

Bargaining Update

Northwest Medicine United

Primary Care Clinics

Physicians and APPs

7/18/25

Update: Progress at the Table!

We've been hard at work finalizing our economic proposals and the MOU to remove the cap retroactive to the start of the year, we're getting very close. We had a bargaining session yesterday where we reviewed the contract. Frustratingly, management is still pushing back on our lactation proposal, and some comments from their side have been dismissive.

We've made tentative agreements on most non-economic items, but still differ on severance and are tightening up language around leaves. One win, they agreed to free parking for our unit!

We're holding a virtual membership meeting on **July 31 at 8 PM** to give updates, go over our economic proposals, and discuss how we can all support each other in bargaining with Legacy. Unity across units makes us all stronger.

At our next session on **July 29**, we'll be proposing higher pay, real PTO, expanded CME funds for all, better holidays, 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 legacypcpunion@gmail.com. If there are new folks in your clinic, send them our way, we're building a welcome packet soon.

Bargaining Table

PROPOSAL

STATUS

Defines the scope and duration of the agreement between NWMU and Legacy Medical Group. This article lays the foundation for contract enforcement and long-term stability.

Still bargaining

Agreement



nwmu.org

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

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PROPOSAL

STATUS

Reconition/ membership

Defines the bargaining unit and establishes union security provisions including dues, religious exemptions, and agency fees. It formalizes union representation and protects membership rights.

Agreed upon

Union rights

Covers access to worksites, union representation in disciplinary meetings, employee lists, bulletin boards, and release time. These rights support enforcement, transparency, and organizational health.

Partially agreed upon.
Discussing negotiation schedules.

Mangement rights

Reserves core management functions such as hiring, scheduling, and operational changes. It also includes a commitment to solicit physician input before major changes.

Agreed upon

LC committees

Establishes quarterly meetings to resolve workplace issues, clarify contract language, and support collaboration. It creates a regular forum to problem-solve proactively.

Agreed upon



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PROPOSAL

STATUS

Corective action

Outlines the just cause standard and progressive steps for addressing performance issues. This protects physicians from arbitrary discipline and ensures fair treatment.

Agreed upon

Employment status

Covers individual employment agreements, probationary periods, resignations, and changes to FTE. This ensures consistency across employment documents and establishes clear job expectations

Agreed upon

Seniority, layoff and recall

Placeholder for future bargaining on compensation. This will be a central article for ensuring competitive and equitable pay.

Still bargaining
over severance.

Leaves of absence

Aligns leave policies with legal requirements and non-union staff standards, and includes notice provisions for any future changes. This ensures equity and consistency across Legacy's system.

Discussing use of
PTO.



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PROPOSAL

STATUS

Benefits

Aligns benefits with those offered to non-bargaining peers, includes cost-share provisions, and requires notice and discussion of major changes. This ensures access to competitive benefits and some input into future changes.

Still bargaining

Grievance procedure

Provides a step-by-step process for resolving disputes over contract enforcement. It gives members a structured, timely, and fair path to address concerns.

Agreed upon

Arbitration

Outlines the process to escalate unresolved grievances to binding arbitration. This ensures accountability when internal resolution fails.

Agreed upon

Preamble

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

Still bargaining



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PROPOSAL

STATUS

Equal Employment

Commits to non-discrimination and confidentiality in investigations. It reinforces safe, equitable workplaces with mechanisms for accountability.

Agreed upon

CME and Licensure

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

Defines shared responsibility for safety, exposure protocols, and lactation accommodations. It emphasizes the right to a safe, respectful clinical environment.

Partially agreed upon. Discussing lactation prevision.

Savings and seperability

Preserves the remainder of the contract if any section is invalidated. This prevents a legal challenge from undoing broader contract rights.

Agreed upon



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PROPOSAL

STATUS

Drug and alcohol

Affirms continued application of the employer's drug and alcohol policy. Clarifies expectations and ensures alignment with professional standards.

Agreed upon

Successors

Requires notice to any future owner/operator of the existence of this agreement. This aims to protect contract continuity in case of sale or restructuring.

Still bargaining

Working outside the bargaining unit

Outlines rules and discipline standards for physicians who work both inside and outside the bargaining unit. Ensures just cause protections and consistent application of disciplinary standards.

Agreed upon

Complete agreement

Establishes this document as the full and final agreement. Protects against side deals or management attempts to override contract terms.

Agreed upon



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