

# Bargaining Update

## Northwest Medicine United Medical Specialities Adult and PEDs

After waiting nearly two months for dates, our team came fully prepared and made meaningful movement on several proposals, but Legacy continues to stall on key issues that directly impact our ability to provide quality care.

We're still fighting for HIPAA-compliant workspaces and a real PTO system that creates real paid time off and takes into account wRVUs and no mandated use of PTO.

Below is a graph tracking all our proposals and showing where each one stands.

We are preparing our hours of work and compensation articles.

Agreement

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

Waiting to finish the contract

Preamble

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

Agreed upon



# Bargaining Update

## Northwest Medicine United

### Medical Specialities

#### Adult and PEDs

|                   | 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   |
| Mang. Rights      | Defines the parameters in which Legacy manages and uses subcontracting.  | Agreed upon   |
| 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.                                    | Agreed upon   |



nwmu.org

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

# Bargaining Update

## Northwest Medicine United

### Medical Specialities

#### Adult and PEDs

|                               | WHY ITS IMPORTANT  | STATUS                   |
|-------------------------------|--|--------------------------|
| Seniority, Layoff, and Recall | Defines seniority, breaks in seniority, layoff and recall process.   | Agreed upon              |
| PTO                           | We have proposed that everyone gets PTO and that its true work off, with wRVUs taken into account, both for payment and thresholds. Also no mandated use of PTO                | We are very apart        |
| Hours of Work                 | This section defines what constitutes Full-Time Equivalent (FTE) work, as well as the categories of on-call, back-up, weekend, night shift, overtime, and other forms of work. | We have not proposed yet |
| Compensation                  | Defines salary, production numbers, as well as pay for the categories of on-call, back-up, weekend, night shift, overtime, and other forms of work.                            | We have not proposed yet |



# Bargaining Update

## Northwest Medicine United

### Medical Specialities

#### Adult and PEDs

|                       | WHY ITS IMPORTANT   | STATUS   |
|-----------------------|---|--|
| 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.   | Agreed upon  |
| Leaves of Absence     | Defines how leaves of absence work, what is protected, and the use of PTO for it.   | We are apart on getting true paid time off, and extending bereavement leave. |
| Benefits              | Physicians receive benefits equal to other employees, including health insurance, disability, life insurance, and retirement. If changes are made, then the union will be notified and given time to discuss. | Agreed upon  |
| Grievance Procedure   | Creates a formal process for resolving disputes, including timelines and required documentation. Grievances may escalate to leadership if unresolved.   | Agreed upon  |



# Bargaining Update

## Northwest Medicine United

### Medical Specialities

#### Adult and PEDs

|                   | 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   |
| 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   |
| CME               | 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.                     | Discussing amount and uses  |
| 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. |



[nwmu.org](http://nwmu.org)

Roxanna McCloud-Lewis | [roxanna@nwmu.org](mailto:roxanna@nwmu.org) | 503-890-8141

# Bargaining Update

## Northwest Medicine United

### Medical Specialities

Adult and PEDs

|                          | WHY ITS IMPORTANT  | STATUS             |
|--------------------------|--|--------------------|
| LMC                      | Gives physicians and management a regular space to solve problems together. It keeps communication open and ensures your voice is heard between bargaining sessions. | Close to agreement |
| Savings and Separability | If any provision is ruled invalid, the rest of the contract remains in effect.   | Agreed upon        |
| Drug and Alcohol Policy  | Clarifies that Legacy’s existing drug and alcohol policy applies to all bargaining unit members.   | Agreed upon        |
| Successors               | Requires the employer to notify any potential buyer or new operator of the union contract but doesn’t impose further obligations.                                    | Agreed upon        |



# Bargaining Update

## Northwest Medicine United

### Medical Specialities

#### Adult and PEDs

|                        | WHY ITS IMPORTANT   | STATUS   |
|------------------------|---|--|
| 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  |
| Outside Employment     | Equal Employment<br>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  |
| 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  |
| Professional Judgement | Outlines the physician's ability to discharge and safety processes.   | Close to agreement and put into health and safety. |



nwmu.org

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