

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

Preamble

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

Agreed upon 7.25



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

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	WHY ITS IMPORTANT	STATUS
Union Rights	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
Mang. Rights	Defines the parameters in which Legacy manages and uses subcontracting.	Agreed upon 7.25
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.	Still 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.	Still 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.	Agreed upon 7.25
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. Still discussing terms of it.
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 7.15



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	WHY ITS IMPORTANT	STATUS
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 7.15
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.	Still far apart on this subject and the need for private workspace.
Savings and Separability	If any provision is ruled invalid, the rest of the contract remains in effect.	Agreed upon 7.15



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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 7.15
Successors	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
Working Outside the BU	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
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 7.15



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WHY ITS IMPORTANT

STATUS

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

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 7.15

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 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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