

# Bargaining Update

Northwest Medicine United

Medical Specialities

Adult and PEDS

7/25/25

We just wrapped our third day of bargaining and reached a few more tentative agreements. There were some productive discussions, but we're holding strong on our proposals for clear probationary language and the need for private workspaces to do our work effectively.

Below is a breakdown of what's been proposed so far, including a summary of each article, why it matters, and where things stand. This is part of our ongoing effort to secure a fair, supportive, and sustainable agreement that reflects the value 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

Agreed upon 7.25

Preamble



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**Northwest Medicine United**

## Medical Specialities Adult and PEDS

### 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 7.15

Defines the parameters in which Legacy manages and uses subcontracting.

Agreed upon 7.25

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.

Still 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.

Still discussing the length of probationary period.

Union Rights

Mang. Rights

Corrective Action

Employment Status



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## Medical Specialities Adult and PEDS

### WHY ITS IMPORTANT

### STATUS

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

Agreed upon 7.25

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. Still discussing terms of it.

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 7.15

Seniority, Layoff,  
and Recall

Malpractice  
Insurance

Benefits

Grievance  
Procedure



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## Medical Specialities Adult and PEDS

### 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 7.15

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.

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

Still far apart on this subject and the need for private workspace.

Agreed upon 7.15

Arbitration

CME and  
Licensure

Health and  
Safety

Savings and  
Separability



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# Bargaining Update

## Northwest Medicine United

### Medical Specialities Adult and PEDS

#### 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 7.15

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

Agreed upon 7.15

Allows physicians to work in  
non-union Legacy roles if it  
doesn't interfere with their  
union role. Misconduct  
decisions are made on a case  
by case basis.

Agreed upon 7.25

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 7.15



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## Medical Specialties Adult and PEDS

### 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 7.15

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 7.15

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

Agreed upon 7.15

## 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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