

# Bargaining Update

## Northwest Medicine United

### Womens Health Clinics

7/30/25

We had our first bargaining session today after a long pause. We're grateful to have two new people supporting our team following the unexpected passing of our previous negotiator. Shane Youtz, a labor attorney from the firm Youtz & Valdez, is now serving as our lead negotiator. Roxanna McCloud-Lewis has also returned as our union representative and is sitting second chair at the table.

The session started off productively, and we reached agreement on a handful of articles. Tensions rose as we moved into more critical issue specifically, our push for a more robust severance package and the need for a malpractice policy without arbitrary limits. These are essential protections, and we made clear that we're not backing down.

More updates to come as we continue to fight for a strong contract.

## Bargaining Comparison

PROPOSAL

STATUS

Agreement

Establishes the formal collective bargaining agreement between NWMU and Legacy Medical Group, including the contract term and process for renewal or termination.

Agreed upon



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### Women Health

7/30/25

#### PROPOSAL

#### STATUS

#### Benefits

Aligns benefits with those offered to non-bargaining peers, includes cost-share provisions, and requires notice and discussion of major changes. This ensures access to competitive benefits and some input into future changes.

Still bargaining. LMG is offering status quo.

#### Preamble

Outlines shared goals, commitment to uninterrupted care, collaboration, and prohibits strikes or lockouts. It reinforces both parties' commitment to patient care while promoting a respectful labor-management relationship.

Agreed upon

#### Recontion/ Membership

Defines the bargaining unit and outlines union membership and dues provisions. This article formally recognizes the union and secures union rights for all OB/GYN physicians.

Agreed upon

#### Mangement Rights

Details the rights reserved to management including hiring, discipline, scheduling, and subcontracting. It preserves management authority while acknowledging the importance of physician input.

Agreed upon



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#### STATUS

Corrective  
action

Establishes a just cause standard for discipline and outlines progressive discipline steps. This article protects physicians from arbitrary discipline and ensures a fair process.

Agreed upon

Employment  
status

Addresses individual employment agreements, probationary period, resignations, and FTE changes. It ensures consistent application of contract rights and limits unilateral changes to employment terms.

Agreed upon

Seniority, layoff  
and recall

Defines seniority, layoff procedures, recall rights, and severance options. These protections promote fairness in reductions and provide clear pathways back to work.

Still bargaining. We are advocating for 9 months of severance pay instead of the 3 that they offered.

Union Rights

Covers access to worksites, union representation in disciplinary meetings, employee lists, bulletin boards, and release time. These rights support enforcement, transparency, and organizational health.

Agreed upon



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##### Malpractice

This article ensures full malpractice coverage and paid time for legal proceedings, protecting physicians from personal liability and ensuring fair compensation.

Still bargaining.  
We do not want a cap on the policy.

##### Leaves of Absence

Aligns leave policies with legal requirements and non-union staff standards, and includes notice provisions for any future changes. This ensures equity and consistency across Legacy's system.

Discussing use of PTO.

##### Grievance procedure

Outlines the grievance process including steps for filing and appealing grievances. It ensures that disputes are addressed fairly, with a clear path to resolution.

Agreed upon

##### Arbitration

Defines the process for arbitration following unresolved grievances. This binding process ensures that contract rights can be enforced through neutral third-party review.

Agreed upon



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#### STATUS

Equal  
Employment

Commits to non-discrimination and outlines cooperation on investigations. It strengthens workplace protections and aligns with legal and ethical standards.

Agreed upon

CME

CME and Licensure  
Provides a \$5,000 annual CME allowance (increasing by \$500/year), with rollovers and broad eligible uses. Employer also pays for all required licensure and certification costs.

Still bargaining.  
LMG offered  
status quo.

Health and  
safety

Outlines shared responsibility for safety, PPE, and communicable disease exposure. It prioritizes physician safety and creates a process for addressing safety concerns.

Agreed upon

Savings and  
seperability

Ensures the remainder of the contract remains in effect if one part is invalidated. This clause protects the integrity of the contract even if one section is challenged.

Agreed upon



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#### STATUS

Drug and alcohol

Affirms that employment is subject to the existing drug and alcohol policy. It clarifies expectations and ensures a safe, professional workplace.

Agreed upon

Successors

Requires notice of the agreement to any potential successor entity. This protects continuity of the contract in the event of sale or restructuring.

Agreed upon

Working outside the bargaining unit

Defines rules and discipline standards for dual-role employees across units. This article ensures accountability while protecting bargaining unit rights.

Agreed upon

Complete agreement

Affirms that the CBA represents the full agreement and terms of bargaining. It safeguards the contract from being undercut by side agreements or past practices.

Agreed upon



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