

# NORTHWEST MEDICINE UNITED

## WELCOME TO THE NWMU Legacy Newsletter

### Press Conference!

LIMS, OB, and Pediatric Hospitalists have consistently advocated for preserving PTO, but Legacy has yet to engage meaningfully. On May 9, hospitalists will hold a press conference to highlight why PTO is essential—for both providers and patients.

More money and higher patient loads aren't sustainable; time and stability are key to delivering consistent, high-quality care.



### NLRB Finds Merit!

In April, hospitalists filed an Unfair Labor Practice (ULP) charge, alleging that Legacy violated federal law by refusing to provide information, making unilateral changes to the PALS program, and altering scheduling practices without bargaining. After an investigation, the National Labor Relations Board (NLRB) found merit in our claims, confirming that Legacy broke the law!



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## Hospitalist

Legacy presented an economic proposal for LIMS only, excluding both OB and Pediatric Hospitalists from the offer. The proposal referenced the Providence St. Vincent's contract but failed to include critical information, such as work hours, making it difficult to evaluate. Once again, Legacy proposed a model with no PTO. While they claim to be open to including a PTO plan, they have yet to provide one.

Our team made it clear that preserving PTO remains a top priority across all three groups—LIMS, OB Hospitalists, and Pediatric Hospitalists—who have been united at the table advocating for this basic protection. Despite these ongoing efforts, Legacy has refused to seriously engage on the issue.

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## Medical Specialities

Both the Adult and Pediatric Specialty MDs have elected their respective bargaining teams. A lot of thought and effort went into working to ensure the teams represented the various specialties and work settings in which these members operate. These are two separate teams but they will be bargaining jointly at the table with Legacy. The teams have started drafting the pre-negotiation survey which will be distributed to all members for their feedback over the next several weeks. Forming a Contract Action Team (CAT) is one of the next steps with all members invited to a CAT training so they can learn what a contract campaign entails. Ratifying a first contract takes time and keeping members engaged over the long term is key to winning a good contract that can be built upon for further gains in the future. Both bargaining teams gearing up to be prepared to go to the negotiating table in the next couple of months. More to come soon!



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## Womens Health

We're actively working to secure a regular bargaining schedule from Legacy so we can begin productive discussions on the non-economic portions of the contract. Having consistent dates is essential to making meaningful progress. In the meantime, we've also been addressing some immediate concerns related to job classifications. These issues have been impacting day-to-day operations and clarity around roles, so we're working to ensure they're resolved as quickly as possible while we continue to prepare for broader negotiations.

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## Primary Care

Primary care physicians have been making steady progress toward their first agreements. So far, all negotiation sessions have been held jointly, and the teams are close to wrapping up non-economic proposals. Next, we'll be turning our attention to economics.

To help prepare for that, we're hosting an all-member webinar on May 1. During the webinar, we'll breakdown the details of our current pay system. In our bargaining survey, many colleagues shared that they didn't fully understand how pay is calculated—this session is designed to change that.

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## (non-LMG) Mary Bridge

Pediatric physicians at Mary Bridge Children's Hospital have officially filed for a union recognition election with the National Labor Relations Board. They are seeking representation and aiming to join Northwest Medicine United, a growing movement of physicians advocating for a stronger voice in patient care and workplace conditions.



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# MAY DAY

*May 1st*

## What is International Workers' Day?

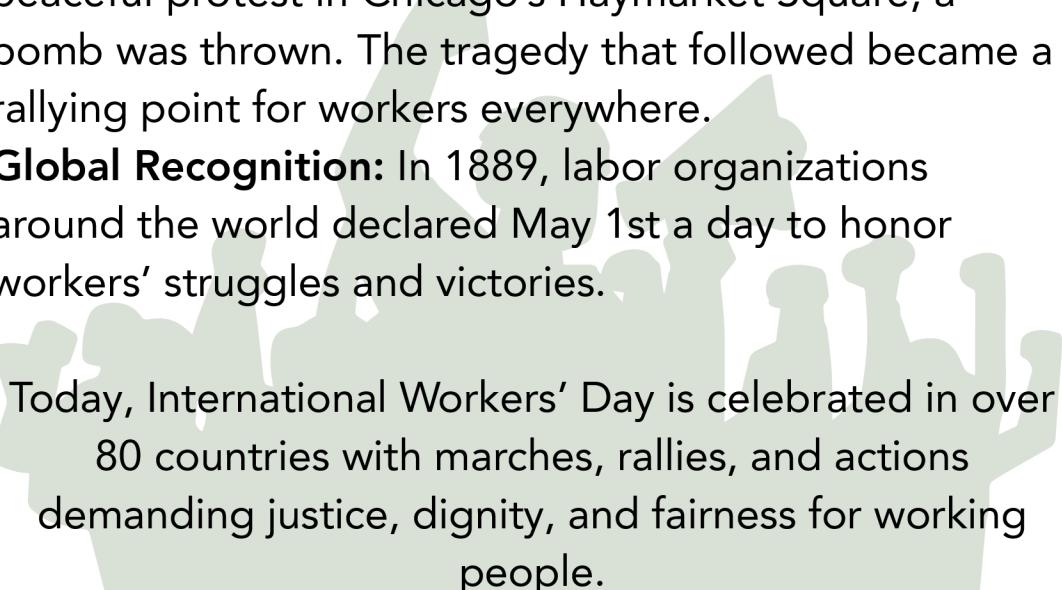
May 1st, also known as International Workers' Day or May Day, is a global day of recognition for the labor movement and the fight for workers' rights.

### A Brief History:

**Origin:** May Day traces back to the 1886 U.S. labor movement demanding an 8-hour workday.

**The Haymarket Affair:** On May 4, 1886, during a peaceful protest in Chicago's Haymarket Square, a bomb was thrown. The tragedy that followed became a rallying point for workers everywhere.

**Global Recognition:** In 1889, labor organizations around the world declared May 1st a day to honor workers' struggles and victories.



Today, International Workers' Day is celebrated in over 80 countries with marches, rallies, and actions demanding justice, dignity, and fairness for working people.



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