

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

Preamble

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

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

Agreed upon



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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

Defines the parameters in which Legacy manages and uses subcontracting.

Agreed upon

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.

Agreed upon

Union Rights

Mang. Rights

Corrective Action

Employment Status



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WHY ITS IMPORTANT

STATUS

Seniority, Layoff,
and Recall

Defines seniority, breaks in

seniority, layoff and recall
process.

Agreed upon

PTO

Hours of Work

Compensation

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

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

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



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WHY ITS IMPORTANT

STATUS

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

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.

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

Creates a formal process for resolving disputes, including timelines and required documentation. Grievances may escalate to leadership if unresolved.

Agreed upon

Malpractice
Insurance

Leaves of
Absence

Benefits

Grievance
Procedure



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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

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

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

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.



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Arbitration

Equal Employment

CME

Health and Safety

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WHY ITS IMPORTANT

STATUS

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**

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

Agreed upon

Clarifies that Legacy's existing drug and alcohol policy applies to all bargaining unit members.

Agreed upon

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

Agreed upon

LMC

Savings and
Separability

Drug and
Alcohol Policy

Successors



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WHY ITS IMPORTANT

STATUS

Working Outside
the BU

Outside
Employment

Complete
Agreement

Professional
Judgement

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

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

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

Outlines the physician's ability to discharge and safety processes.

Close to agreement and put into health and safety.



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