

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

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

No counter

Preamble



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WHY ITS IMPORTANT

STATUS

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.

Agreed upon

Defines the parameters in which Legacy manages and uses subcontracting.

Agreed upon

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.

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.

Union Rights

Mang. Rights

Corrective Action

Employment Status



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**WHY ITS
IMPORTANT**

STATUS

Defines seniority, breaks in seniority, layoff and recall process.

Discussing the length of severance

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**

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**

Creates a formal process for resolving disputes, including timelines and required documentation. Grievances may escalate to leadership if unresolved.

Agreed upon

Seniority, Layoff,
and Recall

Malpractice
Insurance

Benefits

Grievance
Procedure



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**WHY ITS
IMPORTANT**

STATUS

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

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**

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.

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

Agreed upon

**CME and
Licensure**

**Health and
Safety**

**Savings and
Separability**



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WHY ITS
IMPORTANT

STATUS

Drug and
Alcohol Policy

Successors

Working Outside
the BU

Outside
Employment

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

Agreed upon

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

Agreed upon

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.

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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**WHY ITS
IMPORTANT**

STATUS

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

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

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/LMGMSSUnion> (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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