and solidarity of every member at Harborview sticking together and taking action during the hard times. We know that we can't count on UW Medicine administrators to do the right thing all the time, and that's why we are unafraid to take action inside and outside of the hospital and in the public eye. We know that when we fight, we win.

Investing in our strength as a union is the only way to continue to take on profit-driven healthcare systems and the executives who run them, to keep standards high, and to ensure we're a union where every member belongs and thrives.

Our story of union strength




Nurses first joined our union in the early 1990s, followed by the first-ever group of imaging and diagnostic techs in our union. Airlift Northwest and many other job classes joined in the early 2000s and 2010s, creating one of the largest and strongest chapters in SEIU Healthcare 1199NW!

As workers at the only Trauma 1 hospital in the Pacific Northwest — the hospital that will always serve anyone, no matter their ability to pay — we have always had a strong dedication to our community and our patients. Forming and joining together in our union provided the outlet to channel that passion into better working conditions and better patient care.

The union difference at HMC and Airlift NW

Wages

- ✓ Our wages have reliably and steadily grown:

Registered Nurses	PA/ARNP	Social Workers
62% increase in wages since 2013 	57% increase in wages since 2013 	76% increase in wages since 2013 



"In the last wage reopener, I got the highest raise of my career. It never would have happened if we were in a union by ourselves. I'm so proud that we've set the standard for social work wages in the UW system, and that is the SEIU Healthcare 1199NW union difference. My kids are in college and I can support them now. The raises I've gotten have changed my life. Because we have a strong, fighting union, I am grossing more than \$2,000 more a month than I was making in January 2022. All social workers deserve this and it only happened because of our union and our unity. I really feel like I am being paid my worth and for the first time in my life, I really feel valued." Kimela Vigil, Licensed Mental Health Practitioner

▶▶ The union difference at HMC and Airlift NW

Groundbreaking wins

- ✓ We were the first hospital in our union to win and implement Break Relief nurses, and workers across job classes have made gains in staffing and in safety.
- ✓ We helped save the Harborview clinics from closure.
- ✓ We've won historic wage increases for all job classes with every contract.
- ✓ Access to paid administrative leave during the worst periods of COVID.
- ✓ Limitations on mandatory call and double-time pay for extra shifts.
- ✓ Strong Labor Management Committees where we can address issues quickly and directly with management.
- ✓ We have proven that when we stick together and take action, we can lead the way in setting standards that all healthcare workers need and deserve!



"The significant raises we've won have allowed us to recruit more respiratory therapists. That's led to better patient care, and we've been able to keep our own healthcare affordable. Through our union, we've used our collective voice to make our department a better place." **Neeru Kaur, Respiratory Care Practitioner**



"Having a strong union has given us a seat at the table when our employers wanted to change our working conditions and limit the supplies we needed to keep ourselves and our patients safe. We have fought as a group to uphold healthcare standards and to improve wages and housing policy across the state. We have secured historic wages and benefits packages that allow for better lives of our coworkers and better staffing for our patients. We will need to have the strongest union possible to maintain our high standards and to continue to advance the needs and concerns of working people." **Sam Conley, Registered Nurse**

Welcome!



We're welcoming in more than 1,000 new union siblings to the SEIU Healthcare 1199NW family! In January, healthcare workers at **Virginia Mason Medical Center** in Seattle officially voted UNION YES to join 1199NW in a groundbreaking show of unity!

