

Bargaining Update

Northwest Medicine United

Medical Specialities

Adult and PEDS

7/15/25

We had our first two days of bargaining, and the team went in strong, laying out a clear case for why stability, transparency, and a real voice in decisions that impact patient care, clinical practice, and the future of our profession are essential.

Below is a breakdown of what we proposed the last two days, including a summary of each article, why it matters, and its status. As a reminder, this is the start of a process to secure a fair and sustainable agreement that reflects the value and expertise we bring every day.

Bargaining Comparison

WHY ITS
IMPORTANT

STATUS

Preamble

Disscusses how we want to conduct our selves and the relationship we wish to maintain

No counter



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Roxanna McCloud-Lewis | roxanna@nwmu.org | 503-890-8141

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Union Rights

WHY ITS IMPORTANT

Legacy recognizes NWMU as the exclusive representative for physicians in specified specialties. Membership or payment of a fair-share fee is required, with provisions for religious exemptions, dues deduction, and agency fee protections.

STATUS

Agreed upon

Mang. Rights

Defines the parameters in which Legacy manages and uses subcontracting.

Agreed upon

Corrective
Action

Establishes a just cause standard for discipline, outlines a range of progressive actions, and ensures physicians receive documentation and access to representation. Also allows for “no cause” separation with notice and compensation.

Discussing how long disciplinary notices remain on record and the timeline for requesting a separation.

Employment
Status

Requires employment agreements to align with the contract. Sets expectations for resignation notice and FTE consistency, with a process for requesting FTE changes based on staffing needs and seniority.

Discussing the length of probationary period.



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| | WHY ITS IMPORTANT | STATUS |
|-------------------------------|--|------------------------------------|
| Seniority, Layoff, and Recall | Defines seniority, breaks in seniority, layoff and recall process. | Discussing the length of severance |
| Malpractice Insurance | Employer pays for malpractice coverage, including tail or nose coverage if needed. Time spent in legal proceedings is paid. Physicians receive proof of coverage. | Close to an agreement |
| Benefits | Physicians receive benefits equal to other employees, including health insurance, disability, life insurance, and retirement. Retirement contributions are immediately vested, and benefits can't be reduced without bargaining. | Holding for economics |
| Grievance Procedure | Creates a formal process for resolving disputes, including timelines and required documentation. Grievances may escalate to leadership if unresolved. | Agreed upon |



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WHY ITS IMPORTANT

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Arbitration

Allows unresolved grievances to go to binding arbitration, with shared costs and a mutually selected arbitrator. The arbitrator can interpret the agreement but not change it.

Agreed upon

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.

Holding for
economics

Health and
Safety

Outlines mutual responsibilities for workplace safety, including training, equipment, communicable disease protection, and security. Union can meet annually with security to review safety protocols.

Discussing private office space.

Savings and
Separability

If any provision is ruled invalid, the rest of the contract remains in effect.

Agreed upon



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WHY ITS IMPORTANT

STATUS

Drug and
Alcohol Policy

Clarifies that Legacy’s existing drug and alcohol policy applies to all bargaining unit members.

Agreed upon

Successors

Requires the employer to notify any potential buyer or new operator of the union contract but doesn’t impose further obligations.

Agreed upon

Working Outside
the BU

Allows physicians to work in non-union Legacy roles if it doesn’t interfere with their union role. Misconduct outside the bargaining unit may result in termination from the union role.

Discussing some lanugage we felt was vague.

Outside
Employment

Equal Employment
Commits the union and employer to nondiscrimination based on a wide range of protected characteristics. Union agrees to cooperate in investigations of discrimination claims.

Agreed upon



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Employment

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Agreed upon

Complete
Agreement

Establishes that this is the full agreement between the union and employer. Prior side agreements and unwritten practices are not binding unless incorporated. Future changes must be in writing.

Agreed upon

Agreement

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

Getting close on agreement

Stay in touch!

If you'd like to join the Medical Specialties Signal group, you can do so here <https://bit.ly/LMGMSUnion> (or the QR code)! This group will be used to discuss union updates, strategy, and other important matters related to our work.



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