SEIU Healthcare 1199NW United for Quality Care

Harborview Medical Center and Airlift NW
November 7, 2026

A strong union at Harborview

Leading the way for workplace standards

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 every healthcare job class stands up together. Because of this, we have achieved greater respect for our work, improved patient outcomes, and lead the way for our region.

When investment in public healthcare is vulnerable to state and federal budget cuts, we've seen that we can't count on administrators at the University of Washington to always do the right thing. The success of Harborview's future depends on us showing up like we always have inside the hospital and in the community to demand justice for us and our mission population.

Every day, we see the impacts, to healthcare workers and patients, of the profit-driven healthcare system in the US. Investing in the collective strength of our union has always been the best way to ensure safe working conditions and better patient care.

Because we are part of SEIU Healthcare 1199NW

Groundbreaking union wins that make Harborview one of the best places to work:

- We were the first hospital in our union to win and implement Break Relief nurses, and successfully defended Break Relief nurses at the WA State supreme court, leading other hospitals like Swedish and Valley Medical Center to follow
- We helped save Harborview clinics and service lines from closure
- Access to paid administrative leave during the worst periods of COVID
- We defended nursing staffing standards by maintaining double-time incentive shifts for critical staffing needs
- At least a 7% wage increase for all job classes over the life of the contract, **the highest wage increases in the UW system in 2025**
- Our Labor Management Committees are where union delegates and management can address issues quickly and directly with Harborview administration
- Because our union helps elect champions for healthcare workers into office in Olympia and at King County Council, we've helped Harborview retain funding for critical services



"Being a union member is crucial to protect our voice and build our strength. Membership and participating in union activities matters! Our unity has led to historic wins and these would not be possible without us standing in solidarity while advocating for our patients. We must continue building our strength and protecting our voice. That's the union difference! Opt Out Today and the Freedom Foundation want our work to be cheap, for us to not have retirements, and for good healthcare to only be available to the wealthy few. Don't let them fool you. We all need to be union members so we can all work together in our union."

Melanie Arciaga, RN, 5EH and SEIU Healthcare 1199NW Executive Board Member

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