

Bargaining Update

Northwest Medicine United

Immediate Care Clinics

Physicians and APPs

Tracking the table

We've been at the bargaining table for quite some time now, and a lot of progress has been made, article by article, issue by issue. But we also know that with so many moving parts, it can be difficult to keep track of what's been proposed, what's been agreed to, and what's still on the table. That's why we've created this tracker: to give everyone a clear, accessible view of the work that's been accomplished and the areas where we're still pushing forward.

At our last session, management's compensation proposal did not reflect the respect and value we deserve as professionals and frontline providers. We're holding strong, and we won't settle for less than what it takes to sustain quality care and retain a dedicated team. Stay tuned for future communications; we'll be sharing how we plan to push back and stand together to win the contract we need.

At our next session on **Aug 4th**, we'll be proposing language around union rights, employment provisions, ERD, capacity, seniority, hours of work, higher pay, and more! We are fighting for what we deserve.

As always, you have **Weingarten rights** if a meeting could lead to discipline, and you can reach us anytime at roxanna@nwmu.org.

If there are new folks in your clinic, send them our way, we're building a welcome packet soon.



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PROPOSAL

STATUS

Task Force

This article establishes a quarterly labor-management group to resolve issues and improve communication. It helps maintain a strong working relationship.

Agreed upon

Extra Shifts/ Moonlighting

This article defines and distinguishes extra shifts and moonlighting, detailing how extra shifts within Immediate Care are compensated with incentives and wRVUs, while moonlighting compensation is handled separately. It clarifies pay expectations and maintains transparency around additional work outside of regular FTE hours.

Agreed upon

Professional Development

This article outlines CME funding and leave, licensing reimbursement, and access to education benefits for eligible providers. It supports continued clinical competency, professional growth, and equitable access to development opportunities.

Agreed upon

Attendance

This article sets expectations for timely attendance, limits unscheduled absences to five per year, and outlines consequences for excessive or unreported absences. It promotes reliability and accountability to ensure consistent patient care and clinic operations.

Agreed upon



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PROPOSAL

STATUS

Grivance and Arbitration

Provides a step-by-step process for resolving disputes over contract enforcement and outlines the process to escalate unresolved grievances to binding arbitration. This ensures accountability when internal resolution fails.

Agreed upon

No Strike

This article prohibits strikes, lockouts, slowdowns, and related actions during the contract term and requires the Union to restore work if such actions occur. It ensures uninterrupted patient care and operations, while allowing off-duty employees to support other unions outside of work hours.

Agreed upon

Resource Committee

This article forms a joint committee to address scheduling, safety, and workload issues. It gives providers a voice in operational decisions.

Agreed upon

Substance Free Workplace

This article requires providers to follow the Employer's policy prohibiting drug and alcohol use in the workplace. It supports a safe, high-functioning care environment and clarifies expectations around impairment, including off-duty drug use.

Agreed upon



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PROPOSAL

STATUS

LOA

xxx

Agreed upon

Workplace
Safety & Tech

xxxx

Agreed upon

Modified
Operations

xxxx

Agreed upon

Equal
Employment

This article bars discrimination in employment and union activity. It ensures a fair and inclusive workplace for all providers.

Agreed upon



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Float Pool

Separation & Resignation

Orientation

PROPOSAL

This article defines Benefit Floats as providers without a home clinic who receive a stipend and full benefits (if 0.5 FTE or more) and may be reassigned across clinics with short notice. It ensures system-wide coverage flexibility while offering recognition and support for the added demands of float work.

STATUS

Agreed upon

xxx

Agreed upon

xxx

Agreed upon



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Hours of work

This article outlines expectations around scheduling, shift length, and workweek structure. It helps ensure predictable workloads and protects work-life balance.

Still bargaining

Management Rights

This article defines the Employer's authority to manage operations, staffing, and policies. It clarifies decision-making rights while recognizing contractual limits.

Still bargaining

PTA & Holidays

This article governs paid time away, including holidays. It ensures providers receive time off and compensation consistent with their role and FTE.

Still bargaining

Reduction in Force

This article addresses procedures in the event of layoffs or position eliminations. It provides transparency and fairness in staffing changes.

Still bargaining



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Capacity Workflow

This article focuses on managing provider workload and patient flow. It promotes efficiency and sustainable scheduling.

Still bargaining

Employment Provisions

This article outlines core employment terms such as classification, status, and conditions of hire. It ensures clarity and consistency in provider roles.

Still bargaining

Per Diems

This article defines terms for per diem providers including scheduling, pay, and eligibility. It supports flexible staffing and fair compensation.

Still bargaining

Professional Relationship

This article affirms mutual respect and collaboration among providers and leadership. It encourages a positive and professional workplace culture.

Still bargaining



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Union Business

This article sets parameters for union-related activities, release time, and communication. It protects union rights while maintaining clinic operations.

Still bargaining

End of Day

This article defines expectations around clinical duties and wrap-up time at the end of a shift. It promotes efficiency and provider well-being.

Still bargaining

Subcontractors

This article addresses the use of outside entities or workers. It ensures transparency and protects bargaining unit work.

Still bargaining

Health and Welfare

This article defines benefit eligibility and offerings such as insurance and wellness programs. It supports provider health and financial security.

Still bargaining



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Recognition and Preamble

This article formally acknowledges the union and frames the purpose of the agreement. It sets a collaborative tone and mutual commitment.

Still bargaining

Seniority

This article defines how seniority is calculated and used. It provides a fair system for preferences, layoff, and other employment decisions.

Still bargaining

Successors

This article ensures the agreement remains in effect if ownership or control of the clinics changes. It protects continuity and contract enforcement.

Still bargaining

General Provisions

This article includes overarching legal and procedural clauses. It ensures clarity and enforceability across the agreement.

Still bargaining



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Lactation

This article affirms the right to lactation accommodations. It supports provider health, dignity, and legal compliance.

Still bargaining

Stipend

This article details additional payments for specific roles, duties, or classifications. It recognizes extra work and incentivizes retention.

Still bargaining

Retirement

This article outlines retirement plan eligibility and contributions. It supports long-term provider financial planning.

Still bargaining

Duration

This article defines the term of the agreement and renewal process. It sets a clear timeframe for contract enforcement and renegotiation.

Still bargaining



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