

Bargaining Update

Northwest Medicine United Primary Care Physicians and APPs

After cancelling a session, Legacy came back to us after nearly a month WITHOUT a counter.

Instead they told us that they wanted to a conversation, because after many sessions of us communicating our priorities, they were still unclear on what those might be.

We have been clear. We are fighting for a real PTO system that creates real paid time off and takes into account wRVUs and no mandated use of PTO as well as a compensation plan that reflects the work we do.

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

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



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Bargaining Update

Northwest Medicine United

Primary Care

Physicians and APPs

Union Rights

WHY ITS IMPORTANT

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.

STATUS

Apart on bargaining scheduling

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



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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.

Proposed and have not gotten a counter

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.

Proposed and have not gotten a counter



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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.

Close

Leaves of Absence

Defines how leaves of absence work, what is protected, and the use of PTO for it.

Agreed upon

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.

Slightly apart on

Grievance Procedure

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

Agreed upon



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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

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 apart on lactation support



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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.

Agreed upon

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



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WHY ITS IMPORTANT

STATUS

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.

Proposed and have not gotten a counter

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.

Proposed and have not gotten a counter

Working Outside the BU

Outside Employment

Complete Agreement

Professional Judgement



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