



Oct. 7, 2025

At today's bargaining session with Doctors Council SEIU for Primary Care and Urgent Care, we continued our discussions on compensation and offered a slightly updated proposal on [professional practice agreements](#).

Compensation

Our latest proposals increased the production compensation conversion factor for providers to:

- 50th percentile for primary care providers (based on the provider's specialty).
 - This aligns with the current conversion factor for primary care providers, considering the updated market definitions.
- 58th percentile for urgent care APPs.
 - This mirrors the union's proposal.

We continue to have significant concerns about the union's proposal.

- The union openly acknowledged that its proposed APP base salaries are not based on any market standard and instead on an average of current APP compensation.
- The union also continues to propose base salaries at the 50th percentile for physicians with two years of experience (50th plus 5% for physicians with five or more years).
 - However, the production income starts at the 40th percentile, which would result in double the payment for the same work.
- For primary care APPs, the union is proposing base salaries at what amounts to the 74th percentile for APPs with two years of experience but starting production income at the 50th percentile.

Our goal continues to be establishing a compensation package that attracts and retains skilled providers. Through the process of negotiations, we are working toward an agreement that compensates our providers similar to what they are currently paid.

Next steps

Our next bargaining session is Wednesday, Oct. 29. We appreciate your dedication to serving our patients and communities.